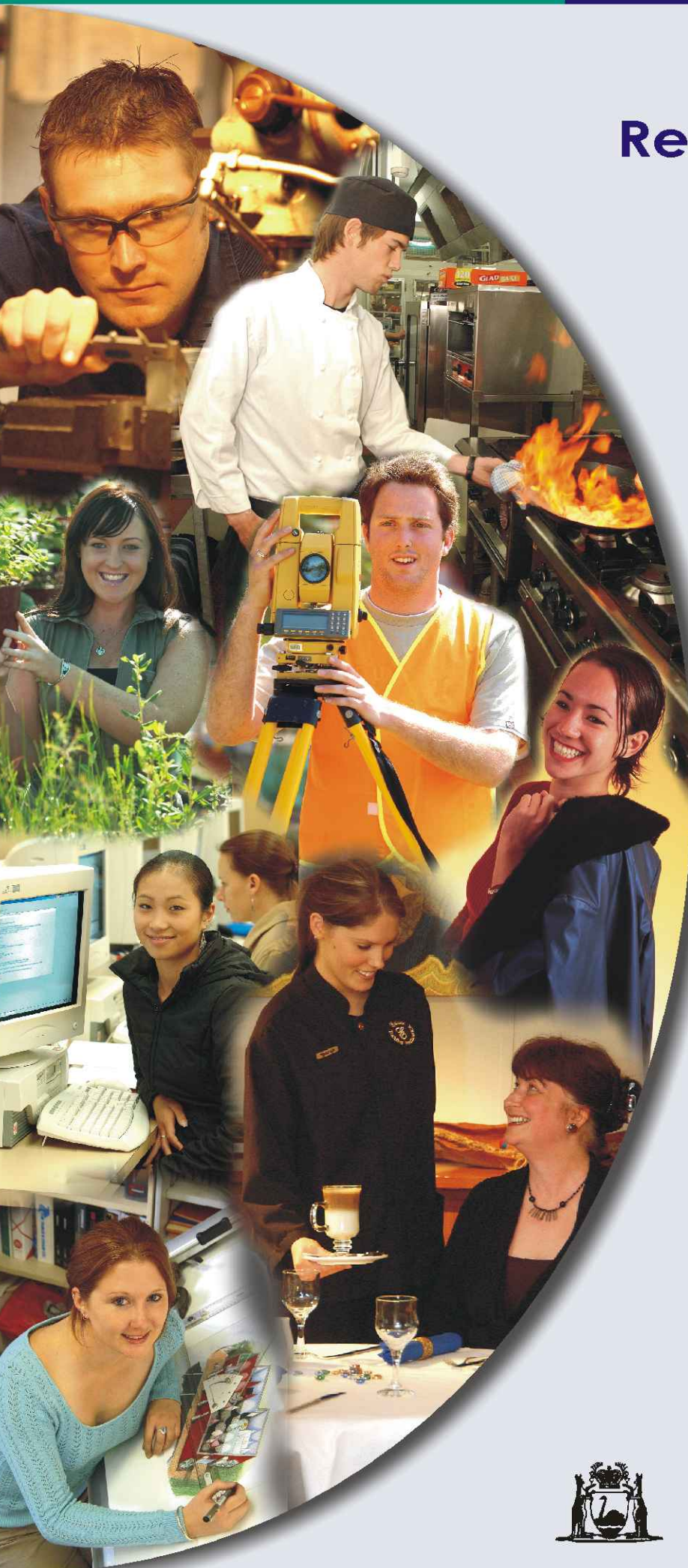


South West Regional College

Annual Report 2007



OVERVIEW	3
Executive Summary.....	3
<i>Statement of Compliance</i>	<i>3</i>
<i>Chairperson's Report</i>	<i>4</i>
<i>Highlights</i>	<i>5</i>
Operational Structure	7
<i>Enabling Legislation</i>	<i>7</i>
<i>Responsible Minister</i>	<i>7</i>
<i>Vision/Mission</i>	<i>7</i>
<i>Key Legislation</i>	<i>8</i>
<i>Organisational Chart</i>	<i>9</i>
<i>Governing Council.....</i>	<i>10</i>
<i>College Overview</i>	<i>12</i>
Performance Management Framework.....	13
Changes to Annual Performance Plan (Strategic Priorities).....	14
Shared Responsibilities with Other Agencies.....	14
AGENCY PERFORMANCE	15
Managing Director's Report.....	15
Annual Performance Measures	17
SIGNIFICANT ISSUES AND TRENDS	27
Current and Emerging Issues and Trends.....	27
Changes in Written Law	28
Major Initiatives for 2008	28
DISCLOSURES AND LEGAL COMPLIANCE	29
Financial Statements	29
<i>Certification of Financial Statements</i>	<i>29</i>
<i>Independent Audit Opinion.....</i>	<i>30</i>
<i>Financial Statements</i>	<i>32</i>
<i>Notes to the Financial Statements</i>	<i>36</i>
Key Performance Indicators	63
<i>Certification of Performance Indicators</i>	<i>63</i>
<i>Key Performance Indicators</i>	<i>64</i>
<i>Graduate Satisfaction.....</i>	<i>65</i>
<i>Effectiveness.....</i>	<i>68</i>
Ministerial Directives	69
Other Financial Disclosures	69
<i>Pricing Policies of Services Provided</i>	<i>69</i>
<i>Capital Works Projects.....</i>	<i>69</i>

Other Financial Disclosures	70
<i>Employment and Industrial Relations</i>	<i>70</i>
<i>Workers Compensation Claims</i>	<i>70</i>
Governance Disclosures	70
<i>Contracts with Senior Officers</i>	<i>70</i>
Other Legal Requirements	71
<i>Advertising (Electoral Act 1997)</i>	<i>71</i>
<i>2008 Forward Financial Estimates</i>	<i>71</i>
<i>Disability Access and Inclusion Plans</i>	<i>76</i>
<i>Equal Employment Opportunity Outcomes</i>	<i>77</i>
<i>Compliance with Public Sector Standards and Ethical Codes</i>	<i>78</i>
<i>Record Keeping Plans</i>	<i>78</i>
Government Policy Requirements	80
<i>Corruption Prevention</i>	<i>80</i>
<i>Sustainability</i>	<i>80</i>

Overview

Executive Summary

Statement of Compliance

25 February 2008

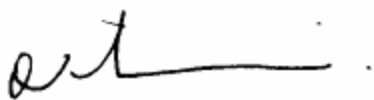
Hon Mark McGowan MLA
Minister for Education and Training;
Minister for the South West
21st Floor Governor Stirling Tower
197 St Georges Terrace
PERTH WA 6000

Dear Minister

STATEMENT OF COMPLIANCE FOR THE YEAR ENDED 31 DECEMBER 2007

In accordance with section 61 of the Financial Management Act 2006, we hereby submit for your information and presentation to Parliament, the Annual Report of the Model Statutory Authority for the financial year ended 31 December 2007.

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



Dan Perkins
Chairperson
Governing Council



Wendy Burns
Managing Director

Executive Summary

Chairperson's Report

In achieving its mission to work with industry and the community to advance the economic and social prosperity of our region, the South West Regional College continued to provide a strong focus upon delivering high-quality training programs to ensure our graduates have the expertise and skills that are relevant to current industry standards

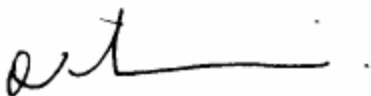
The College responded quickly to the recommendations of the Skills Formation Taskforce to address skill shortages, to adapt a range of employment-based qualifications to meet the reduced duration of apprenticeships and traineeships and the demand by industry for flexible arrangements and alternative pathways to a trade qualification. The College collaborated with employers in key regional vocations to develop and implement programs to expand and increase the flexibility of apprenticeships and traineeships, as well as provide on-the job training for existing and new workers in order to maximise training and align outcomes to meet future industry needs.

The State Government's investment of \$4.9 million to provide new and upgraded facilities and equipment in the automotive and building and construction areas will enable the College to roll-out Skills Formation Taskforce initiatives to further address the skills needs of these industries.

The legislative changes in raising the leaving age for young people turning 16 years old in 2006 resulted in an increase of this age group participating in education and training. School-based programs improved the participation and retention of South West students in education and training, provided them with an insight into their career options, and enhanced the successful transition from school to employment for a number of young people. Local employers in skill shortage areas benefited through the employment of apprentices and trainees who had not only made an informed choice about their chosen career but also had work-ready skills, experience and qualifications.

The College also continued to improve its responsiveness and capability in providing inclusive services for the Indigenous community, people living in remote or isolated circumstances; people with a disability and people from cultural/diverse backgrounds. A number of initiatives to facilitate training and enhancing employment opportunities for these target groups are highlighted in the Executive Summary and detailed further throughout this report.

2007 provided a year of challenges for the College and I thank staff for their commitment to creating quality services for our customers and I acknowledge our industry and community partners who have informed and shaped the College's strategic focus for future years.



Dan Perkins
Chairperson
Governing Council

Executive Summary

Highlights

- The School Apprenticeship Link program ensured a smooth transition of youth to apprenticeships and expanded in 2007 to include food trades and personal services as well as building and construction, and Metals trades. Approximately half of the students engaged in the program gained apprenticeships or employment, with the remainder either continuing on at TAFE in the program, or returning to school. A highlight came from Hospitality where two students successfully gained positions from only 20 State wide places on the prestigious Hospitality Passport Scheme.
- Initiatives undertaken to improve the retention of youth in education and training included Certificate I in Leadership Development and Career Bites. High School students undertaking Certificate I in Leadership Development planned and completed a community project that provided them with hours to comply with WACE requirements for community work while exploring the qualities of self-development and successful leadership. Career Bites included delivery to non-government schools and encompassed delivery in the para-professional areas of health science foundation (nursing), community recreation, information technology, interior design, residential drafting, surveying.
- In collaboration with the Indigenous Land Council, the Roelands Management Committee, and the Apprenticeship and Traineeship Company, 14 Indigenous students undertook a pre-employment program to hone their literacy, numeracy, communication, occupational health and safety as well as leadership skills. In 2008, 10 of these students will articulate into a traineeship in general construction or horticulture, and 4 into an apprenticeship in painting and decorating.
- \$4.29 Million funding under the State Government's *Skills for Western Australia's Future: Transforming the Training System* will deliver new and upgraded facilities and equipment and roll-out initiatives recommended by the Skills Formation Taskforce to ease skills shortages in the building and construction; and automotive areas.
- The College commenced training in plumbing and gas fitting with the first group of apprentices commencing in November. Funding has been provided to develop new resources and construction of a new facility which will be completed late 2008 to accommodate the specialised training requirements and additional intake of students.
- The College continued to further enhance its strong relationship with the health industry to expand upon its Existing Worker Traineeship program in Aged Care, Sterilisation, and Client Patient Services, providing skills recognition supported by on-the-job training and workshops.
- Congratulations to Paula Finucane, Hairdressing Lecturer and Jan Meyer, Children's Services Lecturer; TAFEWA Round 1 and 2 winners of the Premier's Teacher of the Year Award 2007.
- The College's Conservation, Land and Environment team were finalists in the 2007 Western Australian Environment Awards for the revegetation of the dam and creek line adjacent to the Margaret River Education Campus. The team's project work was highly commended for transforming a barren site into a living wetland for wildlife.
- The College reviewed the Disability Services Plan and consulted with key stakeholders to develop a new Disability Access and Inclusion Plan (DAIP) that will guide further improvements to access and inclusion. The DAIP 2007-2010 was developed in accordance with the requirements of the Disability Services Act 1993.
- The Horticulture team's excellent work to develop training, that meets the specific needs of students with a mental illness, was acknowledged in the 2007 Western Australian Training Awards. A finalist in the Access and Equity section, the Pathways "Garden FX" Project has been adapted to support indigenous students.

Executive Summary

Highlights

- Apprentices and trainees from South West Regional College of TAFE participated successfully in the Worldskills State Championships in Perth. Michael Welshman won the Gold Medal in Cabinet making and Alexis Scott won the Silver Medal in Hairdressing. Both will represent the State in the Worldskills National Competition in 2008.

College Training Profile

Effectiveness

The College achieved 103.1% of the Training College Profile set under the 2007 Delivery and Performance Agreement with the Department of Education and Training.

Efficiency

The average cost per student curriculum hour for delivery training under the College Training Profile and fee-for-service was \$15.21, representing an increase of 52 cents from the 2006 cost of \$14.69.

Student Satisfaction

The overall level of student satisfaction at South West Regional College remains high at 88%, an improvement of 1% over 2006 figures, and 1% higher than the State satisfaction level of 87%.

Operational Structure

Enabling Legislation

The South West Regional College of TAFE was established on 1 January 1997 under section 35 of the Vocational Education and Training Act 1996.

The functions of the College are to:

- Provide vocational education and training consistent with a College training profile.
- Provide fee-for-service training programs.
- Undertake research and development related to vocational education and training which has a direct practical application to industry, commerce and the community.
- Promote equality of opportunity in the undertaking of vocational education and training.
- Provide services to students.
- Participate in State-wide training and collaborate with other educational institutions to ensure the greatest effectiveness and economy in expenditure and the beneficial relationships.
- Contribute to the general development of the community in the region.

Responsible Minister

The Hon Mark McGowan MLA; Minister for Education and Training; South West is the Minister responsible for the South West Regional College of TAFE.

Vision/Mission

Working with industry and the community, the South West Regional College advances the economic and social prosperity of the region by delivering cost effective – world class – education and training services.

We seek to maximise the creative productivity of ourselves, our students and industry, through a process of continuous improvement that is: customer focussed; quality driven; ethical; collaborative; and outcome oriented.

The College's combined vision and mission statement draws attention to the fundamental purpose of the College and its commitment to advancing the economic development and social well being of the South West region through the provision of high quality - world class - education and training services.

The statement also introduces the notion of creative productivity. A commitment to ourselves, our colleagues, students and industry, to not only be more productive, but also to ensure that we are creating quality services for our customers; in an ethical, collaborative and outcome oriented manner.

The desired outcome of the College is to provide Vocational Education and Training services to meet community and industry training needs.

A culture of quality client service is supported by the high level of expertise of the staff who seek to realise the mission of this College.

Operational Structure

Key Legislation

In the performance of its functions, South West Regional College complies with the following relevant written laws:

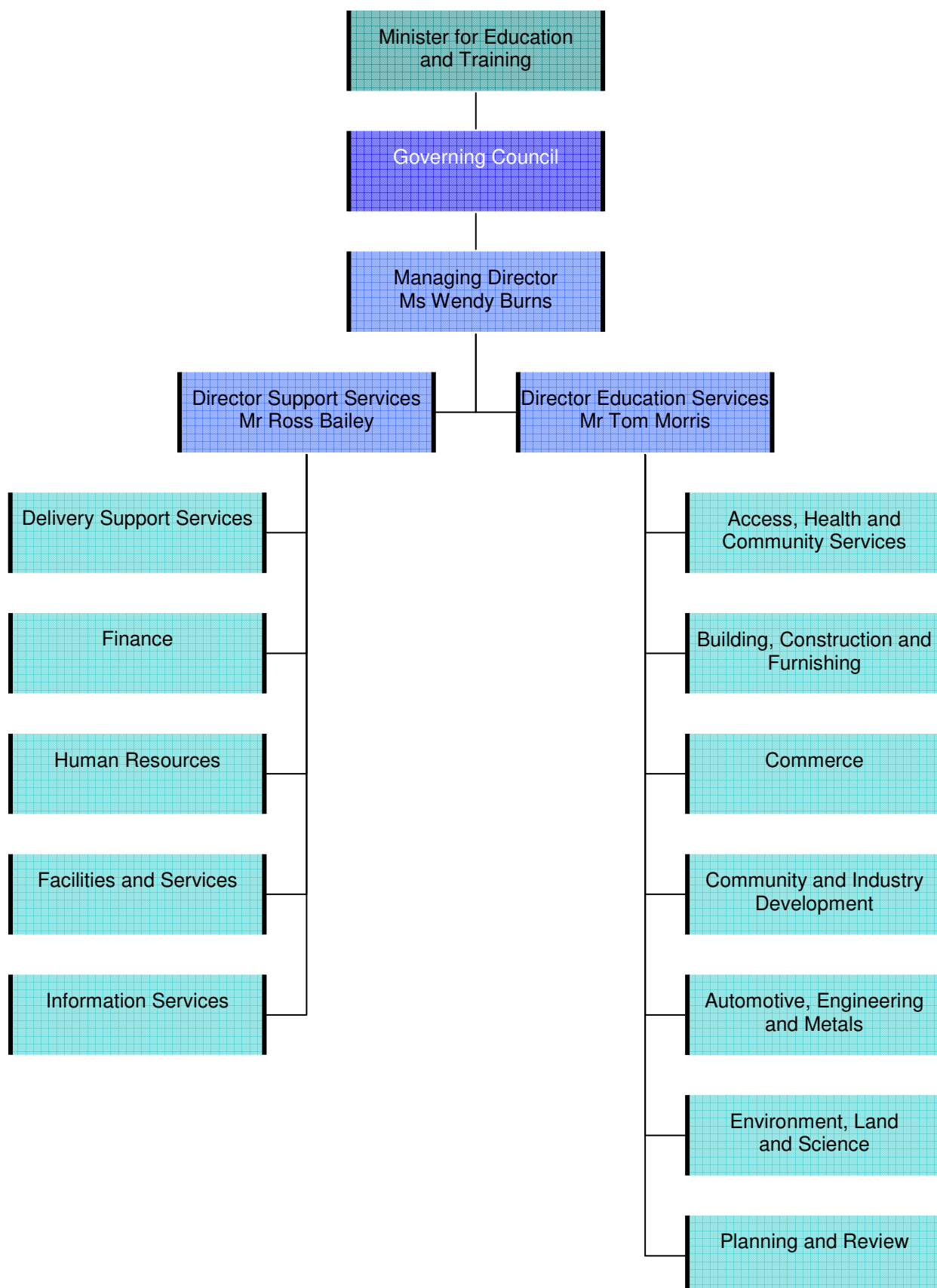
- Anti-Corruption Commission Act 1988
- Copyright Act 1968
- Criminal Code Act 1913
- Disability Discrimination Act 1992
- Disability Services Act 1993
- Equal Opportunity Act 1984
- Education Act 1928
- Evidence Act 1906
- Financial Management Act 2006
- Freedom of Information Act 1992
- Government Employees Superannuation Act 1987
- Higher School Leaving Age and Related Provisions Act 2005
- Industrial and Commercial Training Act 1975-80
- Industrial Relations Act 1979
- Limitations Act 1935-1978
- Library Board of Western Australia Act 1951
- Minimum Conditions of Employment Act 1993
- Occupational Health, Safety and Welfare Act 1984
- Public Interest Disclosure Act 2003
- Public Sector Management Act 1994
- Vocational Education and Training Act 1996
- Racial Discrimination Act 1975
- Salaries and Allowances Act 1975
- State Records Act 2000
- State Supply Commission Act 1991
- Workers Compensation and Assistance Act 1981
- Working with Children (Criminal Record Checking) Act 2004
- Workplace Agreement Act 1993

In the financial administration of the Department, we have complied with the requirements of the Financial Management Act 2006 and every other relevant written law, and exercised controls which provide reasonable assurance that the receipt and expenditure of money and the acquisition and disposal of public property and incurring of liabilities have been in accordance with legislative provisions.

In addition to the above Acts the College has been in compliance with the relevant Public Sector Standards, Code of Conduct and Code of Ethics.

Operational Structure

Organisational Chart



Operational Structure

Governing Council

Governing Council members are appointed by the Minister for Education and Training for their experience and expertise in education and training, industry or community affairs and for their ability to contribute to the strategic direction of the College.

