



2012 Annual Report

to the Parliament and Community

Charles Sturt University Annual Report 2012

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FOR THE PERIOD 1 JANUARY 2012 TO 31 DECEMBER 2012

The Hon. Adrian Piccoli MP
Minister for Education
Level 34 Governor Macquarie Tower
1 Farrer Place
SYDNEY NSW 2000

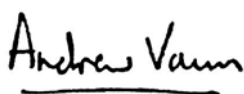
Dear Minister

In accordance with the provisions of the Annual Reports (Statutory Bodies) Act 1984 and the Public Finance and Audit Act 1983 we have pleasure in presenting to Parliament the Annual Report of Charles Sturt University for the year 2012.

Yours faithfully,



Lawrie Willett, AO
Chancellor



Professor Andrew Vann
Vice-Chancellor and President

Contents

About Charles Sturt University	3
University Strategy 2011 - 2015	6
- Student Experience	7
- Course Profile	11
- Research	14

Appendices 25

Social Inclusion	27
People	29
Travel	39
Stakeholders and Consumers	51
Finance and Legal	55
Facilities	62

Financials 65



About Charles Sturt University

Charles Sturt University is the largest regionally based university in Australia, enrolling nearly 38,000 students from across Australia and more than 124 countries around the world. As a leader in quality online-supported distance learning, Charles Sturt University remains the largest and one of the most experienced providers of courses delivered by innovative distance education. We offer one of the most comprehensive suites of courses of any university in the country, with more than 70% of our professional programs delivered in areas of identified national and regional labour market skill shortages.

Our campuses are located across rural, metropolitan and international locations. Our Australian regional campuses serve the distinct needs of diverse communities from northern New South Wales to central Victoria. Our metropolitan locations at the CSU Study Centres in Melbourne and Sydney provide on campus education to international students in a range of undergraduate and postgraduate programs from the Faculty of Business, and our campus in Ontario, Canada, provides on campus offerings in Education. Internationally, we also deliver programs in collaboration with leading partner institutions in Europe and Asia, as well as through distance education.

Our combination of campuses and online supported education makes Charles Sturt University one of Australia's truly national universities, with more than 26% of our students enrolled from states and territories outside NSW.

We deliver research in close collaboration with users in industry, government and the community. We operate two collaborative research joint ventures with industry in agricultural and viticultural science respectively, and our research centres in education, theology, ethics and environmental science maintain strong industry linkages that inform our research priorities and approach. Our research strengths have been designed to align with, and inform, our teaching programs and address national and regional priorities.

What makes us different?

It is the combination of a national vision built on regional opportunity; collaboration; our sense of community; our flexibility; our focus on individuals; and our results that make Charles Sturt University unique and different.

National vision - regional opportunity

At Charles Sturt University we have a national vision that is enabled by our focus on regional opportunity. We take a strategic national perspective in everything we do, while focusing locally, in our multiple regions, as well as in collaboration with professional bodies and industry, to achieve results.

Collaboration

Our willingness to work collaboratively with stakeholders across all levels and all our interactions, and an attitude that aims to bring out the best in people is what makes us truly different. We believe in our ethos of 'better together' in our dealings with students, staff, industry and partners, and governments to deliver an improved outlook for the future.

Sense of community

We are contextualised by the many regions that we serve – our communities make us relevant. As a major contributor and stakeholder in our communities, we value and consider the needs of our regions and all our locations in our course profile and student and research outcomes.

Flexibility

We were born into flexibility – it is part of us. Our flexibility comes from a heritage of developing and administering programs in the context of our communities and their individual geography and circumstances, as well as the changing landscape of the world in which we operate now and into the future.

Our focus on individuals

Informed by our sense of community and our heritage of flexibility, we recognise the value of the individual and this focus is characterised by our determination to bring out the best in people – to work together to ensure our students are the best they can be in all their pursuits.

Results

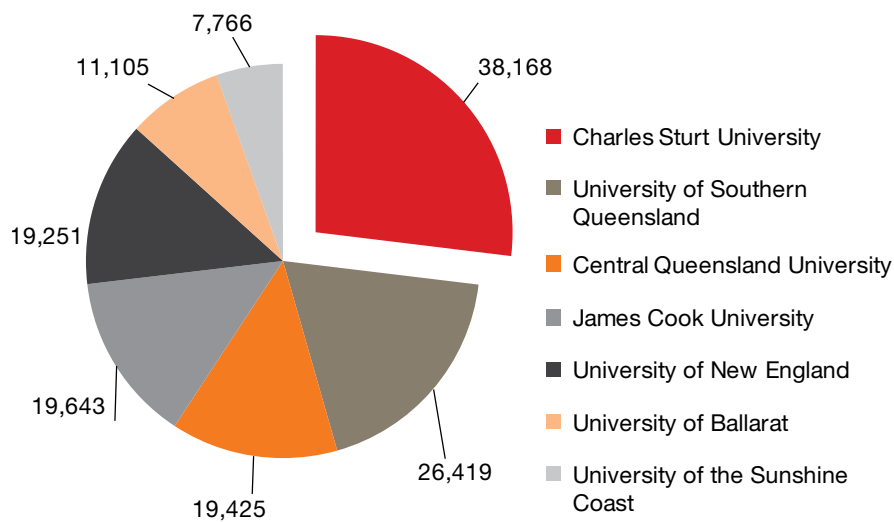
We take a unique, demand-driven approach to the construction and administration of our research and teaching programs. We look to solve important community issues by engaging with industry and professions and this results in better outcomes for all our stakeholders.

We take the time to listen to all our stakeholders. We hear what's important to them and then consider, communicate and respond. At Charles Sturt University we constantly ask 'how can we help our students and stakeholders achieve their goals?' By doing this we proudly play a part in their success.

This togetherness enables us and our stakeholders to achieve the things we otherwise may not achieve.

At Charles Sturt University we believe that we are better together.

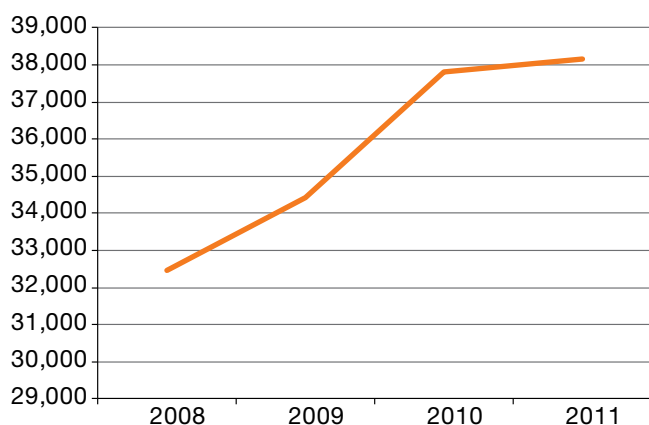
Largest Regional University



Charles Sturt University continues to be the largest provider of higher education outside an Australian capital city.

SOURCE: For universities other than CSU, data was sourced from each University's own website.

