

From: admin, policy (DPaC)
Sent: Wednesday, 29 April 2020 9:25 AM
To: [REDACTED]
Subject: Saved to CM: FW: Tasmanian State Service Review

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Hello James

I acknowledge receipt of your email and have passed on to the Tasmanian State Service Review team for their information.

Kind regards,

[REDACTED]
Executive Officer
Policy Division

From: [REDACTED]
Sent: Monday, 27 April 2020 4:49 PM
To: admin, policy (DPaC) <policy.admin@dpac.tas.gov.au>
Subject: Tasmanian State Service Review

RE:
"Re-craft a society that values work and aspiration" Jennifer Westacott, article
The Australian newspaper 27 April 2020

Dear Premier,
Congratulations, it is sincerely heartening to see on going success and capability of you and your team in the job, and in the pandemic situation.
And there is the coming economic situation to be addressed.

There was a TAFE person, a teacher remembered by students and industry as a selfless and committed teacher who revolutionised delivery, was passionate in the pursuit of excellence, and was recognised as an exceptional manager on each aspect of the balanced scorecard, and developed a department and delivery which had not previously existed with stunning results, held up as an ongoing star performer. This encapsulated the needs of an increasing digital age, and enabled State businesses in to prosper. Graduates were headed hunted locally, nationally and internationally, and could return with that additional experience to the Sate.
As you may know, entrenched dead wood, and professional jealousy have always reigned supreme in TAFE Tas.
Unsurprisingly, the depth, breadth and quality of this delivery and excellence for the State in the cutting edge and emerging industry, as documented by Industry Councils, it has foundered, except for some tokenism.

Of course in TAFE Tas the magic of the 'numbers chum' of enrolments and other paper work is well known, as is the 'tick and flick' process.
Of course permanent teaching staff endlessly continue on, on full pay and benefits, often doing as little as possible. Sessional staff work frantically, making the effort, the delusional carrot being that if enough business is engendered, they too may get a get permanent position.....except that permanent deadwood staff like this balance just the way it is.

And this is the way TAFE Tas is, this is the way it always has been. Culture change will not happen. Past 'tinkering at the edges' proves again the vast entrenchment will prevail. Those who attempted any reform the past thought they were 'earnestly trying' in this task, but in fact had little or no understanding of the depth and breath of the sense of entitlement, bullying and inertia and other major breaches.
Therefore time and tide won each time.

Industry refer to TAFE as a jelly....i.e. try to get some relevant reforms and the mass inertia will inevitably and repeatedly resume to the same shape, albeit making gestures to the contrary.

Any intending assessment or reformers were managed by deflection, the standard 'TAFE mouse wheel' technique: i.e. here is a relatively trivial issue to distract and occupy your energy, run madly with it, until you eventually fall off; or feel you have achieved something while fact little has changed / will quickly revert; and / or you are worn out and go away.
Long ago even Prime Minister John Howard acknowledged (on a national, but rather less than Tas issues) and bravely tried establishing a new culture and parallel Polytechnic. Time and tide won again.

The article by Jennifer Westacott could show a way forward. <https://www.theaustralian.com.au/>
With TAFE mediocrity ever holding back Sate industry and business, with entrenched deadwood, there can only be more of the same.
If J. Westacott, or a person of at least, or greater calibre, were enlisted for deep, sustained, and ongoing reform of TAFE, the capacities of Tasmania and its economy would indeed be remarkable.
Kind regards
James.