Profile of Council Members

Dan Perkins (Chairperson)

Dan is Principal and Managing Director of Perkins Builders, President of the Master Builders Association of WA and a Master Builders Association of Australia Board Director. Appointed on 1 October 1997, Dan is a founding member and Chair of the Governing Council. As an employer of building trades apprentices, Dan is actively involved in the process of bringing industry closer to training providers and determining the strategic direction of construction training.

Rosanne Pimm (Deputy Chairperson)

Rosanne is a Collie Shire Councillor and a high profile community leader and is a founding member of the Governing Council. She is a keen supporter of the importance of the regional campuses of the South West Regional College and is often involved in Collie Campus activities.

Debra Bennell

Debra is a lecturer with Edith Cowan University and has extensive work experience in the Aboriginal services, particularly Aboriginal health. Debra was appointed to the Governing Council in January 2005 and is a strong advocate for Aboriginal rights.

Mike Fagan

Dealer Principal of Bunbury Holden, Mike has over 28 years experience in the automotive industry and is an employer of apprentices and trainees in the local community. Appointed to the Governing Council in March 2002, he is a past Australian Holden Dealers Association member and past President of the Country Holden Dealers Association. Mike is a Director of Sanctuary Golf Resort and a Bunbury Turf Club Committee member.

Bronwyn Falconer

Bronwyn has extensive experience and knowledge gained through appointments to Boards and Councils (government and private) for education and as President of the Hyden Resource and Telecentre. As a member of the WA State Council of the Isolated Children's Parents Association she worked towards the equity of education for rural and remote families. She also successfully operated a family business in the steel fabrication industry. Appointed to the Governing Council in August 2004, Bronwyn chose not to seek reappointment at the end of her term in June 2007.

Nikki Griffiths

Nikki Griffiths has owned and managed six businesses in Perth and the South West region since the age of 23, including the award winning Glass House Graphic Design Studio. In 2005, Nikki was a State winner in the Telstra Business Women's Award and has twice won a WA Business News 40under40 award. Appointed in June 2006, Nikki resigned from the Governing Council in January 2007.

Denise Jenkins

Denise is the Proprietor of Manjimup Jewellers was appointed in October 2007 and is a founding member of the Governing Council. She is a Manjimup Shire councillor, Chairperson of the Manjimup Business Enterprise Centre, and a past President of the Manjimup Chamber of Commerce. An active community member, Denise is very supportive of education and training in the Warren Blackwood region.

Operational Structure

Profile of Council Members

Susan Kerr

Susan is the Principal of Newton Moore Senior High School in Bunbury and has over 28 years experience in education, mainly in rural communities. Previously, she has held a variety of roles in the Department of Education and Training in district offices and in schools. Susan is an active member on many boards and committees. Susan was appointed to the Governing Council in January 2004.

Ian Pigott

Ian is the Manager Business Performance for the Griffin Coal Mining Company in Collie. Appointed to the Governing Council in May 1999, Ian is involved in the selection process of the Australian Coal Association Research Program and is very active in various government, industry and community committees.

Don Punch

Don is the Chief Executive of the South West Development Commission and has been a career public servant in Western Australia for 25 years. He has worked throughout regional Western Australia on many infrastructure projects and has special expertise in both community and economic planning. In his position Don has responsibility to facilitate the planning and coordination of Government services and funded infrastructure throughout the South West and in that role regularly briefs Ministers, both Commonwealth and State, as well as investors, trade delegations and representatives of overseas governments with an interest in the region. He holds a Masters of Business Administration and primary qualifications in Psychology and Community Planning. Don was appointed to the Governing Council in May 1999.

Jill Scanlan

With a background in adult education, Jill provides tutoring through the Department of Education, Science and Training, Aboriginal Tutoring Assistance Scheme. Appointed to the Governing Council in January 2005, Jill resigned from her position on the Governing Council in June 2007.

Guy Truss

Guy has extensive industry contact through his position as a Fitting and Machining Lecturer with the Automotive, Metals and Engineering Portfolio of the South West Regional College. Appointed to the Governing Council in March 2002, Guy is also the College's delegate for the State School Teachers Union.

Shane Rooney

Shane Rooney was appointed to the Governing Council in August 2007 and holds a Diploma of Teaching, Bachelor of Commerce and a Bachelor of Laws. Shane is a solicitor with Legal Aid in Bunbury. A City of Bunbury councillor, Shane has interests in the areas of social justice, youth, mental health, community based programs, entertainment and the development of employment opportunities.

Wendy Burns

Managing Director of the South West Regional College for five years, Wendy has extensive experience in the delivery of vocational training in regional areas. Wendy is the regional Managing Director representative on the Western Australian Teaching and Learning Assessment Group, the TAFEWA Quality Committee, the WestOne Board, the Curriculum Support Services Network Board and has taken the lead role on several TAFEWA academic projects.

Operational Structure

College Overview

Covering an area of 23 970 square kilometres, the picturesque South West region of Western Australia currently has more than 141,000 people living in the region and with a growth rate higher than the national average, has one of the fastest growing populations of regional Western Australia.

The South West region continues to experience rapid growth in key industry sectors and particularly in the provision of housing, community infrastructure and services. The region is experiencing a very low level of unemployment and continues to seek labour to fill new positions or vacancies created by movement of personnel to better paid roles. The last two years have seen a reduction in student enrolments in fields where employment can be obtained without a formal qualification - a reflection of the current labour market State-wide situation and a common experience for TAFE institutions at any time when unemployment is very low.

The South West Regional College of TAFE is a progressive, diverse and quality provider of vocational education and training in this regional environment. The main campus of the College is situated in Bunbury with regional campuses in Busselton, Collie, Harvey, Manjimup and Margaret River.

The College provides the facilities, expertise and resources required to offer high quality, vocational education for those seeking to embark upon a new career as well as those who are seeking to upgrade their skills or retrain for an alternative career. Industry relevant training enables graduates to gain portable qualifications in a wide range of disciplines that reflect the composition and employment needs of the regional economy.

The South West Regional College of TAFE services the South West region across its network of campuses in Bunbury, Busselton, Collie, Harvey, Manjimup and Margaret River and through agreements with regional telecentres. Reflecting the diversity of the region, the College offers some 240 qualifications covering a range of vocational occupations including aquaculture, art and design, applied science, building and construction, business management, commercial cookery, community services, education, child care, electrical studies, engineering, fashion, health and fitness, hospitality, metal trades, nursing, surveying, tourism and viticulture.

The College has a relatively small commercial operation, focusing on delivery of quality, specialised training, and complementing the activity of the small, but active, private provider sector in what is still a thin training market. Our key commercial activities are based within the resources sector particularly processing and maintenance and the community services and health sector.

Performance Management Framework

Better Planning: Better Futures A Framework for the Strategic Management of the Western Australian Public Sector was introduced to assist public sector agencies in the effective implementation of their strategic management activities, including: strategic planning, budgeting, service delivery, ongoing performance monitoring, evaluation, corrective/improvement action and reporting

In working towards the achievement of the Government's overall vision "*the best opportunities for current and future generations*", the College continuously aligns its outcomes and delivery of services to contribute to the achievement of the goals and strategic outcomes articulated in the *Better Planning: Better Futures* as well as other policy directives and relevant legislation.

The College contributes to all Government Goals, but has a particular focus on the goal: Better Services and in particular the strategic outcome: *A world class education and training system that provides lifelong learning opportunities.*

The South West Regional College's vision is to work with industry and the community to advance the economic development and social prosperity of the region by delivery cost effective, world-class education and training services.

2007 Key Outcome Priorities and Services

Outcome 1: Client Focus

A training system that prioritises youth but will also provide life-long learning opportunities for all Western Australians.

- Service 1.1 Training Delivery and Assessment
- Service 1.2 Student Support
- Service 1.3 Industry Focus

Outcome 2: Organisational Effectiveness

Planning processes and government investment decisions to facilitate the coordinated, timely provision of appropriate infrastructure that meets the current and future needs of the State.

- Service 2.1 Staff and Student Satisfaction
- Service 2.2 Facilities and Infrastructure
- Service 2.3 College Plans

Outcome 3: Financial Accountability

Making best use of available resources to deliver integrated, cost effective and high quality services, that are accessible to those who need them.

- Service 3.1 Delivery and Performance Agreement

Outcome 4: People Focus

Developing and maintaining a skilled, diverse and ethical public sector serving the government with consideration of public interest.

- Service 4.1 Staff Development
- Service 4.2 Informed Staff

Performance Management Framework

Outcome 5: Social and Environmental Commitment

Offering access to high-quality education opportunities to the region and with a high standard of service. Diversity, accessibility and flexibility in learning opportunities will ensure maximum participation.

Service 5.1 Community Focus

The College's achievements against these five key outcomes throughout 2007, are highlighted in the under Agency Performance.

Changes to Annual Performance Plan (Strategic Priorities)

The South West Regional College of TAFE 2007 Annual Performance Plan adopted the five result and outcome areas of the National Quality Framework for Excellence. Whilst the outcomes vary from the 2006 Annual Performance Plan, they remain appropriately aligned to the College's 2006-2010 Strategic Priorities.

Shared Responsibilities with Other Agencies

The College has collaborated with St John of God Bunbury Health Care to provide confidential counselling support services at its Bunbury campus. The free service provides crisis support to students and staff as well as mediation, advocacy, and provision of information and training on alcohol and other drugs, behaviour modification, child protection and self-management.

Partnerships with the Bunbury and Warren-Blackwood District Education Offices enable the College to provide vocational pathways for government school students and also local private school sector.

The Margaret River Education Campus is a collaborative initiative between the South West Regional College of TAFE, Curtin University of Technology, Edith Cowan University, Margaret River Senior High School and the Department of Education and Training. The campus provides education pathways allowing students to cross seamlessly between secondary, vocational and tertiary learning.

Agency Performance

Managing Director's Report

During 2007, the College continued its efforts to meet and exceed the expectations of community and government with a focus on quality delivery of services. As this report indicates the effort and achievements of the College demonstrates not just our responsiveness to the changing context in which we operate, but in many cases leadership and innovation in the face of many challenges.

Notably over the year progress has been made in strengthening our connection to employer groups, with new opportunities identified and progressed to develop and deliver appropriate training services. This has been particularly important in vocational areas where the regional growth in employment has significantly reduced demand for training.

The opportunity has generated a variety of new initiatives, many in conjunction with employers or other service agencies and includes: the repackaging of courses to provide skill sets for particular target groups; new programs to take advantage of local employer requirements for higher level skills and particularly occupational safety and health; new programs for students with disabilities; leadership programs for Indigenous groups, schools and disengaged youth; continued growth of workplace delivery for existing workers, and increasing accessibility through flexible delivery. We have also progressed our involvement in international education with increases in overseas students and most recently our involvement with skilled migration programs.

The redirection of effort has also enhanced support for literacy and numeracy for students enrolled in a variety of programs to improve their opportunities for success. This has been a particularly important initiative recognizing that the strong labor market has extended employment opportunities to many students who are likely to struggle academically. The uptake of training in instructional intelligence and behavior management by lecturing staff is a further demonstration of commitment to addressing the challenges associated with the design and delivery of education to a much younger generation of students.

The commitment to the retention of youth in education and training has resulted in the College initiating, developing, and delivering an increasing range of initiatives for school aged students to motivate their continued participation and support their consideration of employment pathways and career choices. The expertise of the College with its strengthened linkages to employers has been used to advantage to provide a pool of committed young people for recruitment to the workforce. The flow through to apprenticeships, particularly in the building trades, has ensured a supply of new entrants to meet much needed regional skilled workforce requirements.

Behind the scenes, we have made significant progress in reviewing and implementing changes to business operations, to ensure compliance with the requirements of government but also support and enhance the delivery of our services. Improvement to management information systems, further development and implementation of shared services including staff development, the implementation of professional enhancement and career development guidelines, the introduction of the new TAFEWA guidelines for occupational safety and health; development and implementation of capability and new tools for risk assessment and management were all planned and introduced with a considered approach to achieve best effect and minimize adverse impact.

I would particularly like to express my appreciation of the efforts of finance staff and the management group in reviewing and reconstructing our approach to financial planning to accommodate the now complex environment in which we operate.

Managing Director's Report

The aging of facilities and equipment and increasing costs of operation combined with the shift of our training profile from high volume/low cost delivery to training areas that are more facility and resource intensive and smaller class sizes, has challenged our available resource base and demanded closer attention to the need to effect savings, efficiencies and priority decision making. Their efforts have ensured our managers are aware and prepared to tackle the issues and challenges that the new year may provide.

It is certainly stating the obvious to say the College has had a very demanding and busy and productive year. I continue to be impressed and appreciative of the way in which all employees have taken up the challenges and changes required of us, even though the relative importance of some requirements can at times be difficult to appreciate.

We should be justifiably proud of the initiatives and achievements accomplished this year, highlighted in the following reports that have ensured the College has made a major contribution to: youth participation, addressing skill shortages, and progressing the introduction of higher level qualifications and in so doing, have provided outstanding service in meeting the education and training needs of the South West region.



Wendy Burns
Managing Director



Annual Performance Measures

The College's 2006-2010 Strategic Priorities provides a significant focus on the provision of quality services to the South West regional community with particular attention to vocational pathways for youth; indigenous participation; the opportunities for people living in smaller communities; and enhancing the achievements of students with disabilities and from culturally diverse backgrounds.

In the second year of this five year focus, the College established a performance plan to ensure an appropriate alignment of resources to meet the future employment opportunities, skill requirements and needs of the South West region.

The College strives to excel in delivering outcomes that meet client expectations, display educational leadership and build community capacity. The 2007 Annual Performance Plan's key outcomes in the five focus areas of client focus; organisational effectiveness; financial accountability; people focus; and social and environmental commitment; reflect the South West Regional College's commitment to excellence.

Combined with the 2006-2010 Strategic Priorities, the 2007 Annual Performance Plan targets provide for a significant focus on employment-based delivery; 15-19 year old participation; and the continued provision of life long vocational education and training to support indigenous students; people living in remote or isolated circumstances; people with disabilities; and people from cultural/diverse backgrounds.

Outcome 1: Client Focus

Service 1: Training Delivery and Student Assessment

Performance Measure	Target	Achieved	Reason for Significant Variance
Students satisfied with the Training they received	77%	88%	
Students satisfied with the quality of assessment	77%	88%	
Graduates satisfied with the quality of their course	88%	90%	
Graduates satisfied they achieved main reason for training	80%	90%	
Graduates satisfied with the overall quality of their training.	65%	89%	

Source: Student Satisfaction Survey 2007; Graduate Satisfaction Survey 2007

Service 2: Student Support

Graduates satisfied with student support services, including library; information technology; course and careers advice; health; welfare and counselling services; and access to learning resources.

The College offers a range of services to students including an Information and Career Advisory Service, which provides a central source of advice to students on all matters relating to their studies and employment opportunities. Library facilities, an open learning centre, on-site student accommodation, child care centre and bookshop are some of the other amenities available.

To complement the College's Information and Careers Advisory service, the College's Careers South West website was launched in August. The Careers South West service provides students with access to resources and support in making career decisions, developing employability skills and finding work. Widely promoted during visits to all campuses and class groups, the website hosts jobs board advertising vacancies available locally and a wealth of job-seeking resources and links.

Annual Performance Measures

Outcome 1: Client Focus

The Student Association provides a focus point for all College students and offers student representation, advocacy; assistance with educational and welfare issues; offers a financial service, assists with Austudy enquiries: accommodation and hosts both on-campus activities and off-campus excursions. The College employs a Student Services Officer to provide support to the Student Association assist it to operate efficiently and effectively to benefit all students attending the College, and in accordance with College policy and procedures.

The College has collaborated with St John of God Bunbury Health Care to provide confidential counselling support services for Bunbury campus students. Located on campus three days per week, the free service provides assistance information or advice on legal issues, relationship issues, accommodation, financial assistance, drug and mental health issues as well as mediation, advocacy, and provision of information and training on alcohol and other drugs, behaviour modification, child protection and self-management.

Objectives of the 2005-2007 Disability Services plan achieved

The College is committed to facilitating the inclusion of people with disabilities through the improvement of access to its information, services and facilities. High school students with a disability commenced training in Conservation and Land Management and Horticulture during 2007. Students from Geographe Special Education Unit and Newton Moore Special School achieved Certificate I and will return in 2008 to continue their studies. Students with an intellectual disability from Newton Moore and College Grove special schools undertook training in Horticulture and received a Certificate in Participation in Certificate I in Horticulture.

Another group of adults who are dealing with mental issues successfully completed four units of Certificate II in Conservation and Land Management with a combination of part-time work on landscaping and planting projects in the resource industry and community. The project (known as Pathways "*Garden FX*"), which has also been successfully adapted to support Indigenous students, was selected as a finalist in the Access and Equity section of the WA Training Awards. The Pathways organisation is seeking to replicate the success of the program in Perth locations next year.

Throughout 2007, the College reviewed the Disability Services Plan and consulted with key stakeholders to develop a new Disability Access and Inclusion Plan (DAIP) that will guide further improvements to access and inclusion. The DAIP 2007-2010 was developed in accordance with the requirements of the Disability Services Act 1993.

The College has a well established practice of community consultation in all of its programs and to assist the development of the DAIP, a forum for improving the learning experience for students with a disability was held. Attended by students with disabilities, their families or carers, forum participants were encouraged to share their current experiences on studying at the SWRC of TAFE. Students who were unable to attend the forum were invited to provide feedback via post, email, fax, email. Several students took up this opportunity and their feedback has been included in the planning process.

The Plan has been endorsed by the College's Executive and Governing Council and is available on the College's website: www.swrc.wa.edu.au. The availability of the plan has been promoted to the community via the local press with opportunities provided for public comment.

The College will continue to undertake regular consultation with students and the community utilising a range of tools including public forums, questionnaires, the College website, as well as personal and phone consultation.

Annual Performance Measures

Outcome 1: Client Focus

Service 3: Industry Focus

Range of initiatives and innovations receiving direct industry support

The College has built strong relationships with regional employer groups, who are actively involved in the development of pathways and skilling of the required labour force. This industry support was a key factor in the success of a range of initiatives undertaken by the College in 2007.

The automotive scholarship and program, developed in conjunction with the automotive industry and South West high schools, has significantly increased the flow through of qualified mechanics. Ten students joined the automotive scholarship program in 2007.

Collaboration with local laboratories across multiple industry sectors (including resources, mineral and chemical plant production, health and pathology, road construction, and food producers such as Peters-Brownes and Challenge Dairy) enabled laboratory science students to enjoy several insightful excursions to local laboratories.

Conservation and Land Management students undertook a revegetation project of land mined by Cable Sands and another with the financial support of the Cape to Cape Catchment group and the Augusta-Margaret River Shire Council. Two workshops run with Department of Environment and Conservation enabled Indigenous trainees to expand their skills.

For the first time, a TAFEWA college has been involved with the Kings Park Botanic Gardens with Conservation and Land Management staff developing research methods into the growing of native terrestrial orchids for revegetation at key sites in the South West. A series of workshops to bring together orchid experts is planned for 2008 with the support of an education grant from the South West Catchment Council.

Strong industry partnerships enabled Fitness, Sport and Recreation students to provide a large range of successful coaching, fitness instructing, event planning and leadership projects within the community and these provided excellent opportunities for students to put their learning into practice and have resulted in a high percentage of graduates gaining employment.

Industry support through participation on working groups and as host employers, guaranteed another successful year for the School Apprenticeship Link program ensuring students were introduced to a variety of trade areas. Almost half of the students gained apprenticeships or employment through the program with the remainder either returning to school or continuing on with their studies at TAFE.