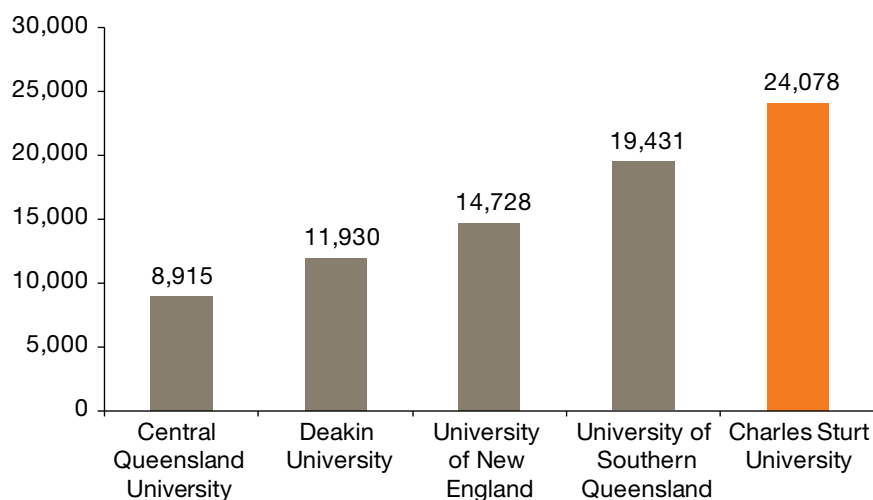
Expanding Student Enrolments



We enrolled more than 38,000 students in 2011, an almost 17% increase in the total student enrolments between 2008 and 2011.

SOURCE: DEEWR Higher Education Statistics Collection (2011).

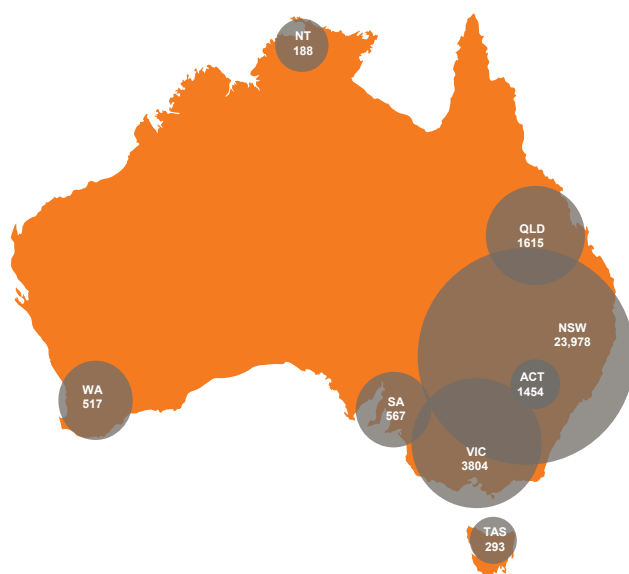
Largest Distance Provider



We remain Australia's largest single university provider of quality online and distance education programs, providing opportunities for students to go to university regardless of where they live, or their work and other commitments.

SOURCE: For universities other than CSU, data was sourced from each University's own website.

National Reach and Local Opportunity



Charles Sturt University is a genuinely national provider of higher education, enrolling more than 8,000 students from states and territories outside NSW and generating more than \$60 million of inbound income from Australian students originating from outside NSW.

SOURCE: CSU Office of Planning and Audit (2012)



University Strategy 2011-2015

OUR STRATEGY

Charles Sturt University is confident and forward-looking. We are committed to excellence, integrity, and sustainability in teaching and research for:

1. Our students
2. Our professions
3. Our communities
4. Our staff

We meet our commitments regionally, nationally and internationally by focusing on:

- an enriching and supportive Student Experience for our diverse range of students,
- a Course Profile that reflects student demand and meets workforce need, and
- Research that creates new knowledge and practice.

Student Experience

We will provide an enriching and supportive Student Experience through an emphasis on:

- excellent teaching facilitating a high quality student learning experience
- support and services for students
- physical facilities and information and communication technologies (ICTs) that optimise student engagement.

Course Profile

Our Course Profile aims to reflect student demand and meet workforce needs by:

- supporting the aspirations of students and communities for participation in higher education
- providing high quality graduates who meet professional workforce needs
- strengthening Australia's participation in the international community.

Research

We will conduct Research that:

- creates new knowledge and practice
- focuses research strengths at the University in internationally recognised areas
- promotes research training
- enhances our research culture.

OUR VALUES

We demonstrate our values in everything we do because we believe this enables us to meet our commitments and achieve our mission.

At Charles Sturt University we are:

Collaborative – we believe we are at our best when we work together with others to achieve mutual goals.

Student centred – we recognise that delivering an excellent student experience is central to our success. We listen to our students to understand their individual needs. We work to make a real difference in our students' lives.

Agile – we recognise that our environment and the needs of our students, professions, communities and staff are constantly changing and we continually refine and adapt to these differing and changing needs.

Agents of change – we think differently and look beyond the obvious. We ask 'why' and 'why not'. We constantly strive for new and better ways to achieve our goals. We make things happen.

Reliable – we are consistent, trustworthy and dependable. We set realistic aspirational goals and we strive to achieve them.

Inclusive – we recognise that we achieve better outcomes when we embrace and respect the different views, cultural backgrounds and abilities of all staff, students, graduates and external communities.



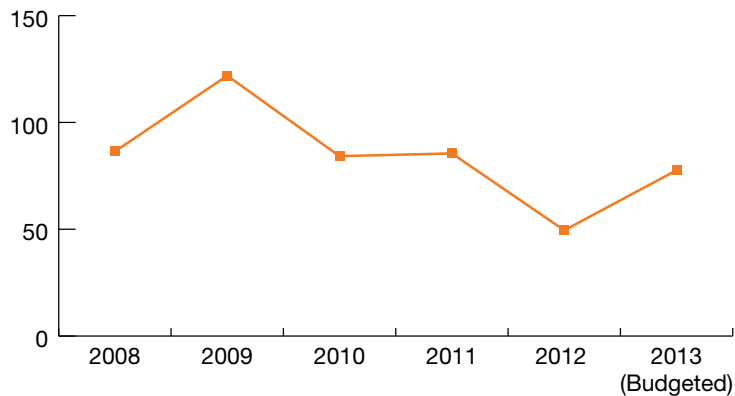
STUDENT EXPERIENCE

CHARLES STURT UNIVERSITY IS COMMITTED TO PROVIDING AN ENRICHING AND SUPPORTIVE STUDENT EXPERIENCE THROUGH AN EMPHASIS ON:

- excellent teaching facilitating a high quality student learning experience
- support and services for students
- physical facilities and information and communication technologies (ICTs) that optimise student engagement.

Investing in New and Upgraded Facilities

(millions)

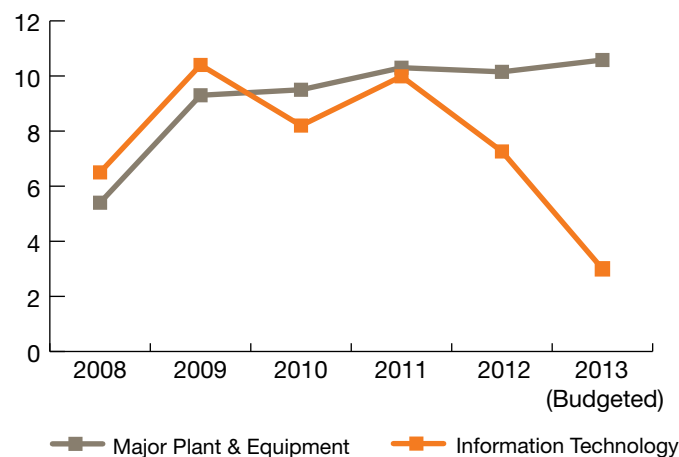


To ensure our students have a high quality experience, Charles Sturt University has invested \$427.5 million over the last five years to deliver state-of-the-art teaching, research and residential facilities, and on refurbishing learning and student spaces.

SOURCE: CSU Division of Finance (2012)

Keeping pace with Changing Technology

(millions)



We have increased spending on Information and Communication Technology over the last five years and increased significantly the spending on major plant and equipment, whilst maintaining the expenditure at these higher levels. The current information technology project cycle is nearing completion, with a number of the projects to be completed in 2013.

SOURCE: CSU Division of Finance (2012)

Community based education support

As part of Charles Sturt University's commitment to regional and rural Australia, the Faculty of Education has established the Teacher Education in Community [csuTEC] program to help Aboriginal students living in remote communities study, learn and achieve success in a teacher education course. The goal of this program, funded by the Federal Government's Higher Education Participation Pathways Program, is to prepare teachers who can make a difference by working in schools and early childhood settings in the communities to which they have a long-term commitment.

"We know that people who study locally are likely to remain in their communities and to contribute back when they graduate," says Maria Bennet, the Academic Liaison for the Teacher Education in Community program.

The Teacher Education in Community program is not a course in itself, but a support structure for remote students in existing courses, such as the popular Bachelor of Education (Early Childhood and Primary).

Working in conjunction with the University's Regional and Remote Learning Support Program, and Indigenous Student Services, the project blends online support, utilising remote service delivery hubs in Walgett and Wilcannia and CSU's connected learning spaces, with local, face-to-face expertise and tutorial support.

Regular teaching practicum placements, as well as Residential School sessions, occur in Dubbo.

In keeping with the demographics of the target region and the need to build a sustainable rural and remote workforce, the Teacher Education in Community program has a strong focus on Indigenous issues. It addresses key points of the Charles Sturt University Indigenous Education Strategy, such as quality of access to education services, equity of education participation and equitable and appropriate educational outcomes for Indigenous people.

In 2012, the intake in the program was 16 students, with another significant group of students scheduled for 2013. While many of them are in remote cities and towns, such as Broken Hill, Tibooburra and Wilcannia, the program is also beneficial to often mature-aged Aboriginal students in the more populous and accessible areas of regional NSW. While the first year involved mostly students from the state's far northwest, 2013 will include a number of groups of participants from Tamworth and a cohort of 12 in Dubbo.

The 'SplICE' Project

Utilising funding from Health Workforce Australia, the Charles Sturt University's Faculty of Science led the 'SplICE' project in 2012.

SplICE (Specialist Integrated Community Engagement) is a model of community engagement that uses students, in consultation and collaboration with communities, to develop skills in the rural workforce so as to reduce the unnecessary and unfair disadvantage faced by rural, remote and Indigenous families. SplICE focuses on building the capacity of the community by developing partnerships between government services, outreach specialist services, the non-government and university sectors, as well as with community members. By participating in activities with a specific focus, a 'Community of Learners' evolves. Together, the Community of Learners develops solutions to address local needs.

SplICE enhances the effectiveness of available resources and builds capacity and partnerships which result in considerable cost efficiencies and sustainable solutions to specialist service delivery.

With six months funding from a Health Workforce Australia (HWA) Slippage grant, and in partnership with the ICC (Indigenous Coordination Centre) of the Federal Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA), teams of four speech pathology students were deployed to Griffith, Parkes and Forbes (12 students in total). Each team was hosted by

between six and 10 different organisations within each community. Students built capacity in local schools, child care, pre-school centres and Indigenous programs / health services for three weeks on the basis of extensive consultation. Their primary supervision came from Learning Mentors and teams of De-Briefing Mentors who were nominated by their communities, and trained by Charles Sturt University to provide generic skills supervision (25 Learning Mentors in total).

Capacity-building activities (developed in consultation, and in response to expressed needs) that students prepared and implemented included:

- professional development sessions for teachers, teachers' aides and community health workers on topics such as speech, language and feeding development, how to screen (assess) children of different ages, how to plan for intervention, and how to run a range of language and speech intervention programs for children
- resources to be used across classrooms, and across many age levels included activities to help spelling and/or sound recognition; a number of different books made for particular children or groups of children; normal speech, language and feeding development flip-charts, and screening checklists. In addition, DVDs were developed to help children of several organisations to transition to school. All resources have been left with the organisations for future use.



Education students support Australian newcomers

A literacy program that started in Sydney has been expanded into regional New South Wales as Charles Sturt University teacher education students provide much needed and appreciated literacy, language and learning support for recently arrived children and youth of refugee background.

The Refugee Action Support (RAS) program is an example of an effective university partnership that benefits the local community while improving educational outcomes for our students. Through the RAS program, a partnership between Charles Sturt University, the Australian Literacy and Numeracy Foundation (ALNF) and the NSW Department of Education and Communities, pre-service teachers from the School of Education are recruited, trained and placed in schools in Albury and Wagga Wagga.

In 2012, the program involved 65 tutors – 31 in Albury and 34 in Wagga Wagga – volunteering at a primary and a secondary school in each city. According to Lisa Adams, a Bachelor of Teaching (Secondary) student who, through volunteering with RAS, spends half a day each week tutoring two Year 11 girls at Wagga Wagga High School, the program has mutual benefits. “It’s a win-win,” she says, “great for the school students who I have enjoyed working with, and I have learned about my strengths as a prospective teacher and how to approach different types of learning.”

The program is having a positive impact in the schools where it has been implemented. “The RAS program has been successful in creating a culture of inclusion,” says Wagga Wagga High School Principal Michael Powell. “Enthusiastic Charles Sturt University students have provided the impetus for the development of literacy and learning strategies for many refugee students.”

Though literacy and learning support are the prime goals of the program, the volunteer tutors also often end up serving informal mentor roles for the youth. Many of the students receiving assistance have had their educational paths interrupted on their journey to Australia, and come from families with no tertiary education experience. “There are a substantial number of hardworking refugee kids in our local schools who benefit from the RAS program in terms of the extra English and academic support from the tutors,” says Ms Adams. “The tutor may be the first person with whom they can talk about the educational opportunities available to them as they create a future in Australia.”



Inspiring Indigenous students

A pair of Charles Sturt University-sponsored collaborative projects aims to foster an interest in educational opportunities for Indigenous students in tertiary education.

A four-way partnership between the University, the Woomera Aboriginal Corporation in Albury, the New South Wales Department of Education and Communities and Nomad Films has resulted in the production of a DVD covering key aspects in Indigenous education. Titled *Yalbalinya* (Wiradjuri for ‘learning’), the 50-minute video features community members and educators, and covers such topics as NAIDOC week, personalised learning plans, NSW Aboriginal Education Consultative Groups, Aboriginal Education Workers and career pathways in education for Indigenous students and families. Among the goals of the production are to assist Indigenous high school students and their families in considering education options and to inform educators about the range of Indigenous education resource people and key organisations available to educators and the school community.

A second undertaking by this coalition was the facilitation of a High Achievers Event in Albury, where Indigenous high school students came together to hear the stories of Indigenous high achievers from their local community and beyond. Stories of education and career paths from the diverse perspectives of educators, health care workers and artists were offered as inspiration to the students. Information about Charles Sturt University, TAFE and Indigenous support networks were also presented, along with food and entertainment.

The presentations by the High Achievers were filmed, as were impromptu interviews with presenters and students about their reactions to the day. These recordings will be compiled for another video to be hosted on the University website for use by community and education professionals in developing awareness about educational opportunities among Indigenous high school students, the community and in education contexts for professional development and study at Charles Sturt University.