Involvement in the Wine Industry OSH Focus group has put the College's wine team in the frontline of delivery of winery induction courses that include forklift, entering confined spaces and manual handling training as well as how to safely use and apply chemicals. At the team's Industry Reference Group meeting in November, industry also endorsed the addition of bottling and packaging; and laboratory streams to be included in 2008 delivery through on-the-job training and assessment.

Annual Performance Measures

Outcome 1: Client Focus

Service 3: Industry Focus

Industry sector distribution of students that reflects the future employment opportunities, skill requirements and the needs of the South West regional

The College continued to provide a strong focus on apprenticeship and traineeship growth and training in skill shortage areas to meet the needs of industry.

Over 700 new apprentices and trainees commenced with the College in 2007, with the College providing training to a total of 1738 Apprentices and 558 Trainees throughout the year. Existing Worker Traineeships increased by 59% from 2006.

The College's close relationship with local laboratories across multiple industry sectors resulted in a favourable success rate of 2007 Diploma of Laboratory Technology and Certificate III in Laboratory Skills students gaining employment in local industry who recognise the high standard of our graduates.

With the aim of creating a pathway for women returning to the workforce and young people entering the resource/laboratory industries, where there are strong employment prospects, the structure of the entry-level Certificate I in Process Plant Skills has been changed to day classes with the option to link this with laboratory science. A new Certificate IV in Preparation for Entry into Enrolled Nursing will be delivered in 2008 and will enable mature aged applicants a direct pathway into the enrolled nurse program.

The Science faculty also directly assisted industry by expanding the skills recognition process for experienced workers (such as laboratory technicians). Trainees are being supported by TAFE lecturers at Millennium Inorganic Chemicals (a Cristal company – formerly Lyondell), Iluka Resources and PathWest pathology laboratory.

Workplace assessment and training continued with the Department of Environment and Conservation, and a College lecturer will work on a one-year secondment with the Department to increase the skills recognition of staff and support them to gain TAFE qualifications.

The addition of short-courses that provide entry-level skills and knowledge (such as planting, soils, plant health and safe use of equipment) will meet the horticulture industry's need for employees who have the training "basics". This new training builds on the existing delivery of ChemCert, Forklift and Chainsaw short-courses that continue to attract strong student numbers.

Recognising the advantages of having training resources and assessment online to enable workers in industry to access information at any time regardless of their work shift rosters or location, College staff is utilizing the Moodle platform, to enrol students who live outside the South West as well as develop further resources for industry clients.

To meet the strong growth in the resource, mining and industrial sectors, the College has worked closely with employers such as Simcoa, Alcoa, Millenium and Colltech to align internal training and procedures with nationally recognised qualifications. Workplace assessments were increased for trainees and existing workers to assist in streamlining the training process.

Higher qualifications for employees were in high demand throughout industry, with the College providing training in the Diploma of Frontline Management to employees in the resources and health industries. Strategic and financial planning training was provided to local government in the South West and it is proposed to offer Certificate IV of Planning in 2008, which it is anticipated will be strongly supported by local government in the South West.

Annual Performance Measures

Outcome 1: Client Focus

Four new qualifications will be introduced in 2008 – the Diplomas of Metalliferous Mining and Occupational Health and Safety, Certificate II in Transport and Certificate III Distribution (Warehousing and Storage) that will assist industry with its goal to improve safety, efficiency and staff retention.

Following consultation with industry, the wine team focussed on delivering certificate courses as industry skill-sets and short courses. The result has been an increase in training delivery of more than 20%, including the expansion of training with key industry clients and staff employed at vineyards and wineries at Manjimup, Pemberton and the Swan Valley

The cookery team successfully modified delivery strategies to accommodate the reduction in apprenticeship time in cooking and industry's desire for more workplace-based assessment.

Strong industry focus in the health area resulted in a major increase in workplace delivery at major health centres in the South West and Peel. This delivery has been built on the back of our existing worker traineeship program, funded by the Federal Government, which raised awareness of the value of training in the sector. It is anticipated this delivery will continue in 2008 as all health services will be required to train workers to a Certificate III level.

With funding support provided by the Western Australian Health Department, the College developed an enrolled nurse program skills recognition program which enabled Certificate IV Enrolled Nurses to upgrade to Diploma level. The Western Australian Health Department also supported the development of a course in community nursing for enrolled nurses that will be offered State-wide in 2008.

The Enrolled Nurse Medication Administration competency was delivered commercially to over 40 enrolled nurses in the WA Country Health Service (South West) and 21 enrolled nurses from the Peel Health Campus. The College also undertook Commonwealth funded delivery of the course to enrolled nurses in the aged care industry.

Our carpentry and joinery team played a significant part in a pilot program, Transforming Trade Training, which trialled new delivery and assessment strategies in carpentry and joinery. Preliminary feedback indicates that these methods which include third party evidence collection and electronic transmission were very successful.

With the withdrawal of the private provider, the Department of Education and Training supported the College with funding to provide plumbing and gas fitting as the sole provider in the South West. The first intake of apprentices commenced in November 2007 and it is anticipated that over 50 students will be enrolled for 2008. Funding will provide for the development of resources and new facilities to accommodate the additional student intake.

The College is a partner in the VETASSESS led consortium to provide overseas skills recognition to tradesmen in skills shortage areas for migration purposes. College staff travelled to the UK late in 2007 to assess the skills of bricklaying trades people.

The automotive faculty implemented a regional skills recognition process covering the new federal licensing requirements for automotive air-conditioning.

The College's Electrical and Metals Industry Reference groups continue to ensure that local training requirements are captured in the implementation of new training packages. New industry reference groups will be convened for the automotive and engineering faculties in 2008. New courses planned for 2008 resulting from industry consultation include hydraulics and pneumatics; automotive air conditioning; Programmable Logic Controllers (PLC); and data cabling.

Annual Performance Measures

Outcome 2: Organisational Effectiveness

Service 2.1: Student Satisfaction

The overall level of student satisfaction at South West Regional College remains high at 88%, an improvement of 1% over 2006 figures, and 1% higher than the State satisfaction level of 87%.

Service 2.2: Facilities and Infrastructure

In 2007 the "Laptops for Lecturers" facility was updated to enable lecturers to access the College network from their own computers. The policy for IT resources was updated to take into account teaching hours as well as FTE which resulted in increase in the allocation more equitable distribution of PCs to lecturing staff.

Almost \$0.9 million was expended on facilities, equipment and infrastructure throughout the College in 2007. Major capital works included a new facilities shed, upgrading of the Beauty Salon, and additional office space at Bunbury Campus; and additional classrooms at Manjimup Campus.

Service 2.3: College Plans

Combined with its 2006-2010 Strategic Priorities, the College's 2007 Annual Performance Plan provides for a significant focus on employment-based delivery; 15-19 year old participation; and the continued provision of life long vocational education and training to support indigenous students; people living in remote or isolated circumstances; people with disabilities; and people from cultural/diverse backgrounds.

All business units and portfolios across the College developed annual work team plans, in accordance with the priorities of the 2007 Annual Plan and the 2006-2010 Strategic Priorities.

Outcome 3: Financial Accountability

Service 1: Delivery and Performance Agreement

The College achieved 103.1% of the Training College Profile set under the 2007 Delivery and Performance Agreement with the Department of Education and Training.

Outcome 4: People Focus

Service 1: Staff Development

In 2006 the College reviewed its human resource management policy and practice in human resource management to provide clearer context, information, training and procedures. As a result of the review the following were implemented throughout 2007:

- Job and person specifications being reviewed and updated for all positions.
- Recruitment and selection guidelines were repackaged to ensure we recruit appropriately for our business as well as ensuring our new employees will be set up for personal success.
- A redeveloped induction process was introduced to positively support the transition of new employees to their role.
- Performance Enhancement and Career Development guidelines were developed to support individuals within the organisation to focusing their effort on the essential aspects of business operations, deal with change, work load issues and up-skilling.

Personal learning and development plans were developed for all managers. Plans will be developed for all staff in 2008.

Annual Performance Measures

Outcome 4: People Focus

Service 1: Staff Development

In 2006 the College reviewed its human resource management policy and practice in human resource management to provide clearer context, information, training and procedures. As a result of the review the following were implemented throughout 2007:

- Job and person specifications being reviewed and updated for all positions.
- Recruitment and selection guidelines were repackaged to ensure we recruit appropriately for our business as well as ensuring our new employees will be set up for personal success.
- A redeveloped induction process was introduced to positively support the transition of new employees to their role.
- Performance Enhancement and Career Development guidelines were developed to support individuals within the organisation to focusing their effort on the essential aspects of business operations, deal with change, work load issues and up-skilling.

Personal learning and development plans were developed for all managers. Plans will be developed for all staff in 2008.

Throughout 2007, all staff participated in four College-wide development/planning days. Professional development undertaken focussed on the implementation of Government initiatives such as risk management, duty of care, working with children, occupational, safety and health, and corruption prevention. In addition, individual staff participated in staff development as part of their personal Performance Enhancement and Career Development program.

The transition to Education and Training Shared Services Centre in 2007 saw the withdrawal of the staff development administrative and coordination function from the College to the Shared Services. The College established a model of individual course coordinators, who are responsible for the development of staff development courses and associated administrative tasks, including course registration; publication, record of attendance and forwarding of data to Shared Services for collation.

Service 2: Informed Staff

The intranet facility of the College is the main communication service for staff, providing all relevant information staff require. Email is also used to quickly disseminate information to staff.

The Managing Director provides information to staff on the highlights, issues and challenges of the College via the staff intranet. Staff development/planning days are also used as a forum to consult staff on major issues and challenges facing the College at that time and to seek feedback. Members of the management team ensure that they are available in a variety of informal venues where staff may discuss issues of relevance.

Staff have the opportunity to provide feedback and raise issues through a range of business forums and committees, such as the Staff Consultative Committee. Established as formal committee of the College with agreed terms of reference, the Staff Consultative Committee meets monthly, as required and may address any issue referred to it by any staff member, but has an emphasis upon human resource management issues. Team meetings are encouraged in order to facilitate free passage of information between individuals. Members of management are available upon request to attend any team meetings. Minutes for all College Committees are published on the staff intranet.

The Management Consultative Forum, enables key senior personnel in the College to share/disseminate information; establish common understandings, especially relating to policy, policy; and collectively discuss ideas and issues and explore strategies and solutions.

Outcome 5: Social and Environmental Commitment

Service 1: Community Focus

The College continued to provide a strong focus on improving training participation outcomes for youth and other priority client groups, including Indigenous students and people living in remote and isolated circumstances in the South West.

Year 10 high school students received the opportunity to experience training in skill shortage areas informing their training and career choices. The Building and Construction Industry Training fund sponsored Worldskills 'Try a Trade' enabling students throughout the region, including private schools, to undertake four days of hands-on skills in building trades. Other students gained an understanding of six areas within the Environment, Land and Science faculty.

The VET in Schools program, which included non government schools saw the College deliver over 75,000 student contact hours (SCH) throughout 2007 and included para-professional courses at Certificate II, III and IV levels.

Many students participated in courses such as health science foundation (nursing), community recreation, information technology, interior design, residential drafting and surveying. These courses were so well received by students that many indicated a desire to continue with these courses in their VET in Schools career path or undertake the course full-time at TAFE. It is proposed that offerings in 2008 will be expanded to include beauty science, applied fashion and design technology and teacher's assistant courses.

Certificate I in Leadership was also introduced in VET for schools and allowed students to plan and complete a community project giving them their hours to comply with WACE requirements for community work while exploring the qualities of self development and successful leadership.

The Clontarf Academy collaborated with Newton Moore Senior High School in 2007, providing for a group of Indigenous boys to join a program and re-engage at school. The students undertook Certificate I in Leadership and from 2008 the College will support the program with Certificate II in Community Recreation. Several leadership courses were also negotiated and delivered with great success to community groups such as Ngalang Boodja in Collie.

In collaboration with the Indigenous Land Council, the Roelands Management Committee, and the Apprenticeship and Traineeship Company, 14 Indigenous students undertook a pre-employment program to hone their literacy, numeracy, communication, occupational health and safety as well as leadership skills. In 2008, 10 students articulated into a traineeship in General Construction or Horticulture, and 4 into an apprenticeship in Painting and Decorating.

Strong employer support ensured the success of the School Apprenticeship Link (SAL) Program in 2007. This year the program expanded from metals and engineering and building and construction to include food trades and personal services.

The food trades program enabled students to experience training in cookery, baking and pastry cooking with time spent at the College and in industry, with all participants gaining employment. Two students successfully gained positions from only 20 state wide places on the prestigious Hospitality Passport Scheme and will have the opportunity work and train in restaurants and hotels across the State.

The Personal Services SAL students enjoyed training in hairdressing, retail and beauty therapy. Due to the success of the personal services SAL program, a substantial number of students will be able to undertake retail and beauty therapy training through VET in Schools program in 2008.

Annual Performance Measures

Outcome 5: Social and Environmental Commitment

Guided by the Industry Working Group, chaired by Rade Ristic from WA Country Builders, the Building and Construction SAL enjoyed another successful year. Starting with 30 students who commenced blue card training with the College, the students continued on to work placement in second term. Host employers ensured students were introduced to a variety of trade areas. Over half of these students have found employment in building and construction, with nine students returning to do phase 2 SAL in 2008.

Almost half of the students in the Metals SAL obtained apprenticeships or employment in the industry and most of the remaining students have taken up pre-apprenticeship courses in 2008.

With the aim of creating a pathway for women returning to the workforce and young people to enter the resource/laboratory industries where there are strong employment prospects, the structure of the entry-level Certificate I in Process Plant Skills has been changed to accommodate day classes with the option to link this with laboratory science.

The Access and Participation team continued to develop literacy support throughout the College increasing the successful completion rate of students previously considered at risk.

Students at risk of disengaging from education and training have been well served by a program developed in collaboration with Accommodation South West Agencies and the Department of Education and Training. Fourteen students who had not been attending school participated in the program, achieving very successful outcomes with eight students graduating, two students gaining employment through an apprenticeship or traineeship, two students returning to school and the remaining two students continuing on with further studies at TAFE.

The buoyant job market has reduced the demand for training through telecentres. A strategy is currently being developed to increase the availability and flexible delivery of training through telecentres.

The College delivered Certificate IV in Business Governance to local indigenous leaders and potential leaders. A highly-qualified Indigenous lecturer, who has worked in communities throughout Australia, presented the program as a series of three day workshops over six months. In order to maximize involvement the South West Development Commission awarded a grant to the College that assisted by partially sponsoring the fees of the 10 participants. The participants gained a better understanding of the roles and responsibilities as Board and Committee members. In registering and running the qualification the College is now well placed to run Corporate Governance for members of any community group.

A Leadership program focussed on a local aquaculture, conservation and land management, was run in partnership with the Ngalang Boodja Council at the College's Collie Campus. Another leadership program, with a sports focus comprising community recreation units was delivered at the local Newton Moore High School in collaboration with the Clontarf Football Academy.

The highly successful Workplace Readiness Program Traineeship was delivered again at the College's Bunbury campus. The program is aimed at Year 10 Indigenous students at risk of not completing high school. The students attended school for three days, the workplace for one day, and TAFE for another day. Each student enrolled in this program undertakes units of competency that support work placement.

The growth of tourism in the regional areas has led to further interest in art studies in the Margaret River, Manjimup, Collie and Bridgetown regions. In an effort to address client needs, week-end workshops were held during the year and a 'summer school' will be conducted early 2008.

The Conservation and Land Management team is developing on-line courses with Moodle to increase opportunities for students in remote and regional areas to access training.

Annual Performance Measures

Outcome 5: Social and Environmental Commitment

Performance Measures	Target	Achieved	Reason for Significant Variance
South West College/population participation rates 15-65yrs (15-19 yrs)	8.5% (25%)	9.5% (34%)	
Regional distribution of students by place of residence 15-65 yrs (15-19yrs):			
Bunbury	43% (45%)	39.1% (40.8%)	
Busselton	15% (15%)	14.7% (13.8%)	
Collie/Harvey (Preston)	20% (20%)	20.1% (23.3%)	
Manjimup (Blackwood)	11% (11%)	10.2% (11.6%)	
Margaret River	8% (6%)	10.6% (8.3%)	
Outside South West region	3% (3%)	5.2% (2.2%)	
Distribution of South West students outside the greater Bunbury area	54%	61.6%	
Students identifying themselves as Indigenous	3%	2%	
Students of a diverse, cultural and linguistic background	4%	5.4%	
Indigenous students enrolled in qualifications Certificate III and above	100	67	25% increase over 2006 enrolments
Proportion of College students aged 15-19 years.	35%	34%	

Significant Issues and Trends

Current and Emerging Issues and Trends

The aging of facilities and equipment and increasing costs of operation combined with the shift of the College's training profile from high volume/low cost delivery to training that is more facility and resource intensive, together with the difficulties experienced in recruiting skilled lecturing staff, has challenged the College's available resource base, and the need to effect savings, efficiencies and priority decision making will be an important focus for the College.

\$4.29 million funding under the State Government's *Skills for Western Australia's Future: Transforming the Training System* will deliver new and upgraded facilities and equipment at the College's main campus at Bunbury to roll-out initiatives recommended by the Skills Formation Taskforce in the skills shortage areas of building and construction and automotive.

The Bunbury campus is, however, approximately 30 years old and the age and general condition of the facilities and equipment has led to subsequent increases in maintenance costs. The strong regional employment market has reduced the non-skilled labour pool available to contract service providers resulting in significant increases in several of the College's service contracts.

The current condition of the College's student accommodation facility, Paterson House, does not adequately meet student needs and limits the College's capacity to meet its service obligations in the long term. A continued deterioration of this accommodation facility could pose a significant risk to the College if it cannot meet its community obligation to provide for accommodation when transportation is impractical.

Similarly, the age and condition of the Bunbury campus plumbing infrastructure has resulted in significant increases in repair and maintenance costs, as well as increased water rates due to leakages. The expectation for industry for implementation of new curriculum and an increase of work-based assessments has seen a significant shift in the College's mode of delivery that is particularly resource intensive. This will require close monitoring in the year to come as many more assessments are carried out.

With the resources boom increasing skill shortages across a diverse range of occupations throughout Western Australia, the College has experienced difficulty in attracting appropriately skilled lecturing staff, particularly in trades' areas. This is a State-wide issue that is further exacerbated by the lack of parity in wages between regional and metropolitan Colleges and the inflexibility in recruitment and employment conditions for staff.

During 2007, the Minister for Education and Training established a taskforce to review education workforce supply and demand in Western Australia to develop strategies to alleviate the pressure and provide improvements in the overall status of teaching and increase the number of people choosing teaching as a career.

In addition, the impact of the rising number of retirements from the College's workforce has highlighted the importance of building the skills and capacity of newer employees. Substantial workforce planning will be undertaken in 2008 to address these issues.

Changes in Written Law

The amendment to the Industrial Training Act 1975 to allow for school-based apprenticeships and traineeships.

The College amended its financial policies and procedures, to align with the Financial Management Act 2006.

The College participated in the consultation process of the Department of Education and Training review of the Vocational Education and Training Act.

Major Initiatives for 2008

Early in 2008, a training delivery partnership project will be undertaken to investigate opportunities for collaborative arrangements between the South West Regional College and the Western Australia College of Agriculture (Harvey) and identify future training partnerships in the general agriculture, dairy industry and trades areas.

A strategic change for Indigenous support within the College will see the employment of two Aboriginal support officers who will provide support, community outreach, and identification of employment opportunities/advice to Indigenous students. A project officer will provide mentoring and guidance to the new support officers for 12 months, assisting them in the establishment of their roles within the College.

A College campus safety plan will be developed to integrate the new building and construction trade workshop expansion into the overall campus safety plan and ensure that construction of new facilities and transition between the existing and new facilities does not adversely affect safety standards or training delivery.

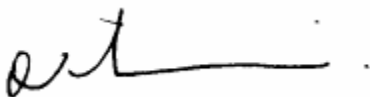
Disclosures and Legal Compliance

Financial Statements

CERTIFICATION OF FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2007

The accompanying financial statements of the South West Regional College 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 financial year ended 31 December 2007 and the financial position as at 31 December 2007.

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



Dan Perkins
Chairperson
Governing Council



Wendy Burns
Managing Director



Greg Goodall
Manager Finance

Financial Statements

Independent Audit Opinion



Auditor General

INDEPENDENT AUDIT OPINION

To the Parliament of Western Australia

SOUTH WEST REGIONAL COLLEGE OF TAFE FINANCIAL STATEMENTS AND KEY PERFORMANCE INDICATORS FOR THE YEAR ENDED 31 DECEMBER 2007

I have audited the accounts, financial statements, controls and key performance indicators of South West Regional College of TAFE.

The financial statements comprise the Balance Sheet as at 31 December 2007, and the Income Statement, Statement of Changes in Equity and Cash Flow Statement for the year then ended, a summary of significant accounting policies and other explanatory Notes.

The key performance indicators consist of key indicators of effectiveness and efficiency.

Governing Council's Responsibility for the Financial Statements and Key Performance Indicators

The Governing Council is responsible for keeping proper accounts, and the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Treasurer's Instructions, and the key performance indicators. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements and key performance indicators that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; making accounting estimates that are reasonable in the circumstances; and complying with the Financial Management Act 2006 and other relevant written law.

Summary of my Role

As required by the Auditor General Act 2006, my responsibility is to express an opinion on the financial statements, controls and key performance indicators based on my audit. This was done by testing selected samples of the audit evidence. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion. Further information on my audit approach is provided in my audit practice statement. Refer "<http://www.audit.wa.gov.au/pubs/Audit-Practice-Statement.pdf>".

An audit does not guarantee that every amount and disclosure in the financial statements and key performance indicators is error free. The term "reasonable assurance" recognises that an audit does not examine all evidence and every transaction. However, my audit procedures should identify errors or omissions significant enough to adversely affect the decisions of users of the financial statements and key performance indicators.

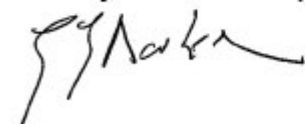
Financial Statements**Independent Audit Opinion**

South West Regional College of TAFE
Financial Statements and Key Performance Indicators for the year ended 31 December 2007

Audit Opinion

In my opinion,

- (i) the financial statements are based on proper accounts and present fairly the financial position of South West Regional College of TAFE at 31 December 2007 and its financial performance and cash flows for the year ended on that date. They are in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Treasurer's Instructions;
- (ii) the controls exercised by the College provide reasonable assurance that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with legislative provisions; and
- (iii) the key performance indicators of the College are relevant and appropriate to help users assess the College's performance and fairly represent the indicated performance for the year ended 31 December 2007.



GLEN CLARKE
ACTING AUDITOR GENERAL
14 March 2008

Financial Statements

Income Statement for the year ended 31 December 2007

	Notes	2007 \$	2006 \$
COST OF SERVICES			
Expenses			
Employee benefits expense	4	17,332,091	16,528,035
Supplies and services	5	7,145,287	6,407,363
Depreciation and amortisation expense	6	1,558,396	1,864,676
Grants and subsidies	7	88,301	192,492
Capital user charge	8	874,159	2,860,447
Cost of sales	13	654,863	683,151
Loss on disposal of non-current assets	16	-	15,851
Other expenses	9	1,467,649	1,893,417
Total cost of services		29,120,746	30,445,432
Income			
Revenue			
Fee for service	10	555,639	872,221
Student fees and charges	11	2,436,265	2,399,218
Ancillary revenue	12	51,532	93,378
Sales	13	692,930	676,319
Interest revenue	14	253,933	211,621
Other revenue	15	672,634	620,838
Total revenue		4,662,933	4,873,594
Gains			
Gain on disposal of non-current assets	16	55,499	-
Total gains		55,499	-
Total income other than income from State Government		4,718,432	4,873,594
NET COST OF SERVICES		(24,402,314)	(25,571,839)
INCOME FROM STATE GOVERNMENT	17		
State funds		23,706,051	22,790,596
Liabilities assumed by the Treasurer	18	-	
Resources received free of charge	19	819,654	1,082,903
Total income from State Government		24,525,705	23,873,499
SURPLUS/(DEFICIT) FOR THE PERIOD		123,391	(1,698,339)

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

Financial Statements

Balance Sheet for the year ended 31 December 2007

	Notes	2007 \$	2006 \$
ASSETS			
Current Assets			
Cash and cash equivalents	20	3,644,571	4,070,727
Inventories	21	207,132	174,716
Receivables	22	339,674	610,812
Other current assets	23	98,981	2,045,403
Total Current Assets		4,290,358	6,901,658
Non-Current Assets			
Property, plant and equipment	24	50,264,258	39,836,699
Total Non-Current Assets		50,264,258	39,836,699
TOTAL ASSETS		54,554,616	46,738,357
LIABILITIES			
Current Liabilities			
Payables	26	22,657	350,035
Provisions	27	1,167,196	1,097,243
Other current liabilities	28	312,653	2,882,168
Total Current Liabilities		1,502,506	4,329,446
Non-Current Liabilities			
Provisions	27	1,348,726	1,452,996
Other non-current liabilities	28	6,161	6,108
Total Non-Current Liabilities		1,354,887	1,459,104
TOTAL LIABILITIES		2,857,393	5,788,550
NET ASSETS		51,697,223	40,949,807
EQUITY			
Contributed equity	29	5,722,794	5,722,794
Reserves	30	24,109,846	12,756,882
Accumulated surplus/(deficit)	31	21,864,583	22,470,132
TOTAL EQUITY		51,697,223	40,949,807

The Balance Sheet should be read in conjunction with the accompanying notes.

Financial Statements

Statement of Changes in Equity for the year ended 31 December 2007

	Notes	2007 \$	2006 \$
Balance of equity at start of period		40,949,808	42,648,146
CONTRIBUTED EQUITY	29		
Balance at start of period		5,722,794	5,722,794
Balance at end of period		5,722,794	5,722,794
RESERVES	30		
Asset Revaluation Reserve			
Balance at start of period		12,756,882	12,756,882
Restated balance at start of period		12,756,882	12,756,882
Gains/(losses) from asset revaluation		11,352,964	-
Balance at end of period		24,109,846	12,756,882
ACCUMULATED SURPLUS (RETAINED EARNINGS)	31		
Balance at start of period		22,470,132	24,168,472
Change in accounting policy(b)		(728,940)	-
Restated balance at start of period		21,741,192	24,168,472
Surplus/(deficit) for the period		123,391	(1,698,339)
Balance at end of period		21,864,583	22,470,132
Balance of equity at end of period		51,697,223	40,949,808
Total income and expenses for the period (a)		123,391	(1,698,339)

- a) The aggregate net amount attributable to each category of equity is: surplus \$123,391 plus gains from asset revaluation of \$11,352,964 (2006: deficit \$1,698,339).
- b) Changes to the fair value model under AASB 108 are not applied retrospectively. From 1 January 2007, the College adopted an asset capitalisation of \$5000, in lieu of \$1000 for past years with the net adjustment of \$728,940, transferred to accumulated surplus, as previously agreed by the Department of Treasury and Finance and the Office of the Auditor General. This change in accounting policy is to bring the College into line with all other College's policies on asset capitalisation.(AASB 108(29))

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

Financial Statements

Cash Flow Statement for the year ended 31 December 2007

	Notes	2007 \$	2006 \$
CASH FLOWS FROM STATE GOVERNMENT			
Recurrent state funding - Department of Education and Training		23,847,857	19,807,787
Capital state funding - Department of Education and Training			
Net cash provided by State Government		23,847,857	19,807,787
Utilised as follows:			
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Employee benefits		(15,813,354)	(14,867,307)
Supplies and services		(7,193,827)	(4,908,819)
Grants and subsidies		(88,301)	(192,492)
Capital user charge		(2,658,947)	(1,075,659)
GST payments on purchases		(832,670)	(581,238)
Other payments		(1,461,518)	(1,839,187)
Receipts			
Fee for service		697,705	1,076,901
Student fees and charges		2,595,257	2,109,823
Ancillary trading		51,532	93,378
Interest received		255,610	194,661
GST receipts on sales		167,460	195,203
GST receipts from taxation authority		622,725	345,150
Other receipts		690,744	535,864
Net cash provided by/(used in) operating activities	32	(22,967,584)	(18,913,722)
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of non-current physical assets		244,045	97,724
Purchase of non-current physical assets		(1,550,474)	(655,393)
Net cash provided by/(used in) investing activities		(1,306,429)	(557,669)
Net increase/(decrease) in cash and cash equivalents		(426,156)	336,396
Cash and cash equivalents at start of period		4,070,727	3,734,331
CASH AND CASH EQUIVALENTS AT END OF PERIOD	32	3,644,571	4,070,727

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

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

1 Australian equivalents to International Financial Reporting Standards

(a) General

The College's financial statements for the year ended 31 December 2007 have been prepared in accordance with Australian equivalents to International Financial Reporting Standards (AIFRS) which comprise a Framework for the Preparation and Presentation of Financial Statements (the Framework) and Australian Accounting Standards (including the Australian Accounting Interpretations).

In preparing these financial statements the College has adopted, where relevant to its operations, new and revised standards and interpretations from their operative dates as issued by the Australian Accounting Standards Board (AASB) and formerly the Urgent Issues Group (UIG).

2 Summary of significant accounting policies

The following accounting policies have been adopted in the preparation of these financial statements. Unless otherwise stated, these policies are consistent with those adopted in the previous year.

(a) General statement

The financial statements constitute a general purpose financial report which has been prepared in accordance with the Australian Accounting Standards, the Framework, Statements of Accounting Concepts and other authoritative pronouncements of the AASB as applied by the TIs. Several of these are modified by the TIs to vary application, disclosure, format and wording. For example, AASB 116 requires land and buildings to be measured at cost or fair value; TI 954 mandates the fair value option.

The Financial Management Act and the TIs are legislative provisions governing the preparation of financial statements and take precedence over the Accounting Standards, the Framework, Statements of Accounting Concepts and other authoritative pronouncements of the AASB.

Where modification is required and has a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

(b) Basis of preparation

The financial statements have been prepared on the accrual basis of accounting using the historical cost convention, except for certain assets and liabilities which are measured at fair value.

The accounting policies adopted in the preparation of the financial statements have been consistently applied throughout all periods presented unless otherwise stated.

The financial statements are presented in Australian dollars and all values are rounded to the nearest dollar (\$).

(c) Reporting entity

The reporting entity comprises the College and entities listed at note 40 'Related bodies'.

(d) Contributed equity

UIG Interpretation 1038 'Contributions by Owners Made to Wholly-Owned Public Sector Entities' requires transfers in the nature of equity contributions to be designated by the Government (the owner) as contributions by owners (at the time of, or prior to, transfer) before such transfers can be recognised as equity contributions. Capital contributions (appropriations) are designated as contributions by owners per TI 955 'Contributions by Owners Made to Wholly Owned Public Sector Entities' and have been credited directly to Contributed Equity.

Transfer of net assets to/from other agencies is designated as contributions by/distributions to owners to where the transfers are non-discretionary and non-reciprocal. See note 29 'Equity'.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

(e) Income

Revenue recognition

Revenue is measured at the fair value of consideration received or receivable. The majority of operating revenue of the College represents revenue earned from student fees and charges, fee for service, ancillary services, trading activities and Commonwealth grants and contributions.

Sale of goods

Revenue is recognised from the sale of goods and disposal of other assets when the significant risks and rewards of ownership control transfer to the purchaser and can be measured reliably.

Rendering of services

Revenue is recognised on delivery of the service to the client or by reference to the stage of completion of the transaction.

Interest

Revenue is recognised as the interest accrues. The effective interest method which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset is used where applicable.

Grants, donations, gifts and other non-reciprocal contributions

Revenue is recognised at fair value when the College obtains control over the assets comprising the contributions, usually upon their receipt.

Other non-reciprocal contributions that are not contributions by owners are recognised at their fair value. Contributions of services are only recognised when a fair value can be reliably determined and the services would be purchased if not donated.

Where contributions recognised as revenues during the reporting period were obtained on the condition that they be expended in a particular manner or used over a particular period, and those conditions were undischarged as at the balance sheet date, the nature of, and amounts pertaining to, those undischarged conditions are disclosed in the notes.

State funds

The funds received from the Department of Education and Training in respect of the delivery of services forming part of the Delivery Performance Agreement is included in State funds, disclosed under 'Income from State Government'. They are the result of training successfully tendered for under competitive tendering arrangements. This revenue is recognised at nominal value in the period in which the College meets the terms of the Agreement.

See note 17 'Income from State Government'.

Gains

Gains may be realised or unrealised and are usually recognised on a net basis. These include gains arising on the disposal of non-current assets and some revaluations of non-current assets.

(f) Borrowing costs

Borrowing costs for qualifying assets are capitalised net of any investment income earned on the unexpended portion of the borrowings. A qualifying asset is an asset that necessarily takes a substantial period of time to get ready for its intended use or sale. Other borrowing costs are expensed when incurred.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

(g) Property, plant and equipment

Capitalisation/Expensing of assets

Items of property, plant and equipment costing \$5,000 or more are recognised as assets and the cost of utilising assets is expensed (depreciated) over their useful lives. Items of property, plant and equipment costing less than \$5,000 are recognised as an expense in the Income Statement (other than where they form part of a group of similar items which are significant in total).

The College's asset capitalisation threshold has been changed to \$5000 from \$1000, from 1 January 2007 (AASB 108(29)).

Initial recognition and measurement

All items of property, plant and equipment are initially recognised at cost. For items of property, plant and equipment acquired at no cost or for nominal cost, the cost is their fair value at the date of acquisition.

Subsequent measurement

After recognition as an asset, the revaluation model is used for the measurement of land and buildings and the cost model for all other property, plant and equipment. Land and buildings are carried at fair value less accumulated depreciation on buildings and accumulated impairment losses. All other items of property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses.

Where market-based evidence is available, the fair value of land and buildings is determined on the basis of current market buying 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.

Where market-based evidence is not available, the fair value of land and buildings is determined on the basis of existing use. This normally applies where buildings are specialised or where land use is restricted. Fair value for existing use assets 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 dependent on using the depreciated replacement cost, the gross carrying amount and the accumulated depreciation are restated proportionately.

Independent valuations of land and buildings are provided annually by the Western Australian Land Information Authority (Landgate) and recognised with sufficient regularity to ensure that the carrying amount does not differ materially from the asset's fair value at the balance sheet date.

The College's land and buildings has been revalued at 31 December 2007 using the Landgate data.

The most significant assumptions in estimating fair value are made in assessing whether to apply the existing use basis to assets and in determining estimated useful 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. Refer to Note 24 'Property, Plant and Equipment' for further information on revaluations.

Depreciation

All non-current assets having a limited useful life are systematically depreciated over their estimated useful lives in a manner which reflects the consumption of their future economic benefits. Land is not depreciated. Depreciation on other assets is based on the straight line method over its useful life, using rates which are reviewed annually.

Estimated useful lives for each class of depreciable asset are based on percentages as follows:

Buildings	20 to 40 years
Motor vehicles, caravans and trailers	3 to 7 years
Plant, furniture and general equipment	10 to 15 years
Computing, communications and software ^(a)	5 years

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

(h) Intangible assets

Capitalisation/Expensing of assets

Acquisitions of intangible assets costing \$5,000 or more and internally generated intangible assets costing \$5,000 or more, are capitalised. The cost of utilising the assets is expensed (amortised) over their useful life. Costs incurred below these thresholds are recognised as an expense in the Income Statement.

All acquired and internally developed intangible assets are initially recognised at cost. For assets acquired at no cost or for nominal cost, the cost is their fair value at the date of acquisition.

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

Intangible assets that have an indefinite useful life are not subject to amortisation but must be tested annually for impairment. Intangible assets can only be revalued to fair value where an active market exists.

Licences

Licences have a finite useful life and are carried at cost less accumulated amortisation and accumulated impairment losses.

(i) Impairment of assets

Property, plant and equipment, and intangible assets are tested for any indication of impairment at each balance sheet date. 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. As the College is a not-for-profit entity, unless an asset has been identified as a surplus asset, the recoverable amount is the higher of an asset's fair value less costs to sell and depreciated replacement cost.

The recoverable amount of assets identified as surplus assets is the higher of fair value less costs to sell and the present value of future cash flows expected to be derived from the asset. Surplus assets carried at fair value have no risk of material impairment where fair value is determined by reference to market-based evidence. Where fair value is determined by reference to depreciated replacement cost, surplus assets are at risk of impairment and the recoverable amount is measured.

(j) Non-current assets (or disposal groups) classified as held for sale

Non-current assets (or disposal groups) held for sale are recognised at the lower of carrying amount and fair value less costs to sell and are presented separately from other assets in the Balance Sheet. Assets classified as held for sale are not depreciated or amortised.

(k) Leases

At the commencement of the lease term, finance lease rights and obligations are recognised as assets and liabilities equal in amount to the fair value of the leased item or, if lower, the present value of the minimum lease payments, each determined at the inception of the lease. The assets are disclosed as Plant, Equipment and Motor Vehicles and are depreciated over the period during which the College is expected to benefit from their use. Minimum lease payments are apportioned between finance charge and reduction of the outstanding lease liability, according to the interest rate implicit in the lease.

The College has entered into operating lease arrangements for photocopiers. Lease payments are expensed on a straight line basis over the lease term as this represents the pattern of benefits derived from the leased photocopiers.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

(l) Financial instruments

The College has two categories of financial instruments:

Financial assets

- Cash and cash equivalents (including restricted cash and cash equivalents)
- Receivables
- Amounts receivable for services

Financial liabilities

- Payables
- Other borrowings
- Amounts due to the Treasurer

Initial recognition and measurement of financial instruments is at fair value. Usually the transaction cost or face value is equivalent to fair value and subsequent measurement is at amortised cost using the effective interest method.

The fair value of short-term receivables and payables is the transaction cost or the face value because there is no interest rate applicable and subsequent measurement is not required as the effect of discounting is not material.

(m) Cash and cash equivalents

For the purpose of the Cash Flow Statement, cash and cash equivalents include restricted cash and cash equivalents. These are comprised of 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, and bank overdrafts.

(n) Accrued salaries

The accrued salaries suspense account (see note 28 'Other Liabilities') represent the amount due to staff but unpaid at the end of the financial year, as the end of the last pay period for that financial year does not coincide with the end of the financial year. Accrued salaries are settled within a few days of the financial year end. The College considers the carrying amount to be equivalent net fair value.

(o) Inventories

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

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

See note 21 'Inventories'.

(p) Receivables

Receivables are recognised and carried at original invoice amount less an allowance for any uncollectible amounts (impairment). The collect ability of receivables is reviewed on an ongoing basis and any receivables identified as uncollectible are written off. The provision for uncollectible amounts (doubtful debts) is raised when there is objective evidence that the College will not be able to collect the debts. The carrying amount is equivalent to fair value as it is due for settlement within 30 days. See note 2(l) 'Financial instruments' and note 22 'Receivables'.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

(q) Payables

Payables are recognised at the amounts payable when the College 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 they are generally settled within 30 days. See note 2(l) 'Financial instruments' and note 26 'Payables'.

(r) Borrowings

All loans are initially recognised at cost, being the fair value of the net proceeds received. Subsequent measurement is at amortised cost using the effective interest rate method.

(s) Provisions

Provisions are liabilities of uncertain timing and/or amount and are recognised where there is a present legal, equitable or constructive obligation as a result of a past event and when the outflow of resources embodying economic benefits is probable and a reliable estimate can be made of the amount of the obligation. Provisions are reviewed at each balance sheet date. See note 27 'Provisions'.