Kajulu Red team wins IAA's Big Idea 2012 Marketing Communications competition

Bathurst is home to the nation's brightest young marketing communications stars with the Kajulu Red team winning the International Advertising Association's (IAA) ‘Big Idea’ competition for 2012. Kajulu Red beat fellow Charles Sturt University finalists Kajulu Blue, along with teams from the University of the Sunshine Coast and the University of Technology Sydney, to take out the award.

The teams were asked to come up with a fully-fledged plan to market IAA recipient charity Good Beginnings, a not-for-profit organisation that provides free early childhood and practical parenting programs for children and families across Australia. Kajulu Red's winning idea captured the spirit of the life-changing intervention achieved by Good Beginnings and won the praise of CEO Jayne Meyer Tucker: “We applaud all the teams who took part, especially the finalists and most especially ‘Kajulu Red’ whose Big Idea contained some quite breathtaking concepts that will be an enormous help to achieve the objectives of The Great Tribal Chase, Good Beginnings’ major fundraising event in 2013.”

Short-Term Mobility Program to Manila

Nineteen students from the Faculty of Business, plus one from the Faculty of Arts, can attest to the fact that you can successfully study formally, travel and have fun all at the same time. Comprising students from Accounting, Business Studies, Management, Human Resource Management and Information Technology, the group was accompanied by Charles Sturt University staff members Anthony Chan and Ali Syed (CSU Study Centre Melbourne) to Manila where they were immersed in on-the-job work situations and more informal learning experiences ranging from formal business seminars to beach lectures.

Ten domestic students, one from an Indigenous background, came from Dubbo, Finley, Thurgoona, Port Macquarie, Wagga Wagga and West Wyalong, and five had never been overseas before. The 10 international students in the group came from Bangladesh, Colombia, Sri Lanka, Turkey, Vietnam and India.

An initiative of the Faculty of Business and the University aimed at broadening students' horizons and experiencing workplace communications in a multi-lingual environment in a foreign land, the pilot program was an outstanding success amongst the student participants and their hosts and attracted keen interest from Philippines media and business community representatives, as well as government officials.

Highlights of the program included students interviewing Filipino job applicants for proficiency in understanding and speaking to an Australian audience; involvement in training a major Australian telephone company which has its call centre in Manila; working with local community and Philippine Sea Scouts in rehabilitating a marine bay; working in a variety of companies – pharmaceutical, mining resources, trading, human resources/outsourcing – and staying with local Filipino families during their time in Manila.

The program was sponsored by the Department of Education, Employment and Workplace Relations (DEEWR) [now called the Department of Industry, Innovation, Science, Research and Tertiary Education (DIISRTE)], and supported by the Philippines-Australia Business Council, the office of the Consular General of the Philippines in Sydney, Charles Sturt University's Faculty of Business, the Director of Study Group Australia and CSU Global.

So successful has this pilot been that DIISRTE has described Charles Sturt University's model and appraisal system to be best practice standard for this type of program.

Learning cultural diversity from the source

The Faculty of Education at Charles Sturt University is also gaining recognition as a leader in internationalisation of teacher education. One of the key components of the University's internationalisation strategy has been facilitating cross-cultural learning opportunities for students while also enabling them to contribute to educational development in other countries. Through a number of new partnerships, students this year have been able to experience teaching and learning in different cultural contexts ranging from Europe to Asia to North America.

A partnership forged this year with Pacific in Union: Mass Participation Program – Rugby4Schools has dual purposes: delivering the Australian Rugby Union Association Program in Samoan schools while providing an exceptional learning opportunity for CSU education students. According to Dr Matthew Winslade, lecturer at the School of Human Movement Studies, "The Pacific in Union program is a wonderful opportunity for pre-service teachers from Charles Sturt University to gain international work experience and contribute to the development of individuals, the sport of rugby union, and the community of Pacific nations."

The program is open to all second and third-year students in the Faculty of Education, with students from the Bachelor of Education (Health and Physical Education) strongly encouraged to apply. Participating students attend a cultural development workshop in Samoa before engaging with students in schools there, and return to Australia with a greater appreciation and understanding of schooling in a different cultural setting and increased inter-cultural competence.

A Memorandum of Understanding (MOU) with the Mitrataa Foundation has resulted in a group of teacher education students supporting development of education in Nepal. The agreement lays the foundation for CSU to collaborate with the Mitrataa Foundation to help empower Nepalese women and girls through education and training initiatives. "This collaboration will encourage the organisation of joint educational activities," said School of Teacher Education lecturer Trisha Poole. "Twelve CSU teacher education students will travel to Kathmandu to undertake their professional experience placements in local schools supported by the Foundation."

While in Kathmandu, the CSU students will build a mutually beneficial relationship, gaining important classroom experience while contributing to a professional development program for Nepalese teachers. According to the Mitrataa Foundation, most Nepalese teachers have no formal training, and a desired future outcome of the MOU could see CSU developing teacher training certifications for teachers in Nepal to help increase their professionalism.

Though not involving an outside partner, Australian students are also gaining international experience through the Faculty's Canada Exchange Program. Five teacher education students from the School of Teacher Education visited the Ontario School of Education for a session, completing subjects and experiencing the integrated practicum model used there. Pete Minney, one of the first cohort of Australians to partake in this exchange, said the two day per week work placement provided a great opportunity to get to know the students he was teaching and practise what he was learning in his own studies.

The reciprocal opportunity for Canadians to learn in an environment at once both similar yet different to their home was also taken advantage of this year as seven Ontario students travelled to New South Wales for their final practicum, with two going to schools in Bathurst and five teaching in Dubbo.

These programs, along with other experiential learning opportunities in countries such as New Zealand, Japan and Sweden, are changing the way Australian teacher education students learn and think about the world, and how they will influence future generations as they take up jobs in Australian schools.

COURSE PROFILE

OUR COURSE PROFILE AIMS TO REFLECT STUDENT DEMAND AND MEET WORKFORCE NEED BY:

- supporting the aspirations of students and communities for participation in higher education
- providing high quality graduates who meet professional workforce needs
- strengthening Australia's participation in the international community.

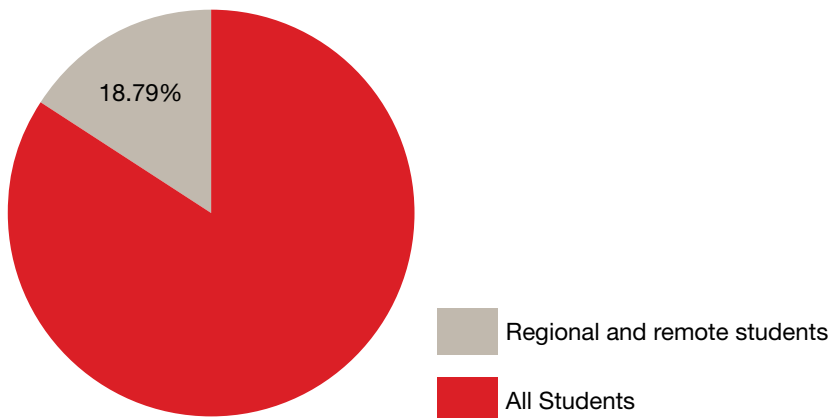
Percentage of students in 2012 that have parents with no university qualifications

Level of qualification	2010	2011	2012
University level	873	1026	1121
Not university level	4573	5408	6179
Unknown	3767	1874	1373
Total	9213	8308	8673
Percentage	50%	65%	71%

Note: Figures refer to domestic students commencing an undergraduate award course.