(i) Provisions - employee benefits

Annual leave and long service leave

The liability for annual and long service leave expected to be settled within twelve months after the balance sheet date is recognised and measured at the undiscounted amounts expected to be paid when the liabilities are settled. Annual and long service leave expected to be settled more than twelve months after the balance sheet date is measured at the present value of amounts expected to be paid when the liabilities are settled. Leave liabilities are in respect of services provided by employees up to the balance sheet date.

When assessing expected future payments consideration is given to expected future wage and salary levels including non-salary components such as employer superannuation contributions. In addition, the long service leave liability also considers the experience of employee departures and periods of service.

The expected future payments are discounted using market yields at the balance sheet date on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

All annual leave and unconditional long service leave provisions are classified as current liabilities as the College does not have an unconditional right to defer settlement of the liability for at least twelve months after the balance sheet date.

A liability for long service leave is recognised after an employee has completed four years of service.

Superannuation

Employees may contribute to the Pension Scheme, a defined benefit pension scheme now closed to new members or the Gold State Superannuation (GSS) Scheme, a defined benefit lump sum scheme also closed to new members. Both schemes are administered by the Government Employees Superannuation Scheme (GESB).

The College has no liabilities for superannuation charges under those schemes, as the liabilities for the unfunded Pension Scheme and the unfunded GSS Scheme transfer benefits due to members who transferred from the Pension Scheme, are assumed by the Treasurer. All other GSS Scheme obligations are funded by concurrent contributions made by the College to the GESB. The concurrently funded part of the GSS Scheme is a defined contribution scheme as these contributions extinguish all liabilities in respect of the concurrently funded GSS Scheme obligations.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

Employees commencing employment prior to 16 April 2007 who were not members of either the Pension or the GSS Schemes became non-contributory members of the West State Superannuation (WSS) Scheme. Employees commencing employment on or after 16 April 2007 became members of the GESB Super (GESBS) Scheme. Both of these schemes are accumulation schemes. The College makes concurrent contributions to GESB on behalf of employees in compliance with the Commonwealth Government's Superannuation Guarantee (Administration) Act 1992. These contributions extinguish the liability for superannuation charges in respect of the WSS and GESBS Schemes.

The GESB makes all benefit payments in respect of the Pension Scheme and the GSS Scheme transfer benefits and is recouped by the Treasurer for the employer's share. See also note 2(t) 'Superannuation expense'.

(ii) Provisions - other

Employment on-costs

Employment on-costs, including workers' compensation insurance, are not employee benefits and are recognised separately as expenses and liabilities-when the employment, to which they relate, has occurred. Employment oncosts are included as part of 'Other expenses' and are not included as part of the College's 'Employee benefits expense'. The related liability is included in 'Employment on-costs provision'. (See note 10 'Other expenses' and note 28 'Provisions'.)

(t) Superannuation expense

The following elements are included in calculating the superannuation expense in the Income Statement:

(i) Defined benefit plans

Change in the unfunded employer's liability (i.e. current service cost and actuarial gains and losses) assumed by the Treasurer in respect of current employees who are members of the Pension Scheme and current employees who accrued a benefit on transfer from that Scheme to the GSS Scheme; and

(ii) Defined contribution plans

Employer contributions paid to the WSS Scheme, GESBS Scheme and the equivalent of employer contributions to the GSS Scheme.

Defined benefit plans - in order to reflect the true cost of services, the movements (i. e. current service cost and actuarial gains and losses) in the liabilities in respect of the Pension Scheme and the GSS Scheme transfer benefits are recognised as expenses directly in the Income Statement. As these liabilities are assumed by the Treasurer (refer note 2(s)(i)), a revenue titled 'Liabilities assumed by the Treasurer' equivalent to the expense is recognised under 'Income from State Government' in the Income Statement (see note 18 'Income from State Government').

Defined contribution plans - in order to reflect the College's true cost of services, the College is funded for the equivalent of employer contributions in respect of the GSS Scheme (excluding transfer benefits). These contributions were paid to the GESB during the year and placed in a trust account administered by the GESB on behalf of the Treasurer. The GESB subsequently paid these employer contributions in respect of the GSS Scheme to the Consolidated Fund.

The GSS Scheme is a defined benefit scheme for the purposes of employees and whole-of-government reporting. However, apart from the transfer benefit, it is a defined contribution plan for agency purposes because the concurrent contributions (defined contributions) made by the College to GESB extinguish all of the College's obligations to the related superannuation liability.

The superannuation expense does not include payment of pensions to retirees, as this does not constitute part of the cost of services provided by the College in the current year.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

(u) Resources received free of charge or for nominal cost

Resources received free of charge or for nominal cost that can be reliably measured are recognised as income and as assets or expenses, as appropriate, at fair value.

(v) Comparative figures

Comparative figures are, where appropriate, reclassified to be comparable with the figures presented in the current financial year.

3 Disclosure of changes in accounting policy and estimates

From 1 January 2007, the College was approved by the Department of Treasury and Finance and the Office of the Auditor General, to move to an asset capitalisation base of \$5,000 from \$1,000. The cost of assets under \$5,000 and their respective accumulated depreciation, amounting to \$728,940, were written back to equity in January 2007 and these transactions are reflected in the 2007 Annual Accounts.(AASB 108(29)).

Initial application of an Australian Accounting Standard

The College has applied the following Australian Accounting Standards and Australian Accounting Interpretations effective for annual reporting periods beginning on or after 1 January 2007:

1. AASB 7 'Financial Instruments: Disclosures' (including consequential amendments in AASB 2005-10 'Amendments to Australian Accounting Standards [AASB 132, AASB 101, AASB 114, AASB 117, AASB 133, AASB 139, AASB 1, AASB 4, AASB 1023 & AASB 1038]'). This Standard requires new disclosures in relation to financial instruments. The Standard resulted in increased disclosures of risk exposure, both quantitative and qualitative, enhanced disclosure regarding components of the financial position and performance, and changes to the way of presenting certain items in the notes to the financial statements.

The application of this Standard has no financial impact.

2. AASB 101 'Presentation of Financial Statements'. This Standard was revised and issued in October 2006 so that AASB 101 has the same requirements as IAS 1 'Presentation of Financial Statements' (as issued by the IASB) in respect of for-profit entities. The College is a not-for-profit entity and consequently, the application of this Standard has no financial impact.
3. AASB 2005-10 'Amendments to Australian Accounting Standards [AASB 132, AASB 101, AASB 114, AASB 117, AASB 133, AASB 139, AASB 1, AASB 4, AASB 1023 & AASB 1038]'. The amendments are as a result of the issue of AASB 7 'Financial Instruments: Disclosures', which amends the financial instrument disclosure requirements in these standards. The application of this Standard has no financial impact.

The following Australian Accounting Standards and Interpretations are considered to have no impact, or are not applicable, to not-for-profit entities:

AASB 2007-2	'Amendments to Australian Accounting Standards arising from AASB Interpretation 12 [AASB 1, AASB 117, AASB 118, AASB 120, AASB 121, AASB 127, AASB 131 & AASB 139]'
UIG Interpretation 7	'Applying the Restatement Approach under AASB 129 <i>Financial Reporting in Hyperinflationary Economies</i> '
UIG Interpretation 8	'Scope of AASB 2'
UIG Interpretation 9	'Reassessment of Embedded Derivatives'
AASB Interpretation 10	'Interim Financial Reporting and Impairment'

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

Future impact of Australian Accounting Standards not yet operative

The College cannot early adopt an Australian Accounting Standard or Australian Accounting Interpretation unless specifically permitted by TI 1101 'Application of Australian Accounting Standards and Other Pronouncements'. Consequently, the College has not applied the following Australian Accounting Standards and Australian Accounting Interpretations that have been issued but are not yet effective. These will be applied from their application date:

1. AASB 2007-4 'Amendments to Australian Accounting Standards arising from ED 151 and Other Amendments [AASB 1, 2, 3, 4, 5, 6, 7, 102, 107, 108, 110, 112, 114, 116, 117, 118, 119, 120, 121, 127, 128, 129, 130, 131, 132, 133, 134, 136, 137, 138, 139, 141, 1023 & 1038]'. The amendments arise as a result of the AASB decision to make available all options that currently exist under IFRSs and that certain additional Australian disclosures should be eliminated. It is expected that the TIs will be amended to maintain the status quo when the Standard is first applied and consequently there will be no financial impact. The Standard is required to be applied to annual reporting periods beginning on or after 1 July 2007.
2. AASB 2007-5 'Amendments to Australian Accounting Standard - Inventories Held for Distribution by Not-for-Profit Entities [AASB 102]'. This amendment changes AASB 102 'Inventories' so that inventories held for distribution by not-for-profit entities are measured at cost, adjusted when applicable for any loss of service potential. The Standard is required to be applied to annual reporting periods beginning on or after 1 July 2007.
3. AASB 101 'Presentation of Financial Statements'. This Standard has been revised and will change the structure of the financial statements. These changes will require that owner changes in equity are presented separately from non-owner changes in equity. The College does not expect any financial impact when the Standard is first applied. The Standard is required to be applied to annual reporting periods beginning on or after 1 January 2009.
4. AASB 123 'Borrowing Costs'. This Standard has been revised to mandate the capitalisation of all borrowing costs attributable to the acquisition, construction or production of qualifying assets. The College does not expect any financial impact when the Standard is first applied. The Standard is required to be applied to annual reporting periods beginning on or after 1 January 2009.
5. AASB 1049 'Financial Reporting of General Government Sectors by Governments'. This new Standard sets out requirements for the form and content of General Government Sector (GGS) financial reports. This Standard is required to be applied to annual reporting periods beginning on or after 1 July 2008.
6. AASB Interpretation 4 'Determining whether an Arrangement contains a Lease [revised]'. This Interpretation was revised and issued in February 2007 to specify that if a public-to-private service concession arrangement meets the scope requirements of AASB Interpretation 12 'Service Concession Arrangements' as issued in February 2007, it would not be within the scope of Interpretation 4. The College does not expect any financial impact when the Interpretation is first applied. The Interpretation is required to be applied to annual reporting periods beginning on or after 1 January 2008.

The following Australian Accounting Standards and Interpretations are considered to have no impact, or are not applicable, to not-for-profit entities:

AASB 8	'Operating Segments'
AASB 2007-1	'Amendments to Australian Accounting Standards arising from AASB Interpretation 11 [AASB 2]'
AASB 2007-2	'Amendments to Australian Accounting Standards arising from AASB Interpretation 12 [AASB 1, AASB 117, AASB 118, AASB 120, AASB 121, AASB 127, AASB 131 & AASB 139]'

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

AASB 2007-3	'Amendments to Australian Accounting Standards arising from AASB 8 [AASB 5, AASB 6, AASB 102, AASB 107, AASB 119, AASB 127, AASB 134, AASB 136, AASB 1023 & AASB 1038]'
AASB 2007-6	'Amendments to Australian Accounting Standards arising from AASB 123 [AASB 1, AASB 101, AASB 107, AASB 111, AASB 116 & AASB 138 and Interpretations 1 & 12]'
AASB 2007-7	'Amendments to Australian Accounting Standards [AASB 1, AASB 2, AASB 4, AASB 5, AASB 107 & AASB 128]'
AASB 2007-8	'Amendments to Australian Accounting Standards arising from AASB 101'
ERR	'Erratum: Proportionate Consolidation [AASB 101, AASB 107, AASB 121, AASB 127, Interpretation 113]'
UIG Interpretation 11	'AASB 2 - Group and Treasury Share Transactions'
AASB Interpretation 12	'Service Concession Arrangements'
AASB Interpretation 13	'Customer Loyalty Programmes'
AASB Interpretation 14	'AASB 119 - The Limit on a Defined Benefit Asset, Minimum Funding Requirements and their Interaction'
AASB Interpretation 129	'Service Concession Arrangements: Disclosures [revised]'
AASB Interpretation 1003	'Australian Petroleum Resource Rent Tax'

	2007 \$	2006 \$
4 Employee benefits expense		
Wages and salaries	15,395,113	14,983,017
Superannuation - defined contribution plans(Westate)	1,193,899	1,121,301
Superannuation - defined benefit plans (Goldstate)	214,591	244,814
Long service leave	403,016	-
Other	125,472	178,903
	17,332,091	16,528,035

Employment on-costs such as workers' compensation insurance are included at note 9 'Other expenses'. Employment on-costs liability is included at note 27 'Provisions'.

5 Supplies and services		
Consumables and minor equipment	1,243,021	1,187,365
Communication expenses	212,314	209,470
Utilities expenses	576,912	478,405
Consultancies and contracted services	2,856,677	2,496,822
Minor works	839,724	442,557
Operating lease and hire charges	449,965	414,618
Travel and passenger transport	411,802	594,558
Advertising and public relations	223,534	212,945
Supplies and services - other	331,338	370,623
	7,145,287	6,407,363

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

	2007 \$	2006 \$
6 Depreciation and amortisation expense		
Depreciation		
Buildings	789,445	787,937
Leasehold improvements - buildings	243,111	243,111
Motor vehicles, caravans and trailers	141,823	112,711
Plant, furniture and general equipment	165,156	194,256
Computers and communication network	218,861	526,662
Total depreciation	1,558,396	1,864,676
7 Grants and subsidies		
Apprentices and trainees (travel, accommodation and other off-the-job assistance)	88,301	192,492
	88,301	192,492
8 Capital user charge		
Capital user charge expense	874,159	2,860,447
The charge was a levy applied by Government for the use of its capital. In 2007, the final year in which the charge was levied, a single payment was made equal to the appropriation for 2007 less any adjustment relating to 2006.		
9 Other expenses		
Building maintenance	334,048	338,452
Repairs and maintenance	74,679	55,998
Doubtful debts expense	1,922	153,610
Employment on-costs (a)	1,025,331	1,315,682
Student prizes and awards	4,748	5,778
Losses and write-offs	26,921	23,096
Other	-	800
	1,467,649	1,893,417
(a) Includes workers' compensation insurance and other employment on-costs. The on-costs liability associated with the recognition of annual and long service leave liability is included at note 27 'Provisions'. Superannuation contributions accrued as part of the provision for leave are employee benefits and are not included in employment on-costs.		
10 Fee for service		
Fee for service - general	544,036	740,391
Fee for service - Department of Education and Training	11,603	131,830
	555,639	872,221
11 Student fees and charges		
Tuition fees	1,528,960	1,510,485
Enrolment fees	194,477	185,987
Resource fees	702,213	690,911
Other college fees	10,615	11,835
	2,436,265	2,399,218

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

	2007 \$	2006 \$
12 Ancillary revenue		
Live works (not a trading activity)	51,532	93,163
Other ancillary revenue	-	215
	51,532	93,378
13 Trading profit/(loss)		
(a) Bookshop:		
Sales	692,930	676,319
Cost of sales:		
Opening inventory	(174,716)	(96,574)
Purchases	(687,279)	(761,293)
	(861,995)	(857,868)
Closing inventory	(207,132)	(174,716)
Cost of goods sold	(654,863)	(683,151)
Trading profit/(loss) - Bookshop	38,067	(6,832)
14 Interest Revenue		
Interest Revenue	253,933	211,621
15 Other revenue		
Rental and facilities fees	533,703	446,697
Sponsorship and donations revenue	20,647	5,770
Miscellaneous revenue	118,284	168,371
	672,634	620,838
16 Net gain/(loss) on disposal of non-current assets		
Costs of disposal of non-current assets		
Land		
Buildings		
Motor vehicles, caravans and trailers	(184,454)	(102,159)
Plant, furniture and general equipment	(2,928)	(6,841)
Computers and communication network	(1,164)	(4,575)
Total cost of disposal of non-current assets	(188,546)	(113,575)
Proceeds from disposal of non-current assets		
Motor vehicles, caravans and trailers	236,772	81,790
Plant, furniture and general equipment	7,273	-
Computers and communication network	-	15,934
Total proceeds from disposal of non-current assets	244,045	97,724
Net gain/(loss)	55,499	(15,851)
17 Income from State Government		
State funds (received from Department of Education and Training):		
Delivery and Performance Agreement (DPA)	18,543,397	17,712,169
Other recurrent funds	4,288,495	2,217,980
Capital user charge funding	874,159	2,860,447
Total State funds	23,706,051	22,790,596

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

	2007 \$	2006 \$
18 Liabilities assumed by the Treasurer		
The following liabilities have been assumed by the Treasurer during the financial year:		
Superannuation(a)(b)(c)	-	-
Total liabilities assumed by the Treasurer	-	-
(a) The assumption of the superannuation liability by the Treasurer is a nominal income to match the notional superannuation expense reported in respect of current employees who are members of the Pension Scheme and current employees who have a transfer benefit entitlement under the Gold State Superannuation Scheme.		
(b) Where the Treasurer or other entity has assumed a liability, the College recognises revenues equivalent to the amount of the liability assumed and an expense relating to the nature of the event or events that initially gave rise to the liability.		
(c) In 2007 and 2006, the liability reduced by \$42,473 and \$549,255, therefore no figures are shown in this category as the liability to the Treasurer has decreased.		
19 Resources received free of charge		
Resources received free of charge determined on the basis of the following estimates provided by agencies		
Department of Education and Training		
- Corporate systems support	700,065	862,047
- Marketing and publications	8,310	92,111
- Human resources, and industrial relations support	110,434	164
- Other	845	128,581
Total resources received free of charge	819,654	1,082,903
Total income from State Government	24,525,705	23,873,499
20 Cash and cash equivalents		
Cash on hand	7,300	7,100
Cash at bank	1,137,271	1,063,627
Short term deposits	2,500,000	3,000,000
	3,644,571	4,070,727
21 Inventories		
Inventories held for resale:		
Bookshop (at cost)	207,132	174,716

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

	2007 \$	2006 \$
22 Receivables		
Current		
Receivables - trade	169,986	317,370
Receivables - students	187,149	326,931
Allowance for impairment of receivables	(170,683)	(168,761)
GST receivable	65,086	47,360
	<u>251,538</u>	<u>522,900</u>
Prepayments	88,136	87,912
Total current	<u>339,674</u>	<u>610,812</u>
Reconciliation of changes in the allowance for impairment of receivables:		
Balance at start of year	(168,761)	(15,151)
Doubtful debts expense recognised in the Income Statement	(1,922)	(153,610)
Balance at end of year	<u>(170,683)</u>	<u>(168,761)</u>
Ageing of receivables past due but not impaired based on the information provided to senior management as at the balance sheet date:		
Not more than 3 months	169,014	454,914
More than 3 months but less than 6 months	82,241	47,636
More than 6 months but less than 1 year	170,966	189,111
More than 1 year	-	-
	<u>422,221</u>	<u>691,661</u>
See also note 2(p) 'Receivables' and note 37 'Financial instruments'.		
23 Other assets		
Current		
Accrued income	98,981	2,045,403
Total current	<u>98,981</u>	<u>2,045,403</u>

The 2006 accounts of \$2,045,403 for accrued income included \$1,784,788 for Capital user Charge for Department of Education and Training payment to the College to cover the period July to December 2006, not paid to the College by 31 December 2006.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

	2007 \$	2006 \$
24 Property, plant and equipment		
Land		
At fair value (a)	2,800,000	3,080,000
	2,800,000	3,080,000
Buildings		
At fair value (a)	41,240,500	31,577,818
Accumulated depreciation	-	(1,180,837)
	41,240,500	30,396,981
Buildings under construction		
Construction costs	378,754	-
	378,754	-
Leasehold improvements		
At cost	4,740,660	4,740,660
Accumulated depreciation	(607,759)	(364,649)
	4,132,901	4,376,011
Motor vehicles, caravans and trailers		
At cost	758,687	654,160
Accumulated depreciation	(222,209)	(350,833)
	536,478	303,327
Plant, furniture and general equipment		
At cost	1,914,166	2,001,047
Accumulated depreciation	(1,039,151)	(1,385,175)
	875,015	615,872
Computer equipment, communication network		
At cost	1,290,247	2,800,049
Accumulated depreciation	(989,637)	(1,735,541)
	300,610	1,064,508
	50,264,258	39,836,699

- (a) Freehold land and buildings were revalued as at 31 December 2007 by the Department of Land Information (Landgate). The fair value of all land and buildings was determined by reference to market values. See note 2(g) Property, vehicles, plant and equipment.

Reconciliations of the carrying amounts of property, plant and equipment at the beginning and end of the reporting period are set out below.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

2007	Land	Buildings	Buildings under construction	Leasehold improvements	Motor vehicles, caravans and trailers	Plant, furniture and general equipment	Computer equipment, communication network	Total
Carrying amount start of year	3,080,000	30,396,981	-	4,376,011	303,327	615,872	1,064,508	39,836,699
Additions	-		378,754	-	591,598	572,644	7,480	1,550,476
Transfers(net)	-	-	-	-	(28,531)	28,531		-
Disposals(net)	-	-	-	-	(184,454)	(2,928)	(1,164)	(188,546)
Revaluation increments	(280,000)	11,632,965			-	-	-	11,352,965
Depreciation expense	-	(789,445)	-	(243,111)	(141,823)	(165,156)	(218,861)	(1,558,396)
Assets threshold change- net adjustment					(3,638)	(173,948)	(551,353)	(728,940)
Carrying amount year end	2,800,000	41,240,500	378,754	4,132,901	536,478	875,015	300,610	50,264,258

2006	Land	Buildings	Buildings under construction	Leasehold improvements	Motor vehicles, caravans and trailers	Plant, furniture and general equipment	Computer equipment, communication network	Total
Carrying amount start of year	3,080,000	31,039,100	103,823	4,619,122	396,230	709,142	1,212,139	41,159,556
Additions	-	145,818	-	-	121,966	107,827	383,605	759,216
Transfers			(103,823)					(103,823)
Disposals	-	-	-	-	(137,783)	(13,002)	(212,566)	(363,350)
Depreciation expense	-	(787,937)	-	(243,111)	(77,086)	(188,095)	(318,670)	(1,614,901)
Carrying amount year end	3,080,000	30,396,981	-	4,376,011	303,327	615,872	1,064,508	39,836,699

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

	2007	2006
	\$	\$
25 Impairment of assets		
There were no indications of impairment of property plant, equipment and intangibles as at 31 December 2007. The College held no goodwill or intangible assets with indefinite useful lives during the reporting period and at balance sheet date there were no intangible assets not yet available for use.		
26 Payables		
Current		
Trade payables	22,657	350,035
Total current	22,657	350,035
27 Provisions		
Current		
Employee benefits provision		
Annual leave (a)	568,300	437,097
Long service leave(b)	443,135	513,720
	1,011,435	950,817
Other provisions		
Employment on-costs(c)	155,761	146,426
Total current	1,167,196	1,097,243
Non-current		
Employee benefits provision		
Annual leave	-	-
Long service leave (b)	1,168,740	1,259,095
	1,168,740	1,259,095
Other provisions		
Employment on-costs(c)	179,986	193,901
Total non-current	1,348,726	1,452,996
(a) Annual leave liabilities have been classified as current as there is no unconditional right to defer settlement for at least 12 months after balance sheet date.		
Within 12 months of balance sheet date	568,300	437,097
More than 12 months after balance sheet date	-	-
	568,300	437,097
(b) Long service leave liabilities have been classified as current where there is no unconditional right to defer settlement for at least 12 months after balance sheet date.		
Within 12 months of balance sheet date	443,135	513,720
More than 12 months of balance sheet date	1,168,470	1,259,095
	1,611,605	1,772,815

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

	2007 \$	2006 \$
27 Provisions		
(c) 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 associated expense and is disclosed in note 9 'Other Expenses'.		
Movements in other provisions		
Movements in each class of provisions during the financial year, other than employee benefits, are set out below.		
<u>Employment on-cost provision</u>		
Carrying amount at start of year	340,327	340,327
Additional provisions recognised		
Payments/other sacrifices of economic benefits	(4,580)	-
Unwinding of the discounts		
Carrying amount at end of year	335,747	340,327
28 Other liabilities		
Current		
Income received in advance(a)	-	5,318
Accrued expenses	116,101	2,820,283
Accrued salaries and related costs	196,552	56,567
Total current liabilities	312,653	2,882,168
Non-current		
Other	6,161	6,108
Total non-current liabilities	6,161	6,108
(a) Income received in advance comprises: Department of Education and Training - competitive allocation tendering	-	5,318
	-	5,318
29 Equity		
Contributed equity		
Balance at start of year	5,722,794	5,722,794
Balance at end of year	5,722,794	5,722,794
30 Reserves		
Asset revaluation reserve		
Balance at start of year	12,756,882	12,756,882
Net revaluation increments/(decrements)		
Land	(280,000)	-
Buildings	11,632,964	-
Balance at end of year	24,109,846	12,756,882
31 Accumulated surplus(deficit)(Retained Earnings)		
Balance at start of year	22,470,132	24,168,472
Result for the period	123,391	(1,698,339)
Change in Accounting Policy	(728,940)	-
Balance at end of year	21,864,583	22,470,132

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

	2007	2006
	\$	\$

32 Notes to the Cash Flow Statement

Reconciliation of cash

Cash at the end of the financial year, as shown in the Cash Flow Statement is reconciled to the related items in the Balance Sheet as follows:

Cash on hand	7,300	7,100
Cash at bank	1,137,271	1,063,627
Short term deposits	2,500,000	3,000,000
	3,644,571	4,070,727

Reconciliation of net cost of services to net cash flows provided by/(used in) operating activities

Net cost of services	(24,402,315)	(25,571,839)
----------------------	---------------------	---------------------

Non-cash items:

Depreciation and amortisation expense	1,558,396	1,864,676
Doubtful debts expense	1,922	153,610
Superannuation expense	1,408,490	1,366,115
Resources received free of charge	819,654	1,082,904
Net (gain)/loss on sale of property, plant and equipment	(55,499)	15,851
Write down of non-current assets classified as held for sale		
Losses and write-offs (excludes cash shortages/thefts of money)		
Asset revaluation decrement		
(Increase)/decrease in assets:		
Current receivables (c)	287,166	(89,158)
Current inventories	(32,416)	(78,142)
Other current assets	(3,872)	(7,795)
Prepayments	(224)	(10,208)
Non-current inventories		
Increase/(decrease) in liabilities		
Current payables (c)	(327,378)	216,815
Current provisions	69,953	111,783
Other current liabilities	(2,169,518)	1,862,946
Non-current provisions	(104,270)	179,946
Other non-current liabilities	53	2,204
Net GST receipts/(payments) (a)		
Change in GST in receivables/payables (b)	(17,726)	(13,430)
Net cash provided by/(used in) operating activities	(22,967,584)	(18,913,722)

(a) This is the net GST paid/received, i.e. cash transactions

(b) This reverses out the GST in receivables and payables

(c) Note that the Australian Taxation Office (ATO) receivable/payable in respect of GST and the receivable/payable in respect of the sale/purchase of non-current assets are not included as they are not reconciling items.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

	2007	2006
	\$	\$

33 Resources provided free of charge

During the year no resources were provided to other agencies free of charge for functions outside the normal operations of the College.

34 Commitments

Capital expenditure commitments

Nil

Lease commitments

Commitments in relation to leases contracted for at the balance sheet date but not recognised in the financial statements, are payable as follows:

Within 1 year	152,267	73,641
Later than 1 year and not later than 5 years	610,628	-
Later than 5 years	-	-
	762,895	73,641

Representing:

Cancellable operating leases

Non-cancellable operating leases

Future finance charges on finance leases

762,895 73,641

- -

762,895 73,641

The College has entered a five year lease with a local company for approximately 30 photocopiers, commencing April 2008, for five years.

35 Contingent liabilities and contingent assets

Contingent liabilities

Nil

36 Explanatory Statement

Significant variations between estimates and actual results for income and expense are shown below. Significant variations are considered to be those greater than 10% or \$250,000.

Significant variations between estimated and actual results for 2007

Income Statement Expenses	Estimate	Actual	Variation
	\$	\$	\$
Supplies and services	7,507,000	7,145,287	361,713
Depreciation and amortisation expense	1,744,000	1,558,396	185,604
Grants and subsidies	100,000	88,301	11,699
Capital User Charge	1,414,900	874,159	540,741
Other expenses	1,750,000	1,467,649	282,351

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

36 Explanatory Statement

Supplies and services 7,507,000 7,145,287 361,713

The College estimated student transport costs via South West Coach lines to be \$500k in 2007, but due to less students, the actual cost was \$170k lower. The College underspent \$120k on personal computers against forecast.

Depreciation and amortisation expense 1,744,000 1,558,396 185,604

The College changed to an asset capitalisation base of \$5000, from \$1000, from 1 January 2007. The depreciation estimates were completed on the asset base of \$1000 plus, thereby being higher than the 2007 actual.

Grants and subsidies 100,000 88,301 11,699

In July 2007, the Department of Education and Training became responsible for the direct payment to apprentices of their travel allowance. The College's estimate of \$100k was slightly higher than the actual figure paid out to 30 June 2007.

Capital User Charge 1,414,900 874,159 540,741

The 2007 Capital User Charge of 8% of net assets was calculated using the 2006 asset base, prior to the asset capitalisation adjustment in January 2007. This resulted in a higher estimate figure for 2007.

Other Expenses 1,750,000 1,477,739 272,261

The 2007 leave provision estimates were approximately \$2.8m with actuals at 2007 being \$2.4m, resulting in a reduction of oncosts of \$300k shown in this category of expenses. We also included \$550k for upgrade to Paterson House student accommodation and a new shed, but only spent \$400k, a reduction of \$150k in maintenance expenditure.

Significant variations between estimated and actual results for 2007

Income Statement Revenue	Estimate	Actual	Variation
	\$	\$	\$
Fee for service	916,100	555,639	(360,461)
Ancillary Trading	100,000	51,532	(48,468)
Interest revenue	215,000	253,933	38,933
Other revenue	1,020,000	672,634	(347,366)
State funds	22,539,540	23,706,051	1,166,511
Resources received free of charge	970,000	819,654	(150,346)

Fee for service 916,100 555,639 (360,461)

The forecast was \$360k down on the 2007 estimate due to :

1. Portfolios concentrating on meeting 2007 DPA targets in preference to commercial work
2. The difficulty obtaining lecturers in a high employment market, for commercial work
3. The competitive market in the south west for fee for service against private trainers

Ancillary trading 100,000 51,532 (48,468)

The College only operated the Epicure Training Restaurant on a reduced trading basis due to the difficulty in obtaining commercial cookery lecturers. The estimate was calculated with the restaurant operating longer hours.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

36 Explanatory Statement

Interest revenue	215,000	253,933	38,933
The College's Term Deposits attracted a higher rate of interest than originally forecast.			

Other revenue	1,020,000	672,634	(347,366)
----------------------	-----------	---------	-----------

A change in accounting practice occurred late in 2006, with income received from the participants in the Margaret River Education Campus, being handled in a different manner. The 2007 estimates were compiled using the old accounting treatment for the revenue for the Margaret River Campus, this treatment being the significant cause of the variance.

State funds	22,539,540	23,706,051	1,166,511
--------------------	------------	------------	-----------

The College received an additional \$2.5m in grants that were not in the original forecast. In addition, the College paid back to DET \$400k for under achievement in delivery.

Resources received free of charge	970,000	819,654	(150,346)
--	---------	---------	-----------

The 2007 estimate was based on the 2006 actual charge from DET of \$1m. Areas of the RRFC have been reduced that are now provided for by Education Shared Services.

Significant variations between actual results for 2007 and 2006

Income	2007 \$	2006 \$	Variance \$
Fee for service	555,639	872,221	(316,582)
Ancillary trading	51,532	93,378	(41,846)
Interest revenue	253,933	211,621	42,312
State Funds	23,706,051	22,790,596	915,455
Resources received free of charge	819,654	1,082,903	(263,249)

Fee for service	555,639	872,221	(316,582)
------------------------	---------	---------	-----------

The \$316k variance between 2007 and 2006 can be contributed to :

1. Portfolios concentrating on meeting 2007 DPA targets in preference to commercial work.
2. The difficulty obtaining lecturers in a high employment market, for commercial work.
3. The competitive market in the South West for fee-for-service against private trainers.

Ancillary trading	51,532	93,378	(41,846)
--------------------------	--------	--------	----------

The College only operated the Epicure Training Restaurant on a reduced trading basis due to the difficulty in obtaining commercial cookery lecturers. The estimate was calculated with the restaurant operating longer hours.

Interest revenue	253,933	211,621	42,312
-------------------------	---------	---------	--------

The College's Term Deposits attracted a higher rate of interest in 2007 compared to 2006.

State funds	23,706,051	22,790,596	915,455
--------------------	------------	------------	---------

The College received an additional \$2.5m in grants in 2007 compared to 2006.

In addition, the College paid back to DET \$400k for under achievement in delivery.

Resources received free of charge	819,654	1,082,903	(263,249)
--	---------	-----------	-----------

This is a nominal fee charged by the DET and has been slightly reduced by areas now taken over by Education Shared Services.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

36 Explanatory Statement

Expense	2007 \$	2006 \$	Variance \$
Employee expenses	17,332,091	16,528,035	804,056
Supplies and services	7,145,287	6,407,363	737,924
Depreciation and amortisation	1,558,396	1,864,676	(306,280)
Grants and subsidies	88,301	192,492	(104,191)
Capital user charge	874,159	2,860,447	(1,986,288)
Other expenses	1,467,649	1,893,417	(425,768)

Employee expenses 17,332,091 16,528,035 804,056

Apart from pay increases of 4%, amounting to \$650k, additional labour costs included :

1. SAL coordination support
2. Working with children
3. VET in schools
5. The higher cost of hiring casuals in thin markets

Supplies and services 7,145,287 6,407,363 737,925

The variance of \$750k is made up of the following significant items:

1. Increase in utilities
2. Full year of Shared Services costs
3. College expenditure on new shed and Paterson House maintenance

Depreciation and amortisation 1,558,396 1,864,676 (306,280)

Depreciation in 2007 is based on a lower asset base, after the asset capitalisation rate was increased to \$5000 from \$1000.

Grants and subsidies 88,301 192,492 (104,191)

The payment of apprentice travel claims, from this category, was taken over directly to the student from July 2007.

Capital user charge 874,159 2,860,447 (1,986,288)

The Treasury ceased this charge as from July 2007.

Other expenses 1,467,649 1,893,417 (425,768)

The 2007 leave provision estimates were approximately \$2.8m with actuals at 2007 being \$2.4m, resulting in a reduction of oncosts of \$300k shown in this category of expenses.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

37 Financial instruments

(a) Financial risk management objectives and policies

Financial instruments held by the College are cash and cash equivalents, restricted cash and cash equivalents, loans, finance leases, borrowings and receivables and payables. The College has limited exposure to financial risks. The College's overall risk management program focus on managing the risk identified below:

Interest Rate Risk Exposure

The following table details the College's exposure to interest rate risk at reporting date :

Credit risk

The College trades only with recognised, creditworthy third parties. The College has policies in place to ensure that sales of products and services are made to customers with an appropriate credit history. In addition, receivable balances are monitored on an ongoing basis with the result that the College's exposure to debt is minimal. There are no significant concentrations of credit risk.

Liquidity risk

The College has appropriate procedures to manage cash flows including draw downs appropriations by monitoring forecast cash flows to ensure that sufficient funds are available to meet its obligations.

Interest rate risk

The College's exposure to market risk for changes in interest rates relates primarily to the long-term debt obligations. The College's borrowings are all obtained through the Western Australian Treasury Corporation (WATC) and are at fixed rates with varying maturities. The risk is managed by WATC through portfolio diversification and variation in maturity dates. Otherwise, the College is not exposed to interest rate risk because cash and cash equivalents and a portion of restricted cash are non-interest bearing and it has no borrowings other than finance leases (fixed interest rate).

(b) Financial instrument disclosures

Credit risk, liquidity risk and interest rate risk exposures

The following table details the College's maximum exposure to credit risk, and the exposure to liquidity risk and interest rate risk as at the reporting date, based on information provided to senior management of the College. The contractual maturity amounts in the table are representative of the undiscounted amounts as at the balance sheet date. An adjustment for discounting has been made where material. The College does not hold any collateral as security or other credit enhancements relating to the financial assets it holds. The College does not hold any financial assets that had to have their terms renegotiated that would have otherwise resulted in them being past due or impaired.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

2007	Weighted Average Effective Interest Rate	Variable Interest Rate \$	Contractual maturity dates				Non- Interest Bearing \$	Total \$
			Within 1 year \$	1-2 Years \$	4-5 Years \$	More than 5 years \$		
Financial Assets								
Cash and equivalent	6.00 %	1,137,271	2,500,000	-	-	-	7,300	3,644,571
Receivables		-	-	-	-	-	422,221	422,221
Loans and advances		-	-	-	-	-	98,981	98,981
		1,137,271	2,500,000	-	-	-	528,502	4,165,773
Financial Liabilities								
Payables		-	-	-	-	-	22,657	22,657
Employee benefits		-	-	-	-	-	2,515,922	2,515,922
Other liabilities		-	-	-	-	-	318,814	318,814
		-	-	-	-	-	2,857,393	2,857,393

2006	Weighted Average Effective Interest Rate	Variable Interest Rate \$	Contractual maturity dates				Non- Interest Bearing \$	Total \$
			Within 1 year \$	1-2 Years \$	4-5 Years \$	More than 5 years \$		
Financial Assets								
Cash and equivalent	5.50	1,063,627	3,000,000	-	-	-	7,100	4,070,727
Receivables		-	-	-	-	-	691,661	691,661
Loans and advances		-	-	-	-	-	2,045,403	2,045,403
		1,063,627	3,000,000	-	-	-	2,744,164	6,807,791
Financial Liabilities								
Payables		-	-	-	-	-	350,035	350,035
Employee benefits		-	-	-	-	-	2,550,239	2,550,239
Other liabilities		-	-	-	-	-	2,888,276	2,888,276
		-	-	-	-	-	5,788,550	5,788,550

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

37 Financial instruments

Interest rate sensitivity analysis

The following table represents a summary of the interest rate sensitivity of the College's financial assets and liabilities at the balance sheet date on the surplus for the period and equity for a 1% change in interest rates. It is assumed that the change in interest rates is held constant throughout the reporting period.

2007	Carrying amount \$	- 1% change Profit \$	Equity \$	+1% change Profit \$	Equity \$
Financial Assets					
Cash and cash equivalent	3637271	(36,373)	(36,373)	36,373	36,373
Financial Liabilities					
Bank overdraft					
WATC/bank borrowings					

2006	Carrying amount \$	- 1% change Profit \$	Equity \$	+1% change Profit \$	Equity \$
Financial Assets					
Cash and cash equivalent	4063627	(40,636)	(40,636)	40,636	40,636
Financial Liabilities					
Bank overdraft					
WATC/bank borrowings					

Fair values

All financial assets and liabilities recognised in the balance sheet, whether they are carried at cost or fair value, are recognised at amounts that represent a reasonable approximation of fair value unless otherwise stated in the applicable notes.