SOURCE: CSU Office of Planning and Audit (2012)

2010 National Equity data



SOURCE: DEEWR Student Statistics Collection (2010).

Data is equity scope
2011 data is not available



Citations for student learning

Four nominations from Charles Sturt University were selected to receive 2012 Office for Learning and Teaching Citations for Outstanding Contributions to Student Learning. The successful nominees were:

Associate Professor Geoff Burrows:
School of Agricultural and Wine Sciences,
Faculty of Science

For sustained development of high quality interactive teaching resources that foster the independent learning of key botanical concepts.

Dr Noella Mackenzie: School of Education,
Faculty of Education

For sustained quality in effectively integrating on campus classes, field experiences and technologies to promote students' understandings and use of contemporary literacies.

Dr Andrew Wallace: School of Education,
Faculty of Education

For a career marked by research-based, dynamic student-centred learning approaches, that promotes passion and commitment for History and Environmental Sustainability amongst student teachers.

Ms Lucia Zundans-Fraser: School of
Teacher Education, Faculty of Education

For sustained teaching expertise in inclusive education and child development that engages, challenges and inspires student learning.

The OCI Project

The Faculty of Business established a Courses Unit late in 2011, and this year commenced a major initiative for the Faculty - the Online Course Innovation (OCI) project. This project is a specific plan to build interactive online subjects and to map the inclusion of sound pedagogies in subject design.

A team of Educational Designers, located in the Courses Unit, is focused on the OCI project. These designers work closely with the Manager of the Faculty of Business Educational Design and Media Team and collaborate with academic staff in a range of courses to develop innovative and engaging online subjects for distance education students. Designers are closely linked to Course Directors and are involved in course review teams.

The OCI project will change the way the Faculty of Business manages its courses, and it is hoped that it will lead to significant improvements in the Faculty's reputation with accrediting bodies, industry and employers and greater satisfaction for its students.

Simulation Education Project

During 2012 the Faculty of Science was successful in receiving significant funding from Health Workforce Australia to support the growth in Simulation in Clinical training. The project is a collaboration between Charles Sturt University, Albury Wodonga Health (AWH), the University of New South Wales, Wodonga TAFE, La Trobe University and Bogong GP training.

The project aim is to develop and incorporate simulation technologies and techniques into undergraduate student placements to enhance and consolidate the knowledge that they acquire at University. At the same time, the project provides a significant opportunity for developing collaborative relationships in education between the health service and education providers.

The project involved the purchase of appropriate simulation equipment and has established Simulation Centres at Albury and Wodonga campuses of Albury Wodonga Health. The Simulation Centres enable the use of the equipment and have integrated education facilities with smart boards and an audiovisual system, Sim View, so that simulations can be recorded and replayed as part of a debriefing process.

These Simulation Centres will provide educators with the means to provide comprehensive and multiple modality education. Simulation has been incorporated into the current professional development programs at Albury Wodonga Health to improve practical skills; has provided the opportunity to increase advanced life support (ALS) training capacities at both campuses to meet organisations' requirements; and so far provided increased skills training opportunities for physiotherapy and nursing students on placement at AWH.

In future, the equipment and simulation centres will be accessed by students from Charles Sturt University in Albury-Wodonga as part of their on campus teaching, as well as during their placements.

Servicing Regional Education

Significant progress was made in 2012 in Charles Sturt University's collaborative arrangements with the Goulburn Ovens Institute of TAFE (GOTAFE) for the first offering of the Bachelor of Agribusiness Management, Bachelor of Agriculture and Bachelor of Wine Business through the University's new University Centre in Wangaratta to occur in 2014.

The University has finalised all TAFE articulation agreements, appointed staff and restructured courses to ensure students enrolled through Wangaratta receive the same high standard of education as those enrolled through Charles Sturt University's other campuses.

Significant progress also occurred in the establishment of new courses at Port Macquarie. The Faculty will offer the Bachelor of Clinical Practice (Paramedic) and Bachelor of Medical Radiation Science at Port Macquarie for the first time in 2013. The University has put significant work into appointing staff, purchasing equipment, and working with local health care providers to ensure a first class experience for Port Macquarie students in 2013.

Indian Policing Program success

The third annual Charles Sturt University-led training program for Mid-Career Police took place at the SVP National Policing Academy in Hyderabad, India, in March 2012. The group spent six weeks in India, followed by a two-week residential program in Australia. A highlight was the closing ceremony lunch hosted by the Victoria Police in Melbourne at which Charles Sturt University was congratulated by its partners, the New South Wales and Victoria Police Forces and the Australian Federal Police.

Port Macquarie Campus opens

Charles Sturt University in Port Macquarie was officially opened by Senator the Hon. Chris Evans, Minister for Tertiary Education, Skills, Science and Research on 1 May.

The University's vision is to grow its presence in Port Macquarie to around 5,000 students by 2030 and offer a diverse range of programs in health, science, education, creative industries, and business.

In 2012 the Port Macquarie Campus offered programs in accounting, creative industries, health and rehabilitation science and social work.

Launch of the Master of Accounting Practice

In 2013, Charles Sturt University will be the first Australian university to offer a program, the Master of Accounting Practice, that will allow international and domestic students who have graduated in accounting a specific pathway for completing the CPA Australia (CPAA) Professional Program within a university award system while residing in Australia.

Further, it will be offered by distance education so that the course will be available internationally to students across the world who have the equivalent of an Australian undergraduate accounting degree. This is a major breakthrough on the Australian university market.

Membership of CPA Australia has long been preferred by a majority of graduates as it is the professional accounting body which spans all fields of business and commerce. CPAA is a large and respected professional organisation with an international focus and a significant proportion of its members in Asian locations.

At present, graduates from accounting degrees offered by Australian universities must complete the CPAA Professional Program independently. Until now, there has not been an Australian option to complete the CPAA Professional Program within a university award structure.

Furthermore, international students who complete an undergraduate accounting degree in Australia must return to their home country to complete the CPAA Professional Program if they have not managed to secure residency or a work visa.

The course will provide an opportunity for Charles Sturt University to strengthen its relationship with CPA Australia and enhance the University's presence in Sydney and Melbourne by course delivery through the Study Centres, while it provides a new pathway to professional accreditation for accounting graduates of Charles Sturt University and other Australian universities.

Appointments for Charles Sturt University staff

During this year the Faculty of Science's Faye McMillan was appointed Chair of Indigenous Allied Health Australia and Jane Havelka was appointed a board member of the same organisation.

Several staff in the School of Nursing, Midwifery and Indigenous Health have been appointed to committees of the Nursing and Midwifery Board of Australia (Elaine Dietsch, Chris Haley, Ron Kerr).

Professor Karen Francis was appointed as Chair, Australian College of Nursing, Rural Nursing and Midwifery Faculty, and Associate Professor Elaine Dietsch was appointed to the International Confederation of Midwives Research Standing Committee.

Prestigious Award for Professor Mick Keelty

Professor Mick Keelty, from the Australian Graduate School of Policing and Security, was awarded a First Class of the Most Noble Order of the Crown of Thailand (the Knight Grand Cross of the Most Noble Order). His Majesty King Bhumibol Adulyadej of Thailand bestowed the honour on Professor Keelty for his work on global crime and terrorism with the Royal Thai Police as Commissioner of the Australian Federal Police between 2001 and 2009. It is, in effect, a Thai knighthood, and follows Professor Keelty's recent award of Officer of the Order of Australia.

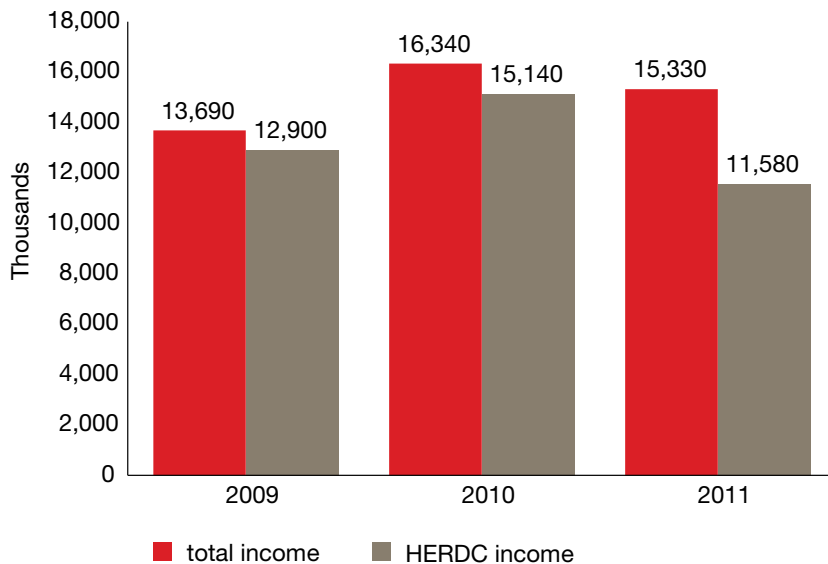


RESEARCH

WE WILL CONDUCT RESEARCH THAT:

- creates new knowledge and practice
- focuses research strengths at the University in internationally recognised areas
- promotes research training
- enhances our research culture.

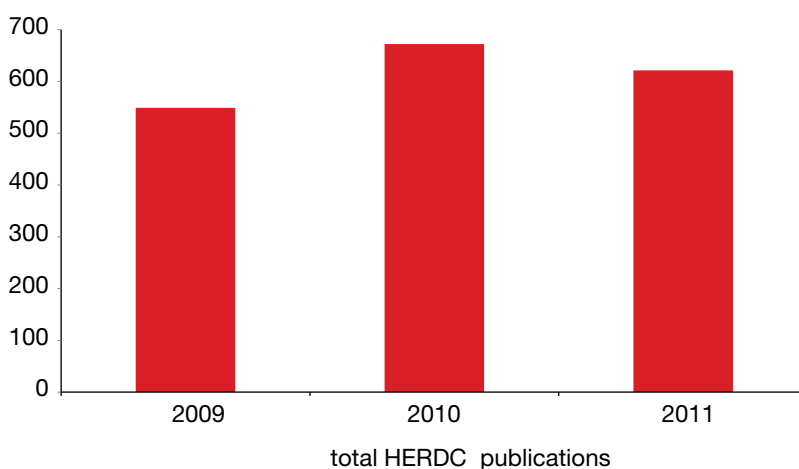
HERDC income vs total income



The chart shows the external research income received by CSU that was reported in each year as part of the annual Higher Education Research Data Collection (HERDC) and also total income received.

SOURCE: Higher Education Research Data Collection (HERDC) (2012)

Total CSU publications



This chart shows research publications reported by CSU for 2009-11 as part of the annual Higher Education Research Data Collection (HERDC).

SOURCE: Higher Education Research Data Collection (HERDC) (2012)

ARC research grants success

In November Charles Sturt University celebrated outstanding success in the round of research grants announced by the Australian Research Council (ARC).

Seven research projects led by University researchers will receive more than \$1.8 million over the next three years. The approved projects represent 39 per cent of all Charles Sturt University proposals in 2012, the highest success rate in the university sector.

The winning projects encompass major research areas at the University that will include researchers of national and international repute, in applied ethics, early childhood education, ecology, and information technology.

Future Fellowship Award

Dr Jade Forwood in Charles Sturt University's School of Biomedical Sciences was this year awarded a Future Fellowship.

Dr Forwood will use the Future Fellowship to progress his research into a greater understanding of chronic inflammation. He aims to improve understanding of the pathways that mediate inflammation, an important immune response that when overstimulated can cause debilitating diseases. This involves research into a specific enzyme, known as Ascot7, that produces arachidonic acid – a precursor to many inflammatory molecules. If this is understood, then the therapies for chronic inflammation can be better targeted.

The Future Fellowship came on top of a competitive research award from the National Health and Medical Research Council (NHMRC) to Dr Forwood. This study aims to increase the understanding of mutations with a gene known as SRY that leads to genetic sex reversal.

Dr Forwood's reputation extends beyond Australia – he was this year named a winner of the 2012 Young Scientist Award by the Federation of Asian and Oceanian Biochemists and Molecular Biologists (FAOBMB).

NaLSH opens on Wagga Wagga campus

A \$48.6 million hub for research and education in plant and animal sciences, food production and security, animal health and water and environmental sciences opened at Charles Sturt University in Wagga Wagga in September.

Known as the National Life Sciences Hub (NaLSH), the 4,000 square metres, three-storey complex was opened by the Parliamentary Secretary for Higher Education and Skills, the Hon. Sharon Bird MP.

NaLSH is a strategic initiative to strengthen and grow national education and research excellence to achieve significant outcomes in the national priority areas of life sciences: plant and animal sciences, food production and security, animal health, and water and environmental sciences.

NaLSH was funded with \$34 million from the Australian Federal Government's Education Investment Fund (EIF) and \$14.6 million from the University.

The facility includes three flexible learning and teaching areas which each hold up to 50 students; large research laboratory space including quarantine approved research areas; a phytotron or controlled environment and growth chambers; three glasshouses; research and teaching support areas such as offices, plant rooms and bike storage; and a rhizolysimeter – an underground field laboratory which opened in 2011.

It has a five Green Star rating through the Green Building Council of Australia. The design of features such as air-conditioning, lighting, hot water and insulation allow the building to use 35 per cent less energy than a conventional building of the same size. It was also built with secondhand bricks recovered from demolished buildings.

Advances in health care practice

Professor Mary Fitzgerald of the University's Faculty of Science has been working in collaboration with the Murrumbidgee Local Health Network to support the implementation of 'Essentials of care', a NSW Ministry of Health initiative using practice development techniques.

Professor Fitzgerald has also been working with Latrobe Mental Health in Victoria to advance practice using the Practice Development model. Each of these activities is impacting on the practice of nurses and ultimately patient health outcomes.





Centre for Applied Philosophy and Public Ethics (CAPPE)

This year saw some significant changes in CAPPE. At the end of 2011 the Australian National University (ANU) withdrew, leaving CAPPE as it started, based at Charles Sturt University and the University of Melbourne.

At the beginning of the year Professor Tom Campbell stepped down as Director and a search was undertaken internationally in 2012 for a new Director. The withdrawal of ANU has had the positive effect of a greater emphasis on collaboration with other CSU Centres and researchers.

Outputs in three areas have been strategically important for CAPPE in 2012: agriculture and the environment; warfare, terrorism and security; and human rights and global justice.