38 Remuneration of members of the Accountable Authority and Senior Officers

Remuneration of members of the Accountable Authority

The number of members of the Accountable Authority whose total of fees, salaries, superannuation, non monetary benefits and other benefits for the financial year, fall within the following bands are :

\$10000 - \$150,000		1
\$150,000-\$160,000	1	

The total remuneration of the members of the Accountable Authority are: **\$156,041 \$148,235**

Total remuneration includes the superannuation expense incurred by the College in respect of members of the Accountable Authority. No members of the Accountable Authority are members of the Pension Scheme.

Financial Statements

Notes to the Financial Statements for the year ended 31 December 2007

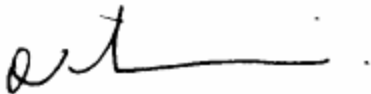
	2007 \$	2006 \$
38 Remuneration of members of the Accountable Authority and Senior Officers		
<i>Remuneration of Senior Officers</i>		
The number of senior officers other than senior officers reported as members of the Accountable Authority, whose total of fees ,salaries, superannuation, non-monetary benefits and other benefits for the financial year, fall within the following bands are :		
\$50,001 - \$60,000	-	-
\$60,001 - \$70,000	-	-
\$70,001 - \$80,000	-	-
\$80,001 - \$90,000	-	-
\$90,001 - \$100,000	-	1
\$100,001 - \$110,000	1	-
\$110,001 - \$120,000	1	1
\$120,001 - \$130,000	-	-
\$130,001 - \$140,000	-	-
The total remuneration of senior officers is:	\$223,007	\$213,250
The total remuneration includes the superannuation expense incurred by the College in respect of senior officers other than senior officers reported as members of the Accountable Authority. No senior officers are members of the Pension Scheme.		
39 Remuneration of auditor		
Remuneration payable to the Auditor General for the financial year is as follows:		
Auditing the accounts, financial statements and performance indicators	\$35,000	\$27,000
The expense is included in note 5 "Supplies and Services" under Consultancies and Contracted Services.		
40 Related Bodies		
The College has no related bodies.		
41 Affiliated Bodies		
The College has no affiliated bodies.		
42 Supplementary Financial Information		
<i>Write-Offs</i>		
Public property		
Bad debts	26,917	22,819
Inventory		
Other		110
	26,917	22,929
<i>Losses through theft, defaults and other causes</i>		
Losses of public and other moneys and public and other property through theft, default or otherwise		
Amount recovered	5	167
Gifts of Public Property provided by the College	-	-
43 Schedule of Income and Expenditure by Service		
The College provides only one service and that is Vocational Education and Training.		

Key Performance Indicators

25 February 2008

CERTIFICATION OF PERFORMANCE INDICATORS FOR THE YEAR ENDING 31 DECEMBER 2007

We hereby certify that the performance indicators are based on proper records, are relevant and appropriate for assisting users to assess the South West Regional College of TAFE's performance, and fairly represent the performance of the South West Regional College of TAFE for the financial year ended 31 December 2007.



**Dan Perkins
Chairperson
Governing Council**



**Wendy Burns
Managing Director**

Key Performance Indicators

Desired Outcome

The South West Regional College of TAFE has developed the following key performance indicators (KPIs) to provide an overall indication of the College's operations as prescribed in the Vocational Education and Training Act 1996 and program objectives as embodied in the College's vision/mission statement.

The desired outcome of the College is: the provision of vocational education and training services to meet community and industry training needs.

Effectiveness

Student Satisfaction

Student satisfaction is a performance indicator measuring the extent to which the courses provided by the College met the needs of students. Student satisfaction was measured through the Student Satisfaction Survey, carried out by an independent organisation (Colmar Brunton), aimed at students who were undertaking studies at the College. The survey asked students about themselves and their level of satisfaction with the qualifications and broad areas of teaching, student support and advisory services, and the facilities of the College.

The survey findings for the College stated that a high proportion of students were satisfied or very satisfied overall. The table below shows the college and state student satisfaction percentages.

OVERALL STUDENT SATISFACTION							
	2001	2002	2003	2004	2005	2006	2007
SWRC	89.0%	86.0%	87%	84%	86%	86%	88%
STATE	88.0%	83.0%	85%	84%	85%	86%	87%

The figures include apprentices and trainees in the survey (there were 1495 apprentices and trainees in 2007).

- I. Source: Colmar Brunton on behalf of the WA Department of Education and Training conducted the student satisfaction surveys. All students responding were assured of complete confidentiality (i.e. no information would be released to the College that would identify any individual).
- II. Definition: The surveys were administered to full-time and part-time TAFE/VET students who were enrolled in an award course in first semester of that year.
- III. Derivation: The survey asked students to rate their overall degree of satisfaction with their course. The measure compares the number of very satisfied and satisfied respondents as a proportion of respondents.
- IV. Explanation: The methodology used multiple data collection techniques; mail, on-line and Computer Assisted Telephone Interviewing Techniques (CATI) Response rates and sample error calculations for the South West Regional College of TAFE are outlined below.
- V. Definition: Usable Records are those responses considered "valid" and eligible for inclusion in the final survey sample. This ensured that questionnaires over 50% complete, and that contained key data required for KPI tracking, were eligible for inclusion and thus usable.

Key Performance Indicators

Effectiveness

RESPONSE RATES 2007 - SWRC						Sample Error
INSTITUTIONAL BASED STUDENTS			EMPLOYER BASED STUDENTS			Overall
Population (Usable Records)	Individual Students Contacted	% of Students Responding	Population (Usable Records)	Individual Students Contacted	% of Students Responding	% + or -
3,357	807	30%	1,211	344	14%	3.9%

Graduate Satisfaction

Disclosure Statement

The aim of the national 2007 Student Outcomes Survey was to measure Vocational and Training Graduates' employment, further study destinations and opinions of the training undertaken. The Student Outcomes Survey, carried out by an independent third party organisation (NCVER), targeted at students who were completed a course with a Technical and Further Education Institute in Australia in 2006. The survey was sent to students (with Australian residential addresses) who had completed an award course in a publicly funded TAFE institute in Australia.

Note: Graduate outcome tables now use the number of valid responses as the denominator in percentage calculations instead of the base number as was the case before 2001 reporting. As a result, prior year comparisons will not be accurate.

Measure (a): Achieved Aim: Respondents who reported they achieved, or partially achieved, their main reason for doing the course:

	SWRC	WA	AUSTRALIA
2007	90.1%	87.4%	86.6%
2005	86.8%	84.5%	85.3%
2003	79.5%	78.0%	78.8%
2002	76.4%	77.0%	78.0%
2001	78.2%	76.3%	79.0%
2000	79.1%	79.2%	79.6%

Measure (b): Course quality: The 2005 survey changed the focus and the scoring of this question. The question now asks candidates to rate the overall quality of the course on a scale of 1 to five against the statement, "Overall, I was satisfied with the quality of this course." Candidates who indicated they **agree** or **strongly agree** were counted as satisfied. (1- Strongly disagree, 2- Disagree, 3- Neither agree nor disagree, 4- Agree, 5- Strongly agree)

	SWRC	WA	AUSTRALIA
2007	89.3%	88.0%	88.9%
2005	87.4%	86.9%	87.7%
2003	87.6%	83.2%	83.1%

Key Performance Indicators

Graduate Satisfaction

Previously candidates were asked to rate of the overall quality of the course. Respondents with 8 or above were considered satisfied with the course quality (1 being poor and 10 excellent).

	SWRC	WA	AUSTRALIA
2002	60.6%	56.0%	62.4%
2001	63.6%	60.4%	66.2%
2000	64.4%	61.2%	65.8%
1999	61.0%	55.8%	61.7%

Measure (c): Graduate Employment Rate: In the 2007 survey, graduates from the College achieved better labour outcomes compared to the averages recorded for Western Australia and the Nation.

	SOUTH WEST REGIONAL COLLEGE					SWRC	WA	AUSTRALIA
	2000	2001	2002	2003	2005	2007	2007	2007
Graduates Employed	73.9%	71.5%	74.6%	76.9%	80.3%	84.4%	82.5%	81.0%
Graduates Unemployed	11.3%	14.3%	11.0%	10.3%	8.0%	15.6%	16.6%	19.0%
Not in labour force	14.2%	14.2%	14.0%	11.0%	11.3%	10.3%	11.3%	10.4%

Notes:

- I. Source: NCS Australasia on behalf of the National Centre for Vocational Education Research (NCVER). The Australian National Training Authority (ANTA) funded the survey.
- II. Definition: The 2007 survey was administered to all graduates at a publicly funded TAFE Institute in Australia who, in 2007, had completed a certificate, advanced certificate, associate diploma, diploma or advanced diploma and had an Australian address as their usual residence.
- III. Derivation: The 2007 graduate survey employment status was measured for each category (employed, unemployed and not in labour force) May 2007. Obtained by calculating the ratio of graduates in each category compared to total respondents and expressed as a percentage.

IV. Survey distribution and response information:

SOUTH WEST REGIONAL COLLEGE	2002	2003	2005	2007
Number of questionnaires distributed	998	1,381	1,052	764
Number of responses received	545	762	481	322
Response Rate	55%	58%	46%	42.1%

The sample error for 2007 : +- 3.5 (Source NCVER)

Key Performance Indicators

College Training Profile

Efficiency

The following table indicates the cost efficiency of the College in delivery training under the College Training Profile and fee-for-service. The table presents the Average Cost per SCH.

CALENDAR YEAR	TOTAL COST	TOTAL SCH	AVERAGE COST/SCH
2007	\$29,120,746 (Includes Capital User Charge)	1,856,801	\$15.68
2007	\$28,246,587 (Excludes Capital User Charge)	1,856,801	\$15.21
2006	\$29,896,177 (Includes Capital User Charge)	1,839,676	\$16.25
2006	\$27,035,730 (Excludes Capital User Charge)	1,839,676	\$14.69
2005	\$27,540,036 (Includes Capital User Charge)	1,757,237	\$15.67
2005	\$25,292,441 (Excludes Capital User Charge)	1,757,237	\$14.39
2004	\$26,640,406 (Includes Capital User Charge)	1,772,627	\$14.89
2004	\$24,143,933 (Excludes Capital User Charge)	1,772,627	\$13.62
2003	\$25,119,508 (Includes Capital User Charge)	1,909,768	\$13.15
2003	\$22,928,784 (Excludes Capital User Charge)	1,909,768	\$12.00
2002	\$23,847,038 (Includes Capital User Charge)	1,943,052	\$12.27
2002	\$21,730,165 (Excludes Capital User Charge)	1,943,052	\$11.18
2001	\$20,965,228 (Includes Capital User Charge)	1,713,438	\$12.23
2001	\$19,956,501 (Excludes Capital User Charge)	1,713,438	\$11.65
2000	\$19,629,794	1,691,661	\$11.60
1999	\$18,125,776	1,615,160	\$11.22
1998	\$17,470,271	1,481,060	\$11.79

- I. Source: The 2007 SCH figures were derived from the AVETMISS Survey as extracted from the CMIS. In addition to the AVETMISS Survey figures, separate records for Lifestyle course delivery were added.
- II. Definition: The SCH is the sum of the SCH extracted from the AVETMISS Survey (CF funded delivery) plus the total of non-profile (fee-for-service) SCH.
- III. Explanation: The AVETMISS Survey has been adjusted to allow for the “no show” students under the “one attendance” rule criteria. It should be noted that the one attendance criteria implies that the curriculum hours for a module/subject are included in the total SCH provided the student attends at least one class, even if they subsequently withdraw or cease attending a unit.
- IV. The total cost for 2001-2007 has been shown both inclusive and exclusive of the capital user charge to enable comparison to prior years.

Disclosures and Legal Compliance

Effectiveness

The following table indicates the effectiveness of the College in meeting its target mix for training delivery under the College Training Profile, as a measure of the extent to which it has provided relevant training and skills formation opportunities to the community, in accordance with the training needs of the State.

COLLEGE TRAINING PROFILE	2006	2007		
WADT GROUP	SCH ACHIEVED	SCH ACHIEVED	PLANNED	% ACHIEVED OF PLANNED
01A - Recreation Sports and Entertainment	46,383	58,345	52,472	111.2
01B - Visual and Performing Arts	43,315	46,617	50,540	92.2
02A - Automotive	82,752	96,565	100,515	96.1
03A - Building and Constructions	108,716	124,042	115,378	107.5
03B - Surveying and Building	46,280	53,354	55,490	96.2
04A - Community Service Workers	85,773	75,750	78,333	96.7
04B - Education and Childcare	148,597	136,422	142,345	95.8
04C - Health	62,276	80,443	52,926	152.0
04D - Library Workers	0	0	0	0
05A - Finance Insurance Property Service Workers	4,744	3,167	7,308	43.3
06A - Food Trades and Processing	26,819	37,738	29,226	129.1
07A - Clothing Footwear and Soft Furnishings	7,808	6,044	9,600	63.0
07B - Furniture Manufacture	37,684	34,489	36,211	95.2
08A - Communications	0	0	0	0
08B - Printing and Publishing	0	0	0	0
09A - Engineering and Drafting	31,520	25,020	28,961	86.4
09B - Metal and Mining	120,372	112,283	111,845	100.4
10A - Animal Care	0	0	0	0
10B - Forestry, Farming and Landcare	59,145	47,557	40,400	117.7
10C - Fishing	0	0	0	
10D - Horticulture	25,163	58,694	50,128	117.1
11A - Process Manufacturing	41,337	38,391	36,544	105.1
12A - Personal Service	22,406	32,566	37,485	86.9
12B - Retail	14,879	14,652	7,362	199.0
13A - Cooking	33,461	33,143	38,135	86.9
13B - Hospitality	18,523	12,917	13,506	95.6
13C - Tourism	27,240	22,211	21,540	103.1
14A - Transport Trades, Storage and Associated	0	0	0	0
15A - Electrical and Electronic Engineering	0	0	0	0
15B - Electrical Trades	50,809	61,519	52,645	116.9
16A - Accounting and Other Business Services	72,960	54,715	53,225	102.8
16B - Management	54,480	42,590	52,591	81.0
16C - Office and Clerical	75,240	95,165	107,803	88.3
17A - Computing	87,295	75,730	58,492	129.5
18A - Science and Technical Workers	37,400	40,560	38,160	106.3
19A - ACE	0	0	0	0
19B - Adult Literacy/ESL	62,640	94,730	90,828	104.3
19C - Languages	2,320	3,157	3,097	101.9
19D - Manually Added	15,700	0	0	0
19E - Targeted Access and Participation Courses	88,513	66,815	61,158	109.2
TOTAL	1,642,550	1,685,391	1,634,249	103.1

Ministerial Directives

Pursuant to Section 11 *Vocational Education and Training Act 1996*, the Minister directed all TAFEWA colleges to adopt and comply with the new centralized misconduct and complaints management system, established by the Department of Education and Training. This directive was effective from 1 November 2007. The College incorporated the new processes for complaints management into its business system, within the requested timeframes.

Other Financial Disclosures

Pricing Policies of Services Provided

The College has adhered to Government Policies and Guidelines for Buying Wisely and were observed within the College's exemption level. Department of Treasury and Finance Common Use Arrangements were utilised where possible. The Buy Local Policy has been followed by the College. All State Supply Commission and Department of Treasury and Finance Reports were provided as requested.

In line with the Department of Treasury and Finance direction in 2007 that all government departments increase purchasing via corporate credit card to 40% by 2008 and up to 80% by 2010, the College has increased its allocation of corporate cards throughout the College. The implementation of new State Supply Commission purchasing limits into College purchasing procedures, together with the introduction of a National Australia Bank Flexi-purchase module in 2008, will see the College well placed to exceed the 40% requirement for 2008.

Capital Works Projects

Completed Projects

The following capital works projects were completed during 2007.

- Facilities shed, Bunbury Campus: estimated cost \$216,000, total cost \$253,000
Initially proposed as a mortar trades training facility, the usage of the shed changed when the urgent demand for training facilities necessitated the use of an existing stores shed. The additional costs were associated with the internal fit out of the storage area (\$26,000) and the inclusion of the College Vehicle parking area and security fencing (\$21,000) to accommodate the change in use.
- Class room, Manjimup Campus - \$70,000

Uncompleted Projects

The following capital works projects were commenced in 2007 but remained uncompleted.

- Paterson House Student Accommodation, Bunbury Campus - estimated cost \$160,000; expected date of completion, June 2008.
- 24 hour access room, Manjimup Campus estimated cost \$29,949, expected date of completion March 2008.

Other Financial Disclosures

Employment and Industrial Relations

Staff Profile

	2006	2007
Full Time Permanent Staff	135	120
Full Time Contract Staff	19	17
Part Time Permanent Staff	93	55.4
Part Time Contract Staff	16	18.8

Staff Development

Transition to Education and Training Shared Services Centre in 2007 saw the withdrawal of the staff development administrative and coordination function from the College to the Shared Services. The full transition was not achieved until October 2007, and as a consequence little data has been collected on these activities.

Four College-wide staff development/planning days occurred throughout 2007. In addition, individual staff participated in staff development as part of their personal Performance Enhancement and Career Development program.

The College has established a model of individual course coordinators, who are responsible for the establishment (creation) of staff development courses and associated administrative tasks, including course registration; publication, record of attendance and forwarding of data to Shared Services for collation.

Workers Compensation Claims

Three compensation claims of a minor nature were recorded during the financial year, to bring the number of active claims to five.

The workers compensation administrative function has now transitioned to the Education and Training Shared Services Centre, with a liaison policy function remaining in-house.

Governance Disclosures

Contracts with Senior Officers

At the date of reporting, other than normal contracts of employment of service, no Senior Officers, or firms of which Senior Officers are members, or entities in which Senior Officers have substantial interests had any interests in existing or proposed contracts with the South West Regional College.

Governing Council member, Mr Michael Fagan is Principal Dealer of Bunbury Holden, through which the College purchases some of the vehicles for its fleet.

Other Legal Requirements

Advertising (Electoral Act 1997)

In compliance with section 175ZE of the Electoral Act 1907, the College is required to report on expenditure, incurred during the financial year in relation to advertising agencies, market research organisations, polling organisations, direct mail organisations and media advertising organisations.

A. Marketing Agencies	Market Force Productions	\$98,103
B. Market Research Organisations		Nil
C. Polling Organisations		Nil
D. Direct Mail Organisations		Nil
E. Media Advertising Organisations	Media Decisions	\$57,508

2008 Forward Financial Estimates

In accordance with Section 40 of the Financial Management Act 2006, TAFEWA Colleges are required to prepare and submit annual estimates of the annual operations of the College for the following year to the Minister for Education and Training for approval by 30 September each year.

The South West Regional College submitted its 2008 financial estimates to the Minister for Education and Training on 19 September 2007. The estimates were reviewed and approved by the Minister on 29 November 2007.

Other Legal Requirements

2008 Forward Financial Estimates

INCOME STATEMENT	\$
COST OF SERVICES	
Expenses	
Employee benefits expense	17,100,000
Supplies and services	7,000,000
Depreciation and amortisation expense	1,580,000
Grants and subsidies	20,000
Other expenses	2,000,000
Cost of sales	700,000
Total Cost of Services	28,400,000
Income	
Revenue	
Fee for service	700,000
Student charges and fees	2,340,000
Sales	720,000
Ancillary trading	70,000
Interest revenue	150,000
Other revenue	750,000
Total Revenue	4,730,000
Gains	
Gain on disposal of non-current assets	30,000
Total Gains	30,000
Total income other than income from State Government	4,760,000
NET COST OF SERVICES	(23,640,000)
INCOME FROM STATE GOVERNMENT	
State funds	21383000
Resources received free of charge	1000000
Total income from State Government	22,383,000
SURPLUS (DEFICIT) FOR THE PERIOD	(1,257,000)

Other Legal Requirements

2008 Forward Financial Estimates

BALANCE SHEET	\$
ASSETS	
Current Assets	
Cash and cash equivalents	3,446,844
Inventories	200,000
Receivables	600,000
Total Current Assets	4,246,844
Non-Current Assets	
Property, plant and equipment	39,940,000
Intangible assets	
Other non-current assets	
Total Non-Current Assets	39,940,000
TOTAL ASSETS	44,186,844
LIABILITIES	
Current Liabilities	
Payables	600,000
Provisions	1,150,000
Other current liabilities	900,000
Total Current Liabilities	2,650,000
Non-Current Liabilities	
Payables	
Provisions	1,550,000
Other non-current liabilities	6,137
Total Non-Current Liabilities	1,556,137
TOTAL LIABILITIES	4,206,137
NET ASSETS	39,980,707
EQUITY	
Contributed Equity	5,722,794
Reserves	12,756,882
Accumulated surplus/(deficiency)	21,501,031
TOTAL EQUITY	39,980,707

Other Legal Requirements

2008 Forward Financial Estimates

CASH FLOW STATEMENT	\$
CASH FLOWS FROM STATE GOVERNMENT	
State funds	21,383,000
Net cash provided by State Government	21,383,000
Utilised as follows:	
CASH FLOWS FROM OPERATING ACTIVITIES	
Payments	
Employee benefits	(16,600,000)
Supplies and services	(6,600,000)
Grants and subsidies	(20,000)
GST payments on purchases	(550,000)
Other payments	(1,700,000)
Receipts	
Fee for service	700,000
Student fees and charges	2,340,000
Ancillary trading	70,000
Interest received	150,000
GST receipts on sales	250,000
GST receipts from taxation authority	400,000
Other receipts	780,000
Net cash provided by/(used in) operating activities	(20,780,000)
CASH FLOWS FROM INVESTING ACTIVITIES	
Proceeds from sale of non-current physical assets	100,000
Purchase of non-current physical assets	(2,600,000)
Net cash provided by/(used in) investing activities	(2,500,000)
Net increase/(decrease) in cash held and cash equivalents	(1,897,000)
Cash and cash equivalents at the beginning of the period	5,343,844
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD	3,446,844

Other Legal Requirements

2008 Forward Financial Estimates

CHANGES IN EQUITY	\$
Balance of equity at start of period	44,972,313
CONTRIBUTED EQUITY	
Balance at start of period	5,722,794
Balance at end of period	5,722,794
RESERVES	
Asset Revaluation Reserve	
Balance at start of period	12,756,882
Restated balance at start of period	12,756,882
Gains/(losses) from asset revaluation	
Balance at end of period	12,756,882
ACCUMULATED SURPLUS (RETAINED EARNINGS)	
Balance at start of period	26,492,637
Restated balance at start of period	26,492,637
Surplus/(deficit) or profit/(loss) for the period	(1,257,000)
Balance at end of period	25,235,637
Balance of equity at end of period	43,715,313
TOTAL INCOME AND EXPENSE FOR THE PERIOD	(1,257,000)

Disability Access and Inclusion Plans

In 2007 the South West Regional College of TAFE developed a Disability and Access Inclusion Plan 2007-2010. The DAIP is available on the College website and copies can be requested in alternative formats.

The College is committed to achieving the six desired outcomes of its DAIP. These are:

- People with disabilities have the same opportunities as other people to access the services of and any events organised by the College.
- People with disabilities have the same opportunities as other people to access the buildings and other facilities of the College.
- People with disabilities receive information from the College in a format that will enable them to access the information as readily as other people are able to access it.
- People with disabilities receive the same level and quality of service from the staff of the College.
- People with disabilities have the same opportunities as other people to make complaints to the College.
- People with disabilities have the same opportunities as other people to participate in any public consultation by the College.

The College interprets an accessible and inclusive community as one in which all College functions, facilities and services (both in-house and contracted) are open, available and accessible to people with disabilities, providing them with the same opportunities, rights and responsibilities enjoyed by all other people in the community.

Other Legal Requirements

Disability Access and Inclusion Plans

The College is committed to consulting with people with disabilities, their families and carers and where required, disability organisations to ensure that barriers to access and inclusion are addressed appropriately. In September a forum on Improving the Learning Experience for students with Disability was held. Current students with a disability and their families or carers were invited to attend. Students from the smaller regional campuses were provided with transport and support to enable them to participate in the forum. Whilst the review and consultation noted a great deal of achievement in improving access, it also identified a range of barriers that require redress. These access barriers include:

- events and services may not always be held in a manner and location that best facilitates the participation of people with disabilities
- physical infrastructure may not be meeting all the needs of people with disabilities
- difficulties with enrolment processes at key enrolment periods
- elements of the College's website and printed publications may require improvement to better meet the needs of people with disabilities
- some staff may not be fully informed or lacking in confidence to adequately provide the same level of service to people with disabilities
- people with disabilities may not be aware of consultation opportunities with the College
- liaison with other agencies providing support to students with disabilities could be improved particularly in relation to skills assessment, work placements and pathways to employment

The identification of these barriers informed the development of strategies in the DAIP. The barriers have been prioritised in order of importance, which assists in setting timeframes to complete strategies to overcome those access barriers.

The College is committed to working in partnership with community groups and other public authorities to facilitate the inclusion of people with disabilities through improved access to its information, services and facilities. The Access Committee meets quarterly and includes representatives from College staff and other agencies in the disability sector. Staff regularly attended the Post Secondary Education Disability Network (PSEDN) meetings and workshops. They also attend the Disability Focus Group coordinated by South West VETlink and contributed to the Future Possibilities Forums.

Staff participated in training to improve their understanding and support for students with disability:

- Working in the West organised by National Disability Services WA and Association for Competitive Employment
- Assistive Technology Forum
- Mental Health First Aid by Red Cross
- Managing Challenging Behaviours
- Disability Awareness session for staff PD day in October.

Adaptive technologies are available for student use as well as customized equipment such as ergonomic chairs and keyboards. Lecturers have the opportunity to assist in the process by identifying how they can adapt learning outcomes to support the student.

Other Legal Requirements

Disability Access and Inclusion Plans

To support the delivery of qualifications and facilitate a more effective service to clients, the following services are available to all students:

- Learning Resource Centre with collections of printed, audio visual and online learning resources, journals, Australian standards and reference material
- Bookshop supplying texts and equipment
- Childcare centre at the Bunbury campus
- Computing facilities with 24 hour access at Bunbury, Busselton, Margaret River and Manjimup campuses
- Information and Career Advisory Service
- Student Association, including a website and a full-time Executive Officer
- Careers South West to assist students to improve their workplace readiness skills and consider career and study options.
- Remote access to the student IT network

In addition, the College ensures the needs of students are met by providing:

- An Aboriginal Services Officer
- A counselling service in partnership with St John of God Outreach
- A payment plan option for students experiencing financial hardship
- Accommodation and modifications to course delivery, assessment methods, furniture and equipment
- Notetakers or AUSLAN interpreters provide specific assistance to meet individual learning needs. (7150 hours of notetaker or interpreter support was provided during 2007).

470 students identified at enrolment that they had some form of disability. Of these 114 indicated they may require some assistance. 97 students requested and received some form of disability support from the College during 2007.

Equal Employment Opportunity Outcomes

The South West Regional College has again performed very well against projected Government targets for the 2007 calendar year, with the fourth highest composite equity index agency for an agency with more than 100 staff (when compared to 64 other agencies). This is attributable to excellent planning in setting the original objectives for the period 2006-2009, and the support afforded the attainment of those objectives by innovative recruitment and selection policy and practice.

Whilst the College was successful in achieving the vast majority of its objectives, it did not meet the 2007 objective workforce participation for youth. Under the industrial award employment conditions for TAFEWA lecturers, there is a requirement for lecturers to have an appropriate vocational qualification and a minimum of five years industrial experience in the related field. As a consequence, it is difficult to recruit experienced and appropriately skilled people under 25 years old for teaching roles. Given that teaching staff make up at least half our workforce, it significantly limits the College's ability to achieve high employment outcomes for youth.

The College will however continue to provide opportunities within those limitations. It should be noted that the College does provide a more than significant contribution to equal opportunity employment through the employment pathways it provides for several thousand young people every year through vocational training activity.

Other Legal Requirements

Equal Employment Opportunity Outcomes

Revised recruitment and selection, induction, and performance enhancement and career development policies and practices implemented in 2007 have enhanced staff awareness ensuring staff participating in selection panels are more cognizant of the College's equity and diversity needs. The College will continue to focus on the development of staff awareness of equity and diversity issues, and in particular, mandate cultural awareness training for all staff.

Compliance with Public Sector Standards and Ethical Codes

The Public Sector Code of Ethics and Conduct and Public Integrity issues were a focus at both staff orientation and professional development days throughout 2007. In addition, all College management staff attended an information session provided by the Office of Public Sector Standards Commissioner, on ethical and public integrity issues in December 2007.

As a result of the review of the College's human resource management policy and practices, new policies were developed and implemented in recruitment and selection, public integrity, and induction.

All staff training in those new policy and processes commenced in late 2007 and will continue throughout 2008. Information about the Standards is promoted on the College's Intranet and included within induction materials

The College's Code of Ethics and Conduct will be reviewed and updated to ensure compliance with the revised Public Sector Code of Ethics and Conduct (effective 1 February 2008) will be undertaken in 2008.

Compliance with Public Sector Management Act Section 31(1)

In the administration of the South West Regional College of TAFE, the Public Sector Standards in Human Resource Management, the Western Australian Public Sector Code of Ethics and the College's own Code of Conduct have been complied with. Procedures have been put in place and appropriate internal assessments conducted to ensure compliance is adhered to.

The applications made for breach of standards review and the corresponding outcomes for the reporting period are:

Number lodged: one

Number of breaches found, including details of multiple breaches per application: nil

Number still under review: nil

Record Keeping Plans

Sections 12 and 61 of the State Records Act 2000 require each government agency to have a record-keeping plan approved by the State Records Commission that describes how records are created, maintained, managed and disposed of in accordance with the Commission's Standards and Principles. A single plan was submitted to the State Record Commission in March 2004 on behalf of Department of Education and Training, the Curriculum Council, the Department of Education Services, the Public Education Endowment Trust and the TAFEWA colleges.

Other Legal Requirements

Record Keeping Plans

Measures to ensure compliance with the State Records Commission – Standard 2 Record Keeping plans: Principle 6 – include:

The efficiency and effectiveness of the organisation's recordkeeping system is evaluated not less than once every five years.

Human resource records were reviewed and integrated into the College's recordkeeping system to assist in tracking and retrieval, whilst still ensuring the security and confidentiality of the files. New procedures and work instructions were created and implemented as well as being placed on the College's intranet for ease of access. The system will be monitored throughout the year to ensure its efficiency.

Newly created, records management standard operating procedures were introduced and placed on the internal website for easy access.

The Student Association records were reviewed and integrated into the College's records system to ensure consistency of recordkeeping across the College.

To ensure the College has an efficient and effective recordkeeping system in place and that it provides the controls to guarantee integrity of the content, structure and context of records in the College, an evaluation of the recordkeeping system is scheduled for 2008.

The organisation conducts a recordkeeping training program

Training and information sessions are conducted throughout the year for teams and individual staff with records management staff undertaking more frequent and specialised training as required and/or requested.

Flyers are distributed electronically and in hard copy to all areas of the College on the importance of recordkeeping and records management practices and the need for training.

In 2008, additional training sessions will be conducted on:

- awareness training for senior management
- update or refresher sessions for staff on how to use existing systems.

An on-line training evaluation will be distributed to all permanent staff in the College in early 2008 to evaluate their understanding of records management and recordkeeping practices.

The efficiency & effectiveness of the recordkeeping training program is reviewed from time to time

With the changing of staff and positions constantly throughout the College, a half yearly review will be conducted on recordkeeping awareness, with feedback forming the basis for future training programs.

The organisation's induction program addresses employees' roles and responsibilities with regards to their compliance with the organisation's recordkeeping plan

As part of their induction, staff are introduced to records management through their manager, and if required, one-on-one training is provided by the Records Management Coordinator.

As part of the induction process, an on-line information session will be developed for implementation in 2008 that will provide overview of individual recordkeeping responsibilities, legislative framework, records management tools such as records thesaurus, and procedural documentation on the business system. Information will also be provided in the induction pack that is distributed to employees.

Government Policy Requirements

Corruption Prevention

Raising staff awareness of corruption prevention was a focus in 2007.

Policy and procedures that clearly focussed on strategies to identify and manage integrity issues were developed and integrated into the College's business system.

Corruption prevention was a keynote presentation at the staff orientation day early in 2007 and further presentations were made throughout the year at professional development days and management consultative forums. The presentations focussed not only on the education of management and staff as to the expectations of that policy, but also included information on the assessment of risks in all areas of the College's operation where breaches of public integrity could be an issue.

The College's management team undertook a range of development activities in relation to misconduct, corruption prevention and associated risk management.

The College reviewed and made significant improvements to its risk management principles and practices in line with the new corruption prevention procedures.

Sustainability

The Western Australian Government's, Better Planning: Better Futures, framework for strategic management (September 2006) draws attention to the *responsibility* of public sector agencies to "make decisions for tomorrow, not just today". Directly reflecting the need for both immediate and longer term action in support of sustainability, the College continued in 2007 to address its environmental footprint (and prescribed targets), while seeking to take a longer term view of the drivers of sustainability in relation to the College's core business namely the delivery of training and assessment services.

This longer term view of sustainable core business has resulted in the identification of three, 'over the horizon', strategic planning themes. An overview of these three themes and progress to date is presented below. This is followed by an overview of the College's progress in minimising its environmental 'foot print' in relation to energy use, vehicle fleet, fuel consumption, water use; and procurement.

Better Planning for a Sustainable Future

Looking over the horizon to the College's longer-term delivery of training and assessment services three key themes for sustainability were identified in 2007 and are progressively being incorporated into the culture of planning and decision making in the College. These three themes are:

1. TAFEWA Collaboration;
2. Recognition of workplace training; and
3. Inclusion of under represented target groups.

The South West Regional College has recognised that through collaboration across the TAFEWA sector there are significant improvements in efficiency and effectiveness that can be achieved. TAFEWA collaboration has been promoted as a necessary pre-condition to all College project budgeting and has been progressed through lecturer and manager engagement with State wide Curriculum Services Support Networks, curriculum and design projects, and facilitation of discussion forums at a TAFEWA level. As a regional College, collaborative development and the sharing of learning, assessment and delivery materials is an important aspect of quality assurance, student satisfaction and the achievement of sustainable economies of scale.

Government Policy Requirements

Sustainability

Drawing on work undertaken within the Swan College of TAFE as part of the Transforming Trade Training project, and our experience of the challenges of work place assessment, the College is looking to the benefits that increased recognition of workplace training can offer. Through the further development of Recognition of Prior Learning (RPL) strategies (including off site assessment only options), the College is looking to workplace learning as a way to help constrain the costs associated with technological change and the maintenance of up-to-date equipment for training. A greater take-up and provision for formal recognition of skills acquired through workplace training also has the potential to reduce the burden of travel and the lack of economies of scale inherent in servicing the diverse economy and thinly spread regional population of the South West. Recognition of Prior Learning strategies is also seen as likely to be in high demand following the current tight labour market of the WA resources boom when employees who gained skills and experience on-the-job seek to have these formally recognised.

A key goal of the Better Planning: Better Futures strategy (Goal 2) is the creation of conditions that “foster a strong economy, delivering more jobs, opportunities and greater wealth for all Western Australians”. Improvements in the training completion rates of under-represented target groups, is an important component of this goal. In order to better address the issues of under-representation, the College is seeking to better understand the barriers to success and provide for College wide engagement in improvement practices. In 2007 the focus has been on restructuring support to indigenous students and to people with disabilities to provide for improved student support and thereby an improved understanding of the issues for input into College planning and decision making processes, as well as expanding the range of programs available to youth through VET for Schools and ‘taster’ programs.

A key unifying aspect of all three of these longer term strategic themes is the ability to influence the culture that informs decision making and planning. They form the basis of a continuous improvement philosophy with a longer-term outcome focus. Each of these themes seeks to promote better outcomes through better planned, better targeted and more efficient use of resources.

The College’s environmental ‘footprint’

Energy and Water Use

Whilst it did not reach its Energy Smart Government initiative target of 12%, the College achieved an overall reduction in both energy consumption of 4.5% and a reduction of 9.7% in greenhouse gas emission. Despite the overall reduction there was a significant increase in energy consumption and greenhouse gas emission at the Margaret River Campus (Energy 44%, Emission 28%) and the Beddingfield annex (Energy 58%, Emission 56%).

The biggest savings occurred on the Bunbury Campus, due to the energy management system which manages 65% of the Bunbury Campus energy requirements.

If the energy management system was expanded at the Bunbury Campus and introduced to the other campuses it would allow the College to reach targets set; this however will require a significant input of funds to achieve this goal.

The College has reduced water usage in line with the Water Corporation sprinkler use restrictions.

Government Policy Requirements

Sustainability (continued)

Vehicle Fleet and Fuel Consumption

The College currently has a fleet of 18 vehicles (11 x 6 cylinder and 7 x 4 cylinder vehicles):

- 13 passenger vehicles: 9 six-cylinder vehicles of which 4 are LPG (36% of the fleet) and 4 four-cylinder vehicles
- Ute/light truck vehicles: 2 six-cylinder utes and 1 four-cylinder van
- 2 four-cylinder diesel buses

The vehicle composition has been designed on a fit for purpose basis. The six-cylinder vehicles are used for longer trips on a variety of country road surfaces (ie bitumen and gravel) with most carrying several passengers and are required to tow trailers with teaching aids, etc.

Where possible, the six-cylinder fleet is being converted to dedicated LPG to reduce fuel consumption, however, some regional campuses have limited access to LPG and as such these vehicles have remained on unleaded fuel.

The College has increased the number of four-cylinder vehicles the majority of which undertake smaller trips and travel on bitumen roads between the College campuses and Perth.

The six-cylinder utes and the light commercial van are used predominantly by the trade areas for carrying loads of equipment and resources to various training sites. The buses transport students to various off-site locations for training purposes.

The College fleet is currently supplemented where required by train and taxi vouchers for staff attending Perth-based meetings and conferences and the use of hire vehicles when no other travel alternative is available.

The College will be moving to fleet management in 2008.

Procurement

In line with the Department of Treasury and Finance direction in 2007 that all government departments increase purchasing via corporate credit card to 40% by 2008 and up to 80% by 2010, the College allocated over 60 corporate credit cards throughout the College which will improve access to corporate credit card purchasing across the College.

The National Australia Bank Flexi-purchase module will be introduced in the first quarter of 2008 and the implementation of the new State Supply Commission purchasing limits into College purchasing procedures which will see the College well placed to exceed the 40% requirement for 2008.

The move to greater use of corporate credit card has already produced savings for the College in improved time efficiency and fewer stationery resources being used on procurement.

South West Regional College

Postal Address

PO Box 1224
BUNBURY WA 6231

Campuses

Bunbury

Robertson Drive
BUNBURY WA 6230
Telephone: 61 8 9780 7000
Facsimile: 61 8 9780 7100

Busselton

2 South Street
BUSSELTON WA 6280
Telephone: 61 8 9752 6600
Facsimile: 61 8 9754 6603

Collie

43 Wittenoom Street
COLLIE WA 6225
Telephone: 61 8 9734 9900
Facsimile: 61 8 9734 4218

Harvey

Corner Uduc Road and South Western Highway
HARVEY WA 6220
Telephone: 61 8 97807051
Facsimile: 61 8 9729 1611

Margaret River

Bussell Highway
Margaret River WA 6285
Telephone: 61 8 9780 5800
Facsimile: 61 8 9780 5818

Manjimup

Graphite Road
MANJIMUP WA 6258
Telephone: 61 8 9771 7600
Facsimile: 61 8 9771 7602

Website

www.swrc.wa.edu.au