Agriculture and the environment

Given Charles Sturt University's location and research strengths, CAPPE sees this as a particularly strategically important research area and has continued research collaboration with the EH Graham Centre for Agricultural Innovation. Following on from a successful workshop on agricultural ethics in late 2010, the two Centres again in 2012 co-organised a two day workshop entitled 'Animal Welfare and Agricultural Ethics'. The opening keynote speaker was Professor Paul Thompson from Michigan State University, the leading international philosopher in agricultural ethics. In his talk 'What Should We Expect from a Philosophy of Agriculture?' he outlined 'industrial' and 'agrarian' philosophies of agriculture. The former assumes that agriculture is just another sector of an industrial economy, and thus the problems tend to get analysed along fairly standard lines of cost/benefit, non-interference rights, distributive justice and so on. The latter sees agriculture as something of a linchpin for a society's material practice, and that as such it is tied to cultural goods, including many moral and political virtues. That provided an excellent backdrop and context for the following sessions on animal welfare, water and justice, agricultural ethics and the future of agricultural practice. Approximately 40 people attended from Charles Sturt University and various government agencies and CAPPE has now made an appointment in agricultural ethics.

A second event, held at Charles Sturt University in Canberra, complementing the workshop, was a public seminar by Professor Steve Vanderheiden of CAPPE and the University of Colorado, entitled 'Equity and Accountability in Climate Change Adaptation'. His focus was an analysis of adaptation programs in Australia and abroad, including their financing, project selection, oversight, and evaluation.

Warfare, terrorism and security

A small and focussed workshop 'Ethics and the technologies of war' was held in Canberra in June. This workshop looked at particular ethical issues arising as a result of new technologies being developed for use in warfare. CAPPE invited a set of speakers to talk about how technology is changing modern warfare, what ethical issues those changes bring and how such ethical issues play out in practice. The invitation-only workshop had about 15 attendees from various fields of academic philosophy / ethics, policing and security, most of whom gave presentations. Topics included the use of drones and robots, cyberwarfare, human enhancement, and emerging technologies and intelligence ethics. Related to the topic of this workshop are two publications by workshop organisers: Nicholas G. Evans, Adam Henschke & Fritz Allhoff (eds.) *Routledge Handbook Of War And Ethics*, Routledge, due 2013. Adam Henschke and Nicholas G. Evans (eds.) *Symposia: War in The 21st Century* International Journal of Applied Philosophy, due 2013.

This workshop generated discussion of a further event in 2013 on ethical and philosophical aspects of the theory and practice of Intelligence, to be hosted jointly by CAPPE and the Australian Graduate School of Policing and Security (AGSPS).

In another related event - Ferret Flu Experiments, Ethics and the Dual Use Problem in the Biological Sciences: Lecture and Panel Discussion, held at Charles Sturt University in Canberra - Professor Seumas Miller and Dr. Michael Selgelid (Centre for Human Bioethics, Monash University), discussed the case of scientists in the Netherlands and the US creating strains of H5N1 influenza, i.e., bird flu, that are easily transmissible among ferrets and the threat that the techniques used in the ferret research would enable production of strains of H5N1 that are transmissible in humans. This is a paradigm case of the dual use problem where research designed for good purposes can be used for harm, in this case terrorism. The panellists were: Professor Ian Ramshaw (Director - John Curtin School of Medical Research, College of Medicine, Biology and Environment, The Australian National University), Dr. Gary Lum (Assistant Secretary - Health Emergency Management Branch, Office of Health Protection, Department of Health and Ageing), Professor Roger Bradbury (Senior Analyst - Science, Technology and Environment, Office of National Assessments).

Justice and human rights

A significant appointment was made at CAPPE this year when Professor Thomas Pogge accepted a 0.2 position at Charles Sturt University. Professor Pogge's substantial position is at Yale University and he is one of the most prolific and high profile philosophers in the world today. His paper, 'Are We Violating the Human Rights of the World's Poor?', published in *Yale Human Rights & Development Law Journal* 14:2 (2011) has won the 2013 Gregory Kavka Prize in political philosophy administered by the American Philosophical Association. Much of Professor Pogge's current work is on global justice and the alleviation of world poverty and he presented a public lecture on this subject in Canberra in March. His talk was entitled 'A Joint Approach to Measuring Poverty and Gender Disparity'. He argued that while the importance of reducing poverty and gender disparity is widely accepted, the existing indexes used to measure the disparities are deeply flawed. His research team is working toward improved measures whose construction involves substantial discussions with poor people at 18 sites in six countries. This work is not yet complete, but there are some preliminary findings that will influence the next stages of the research, as well as the kinds of indexes likely to emerge.

Human rights and global justice has also been a central part of Professor Tom Campbell's research during 2012. As Oliver Smithies Lecturer at Balliol College in the Faculty of Law at Oxford University, he gave a public lecture on 'Real and Rhetorical Rights'. He also made a presentation to the UK Society of Applied Philosophy on global taxation in relation to the preparation of a collection on Global Justice, edited together with Professor Thomas Pogge (Yale and CAPPE) and Professor Gillian Brock (Auckland). In addition, he published 'Corporate Social Responsibility: beyond the business case to human rights' in W. Cragg, ed, *Business and Human Rights*, Elgar, 2012, and 'The Rule of Law and Human Rights Judicial Review' in Flores and Himma, eds, *Law, Liberty and the Rule of Law*, Springer 2012.

EH Graham Centre

The EH Graham Centre is an alliance between Charles Sturt University and the NSW Department of Primary Industries (DPI).

It aims to increase the quantity and quality of research outputs, to work closely with development and extension providers to improve the relevance and focus of research, and to build the research capacity and skills base of its members, including students.

Research is undertaken to increase the productivity and sustainability of mixed farming systems within five research pathways (conservation cropping, ruminant feedbase, bio-protection and integrated pest management, animal health and welfare and rice-based systems), that reflect the breadth of the Centre's research capacity and address key industry priorities.

New research projects

A number of significant new EH Graham Centre projects commenced in 2012, including a \$598,000 Department of Agriculture, Fisheries and Forestry Action on the Ground project led by Professor Deirdre Lemerle, \$441,150 Grains Research and Development Corporation project led by Professor Leslie Weston and \$94,000 Meat and Livestock Australia funded project led by Dr Rebecca Doyle.

Enabling landholders to adopt profitable and sustainable carbon cropping practices

Retaining crop stubble following harvest of crops can significantly increase soil carbon. But adoption is constrained by difficulties of sowing into subsequent crops, with up to 50 per cent of farmers still burning stubble in south eastern Australia. This reduces soil carbon and increases greenhouse gas emissions, and degrades soil, air and water quality.

Furthermore, new research by EH Graham Centre PhD student Clive Kirkby shows that stubble incorporated with added nutrients increases carbon sequestration by three to 10 times in the top 30 centimetres of soil.

The EH Graham Centre's project is supported by funding from the Australian Government Department of Agriculture, Fisheries and Forestry as part of its Carbon Farming Futures – Action on the Ground program.

The EH Graham Centre project aims to explore the relationships between different stubble / nutrient practices, from burnt to fully incorporated, with nutrients and soil. Coordinated trials conducted on-farm by landholders will provide information and experience in stubble techniques and the benefits/costs of stubble for carbon farming.



Project partners include Central West Farming Systems, FarmLink Research Limited, Holbrook Landcare Network, Rice Research Australia Pty Ltd, Rural Management Strategies Pty Ltd, Southern Farming Systems, the Murrumbidgee Catchment Management Authority and Murrumbidgee Landcare.

Improving integrated weed management practice in the Southern Region

Changes in farming systems, farm practices and climate result in a changing weed spectrum. Weed species that were not of concern can become problematic to manage. The widespread adoption of no-till agriculture has decreased dependence on soil disturbance and led to an increase in weed species suited to low disturbance systems. Of particular concern are small-seeded summer active species that can be difficult to control with glyphosate, and invade summer fallow using valuable moisture and nutrients. The intensification of cropping in higher rainfall regions has resulted in other weed management issues resulting from the extended growing season and with weeds that have not normally been considered a problem.

This project addresses emerging weed issues in the southern region, identifying the reasons why these issues are arising through targeted biological and ecological studies on emerging weed species and providing practical recommendations where possible. The project will also develop a standard protocol for determining soil disturbance by disc seeders for use by industry; provide other solutions to the management of emerging weed issues through a better understanding of the biology of key problem weeds; and identification of integrated chemical and non-chemical tactics that provide effective management of these weed problems.

Research will include a mix of short and longer-term trials conducted in collaboration with key farming systems groups as a means of achieving rapid adoption of outcomes.

An international welfare training program for processing Australian livestock

The demand for Australian animals has seen the live export industry establish itself as an integral part of agriculture in Australia. Incidences of unacceptable animal handling in countries receiving our animals continue to threaten the industry. Meat and Livestock Australia has directly identified the need for improved animal husbandry and handling for companies receiving Australian animals, and a training program based on the World Organisation for Animal Health (OIE) animal welfare standards can achieve this. Without this the sustainability of the live export industry may be at risk.

Developing a standardised training program with specific outcomes will ensure the workers in importing countries are competent in animal handling, to a level that is acceptable to all international and Australian regulatory authorities. Specifically adapting a standardised training program for each import market will mean participants in importing countries will readily accept the course delivered. This will increase the acceptance of the training program, compared to a generic, all-encompassing program.

The project is being executed in three stages; development of the foundation training program; trialling the training program in Indonesia; and the development of training manuals for other countries.

Industry engagement

The EH Graham Centre holds regular field days, forums and other events that showcase the Centre's research outputs while strengthening its links with industry. The highlights of the 2012 calendar included:

Blackleg Forum

Blackleg is a devastating disease of canola but, if it is contained, canola can continue to be a mainstay crop in mixed farming systems in southern New South Wales. The Ag Institute Australia and the EH Graham Centre co-hosted a Blackleg Forum at Charles Sturt University in February to discuss exciting new research findings that will reduce blackleg impacts.

Break Crops Forum

A forum including growers, NSW DPI extension agronomists, Pulse Australia representatives and EH Graham Centre research team members, focussed on the role of break crops in the mixed farming systems of central and southern NSW. The forum provided a snapshot of current cropping programs; identified the main drivers that determine current crop combinations and sequences; and identified the issues where growers believe research development and extension investment is needed to ensure specific crop types remain part of their cropping system.

Irrigation Forum

The EH Graham Centre, Irrigated Cropping Forum, Rice Research Australia, NSW DPI and DPI Victoria hosted a workshop in Deniliquin, NSW, in February. The workshop identified an investment model for irrigated mixed farming systems in the central Murray valley that will result in increased whole farm profitability and sustainability, and reduce income variability and exposure to environmental and financial risk.

Crops, Rumps and Woolly Jumpers – Working Together?

In August Sheep Connect NSW and the EH Graham Centre held a mixed farming forum 'Crops Rumps and Woolly Jumpers – working together', at Charles Sturt University in Wagga Wagga. The concept for the forum was founded on the format of ABC television's Q&A program and the SBS *Insight* program.

A six-member farmer panel was selected to share their experiences covering a range of farming systems across the region. The forum provided an opportunity for all areas of industry to discuss the issues surrounding farming in the mixed cropping zone, in particular the trade-off between sheep production and cropping.

Institute for Land, Water and Society (ILWS)

Ecological monitoring projects

In what is something of a coup for the Institute for Land, Water and Society (ILWS), members of the Sustainable Water Strategic Research Area (SRA), in collaboration with partner organisations, have secured two contracts to continue their work in two major river systems in the Murray-Darling Basin – the Edward-Wakool and the Murrumbidgee. The two projects, funded by the Commonwealth Environmental Water Office (CEWH), will provide for the continued monitoring and assessment of the ecological responses to environmental watering in the two river systems over the next 12 months.

The projects will build on an existing knowledge base to demonstrate benefits gained by returning water to the environment, which includes the protection and restoration of rivers and wetlands, as well as assist water managers in making decisions about current and future environmental water releases in the Murray-Darling Basin aiming to continue to manage water availability to maximise outcomes.

In addition to being ambitious and innovative in their concept and delivery, the projects also demonstrate significant collaboration and partnership between the Australian Government (through CEWH), management agencies and researchers at Charles Sturt University and partners, as well as a high level of commitment and efforts by all researchers involved.

Partners in the project – Monitoring the ecological response of Commonwealth environmental water delivered in 2012-2013 to the Edward-Wakool River system – led by Associate Professor Robyn Watts (Sustainable Water SRA leader), are NSW Department of Primary Industries (NSW DPI), Murray Catchment Management Authority, Monash University, the Wakool River Association and the NSW Office of Environment and Heritage (OEH). This team consists of 19 researchers, including seven members of ILWS.

Partners in the project – Monitoring the ecological response of Commonwealth environmental water delivered in 2012-2013 to the Murrumbidgee River – led by Dr Skye Wassens are the NSW Office of Environment and Heritage (OEH), the University of NSW, the NSW Department of Primary Industries (NSW DPI) and the Murrumbidgee Catchment Management authority. This team consists of 14 researchers, including seven members of ILWS.

Australia is leading the world in terms of delivering environmental water. Learning more about responses and benefits will assist other environmental watering programs across the world. The projects are expected to provide "ground-breaking ecological knowledge".

International influence and profile

How can researchers influence international policies that will contribute to the protection and conservation of the world's biodiversity? Publishing in the world's leading scientific journals and contributing to world-wide environmental reports seem like ideal ways to communicate messages and occurred on three occasions this year for ILWS members.

On 6 June, the United Nations Global Environmental Outlook-5 (GEO-5) – a report on the state of the world's environment – was released. The report, with contributions from experts around the world, provided a global overview of the world's biodiversity, land, water and atmosphere. Institute Director Professor Max Finlayson was a co-ordinating lead author on the biodiversity chapter and contributed to developing the following key messages:

- the pressures on biodiversity are increasing and climate change will add to that
- there has been, and still is, a major loss of species around the world
- the benefits that people get from biodiversity are at risk and are unequally shared around the world
- while more has been done around the world to protect biodiversity, this has failed to reduce its loss and degradation. More ongoing and concerted effort was needed.

On 7 June, a letter titled 'International trade drives biodiversity threats in developing nations', co-authored by Institute adjunct research fellow Barney Foran, was published in the international journal *Nature*. The conclusions were based on 10 years' work by researchers from the University of Sydney's Physics department's Integrated Sustainability Analysis group and Mr Foran, a biophysical scientist and futures specialist, with super computers and sophisticated mathematics used to build a detailed set of environmental accounts for the world economy. The work linked 25,000 species threat records from the International Union for Conservation of Nature's Red List to more than 15,000 commodities produced in 187 countries and evaluated more than 5 billion supply chains in terms of their impact on biodiversity. It found that 35% of species threats in developing countries were due to those countries' exports to the developed world, with the biggest consumers the European Union, Japan and North America.

Associate Professor David Watson was the lead author in a paper published in the September issue of the prestigious *Proceedings of the Royal Society B: Biological Sciences*. The article 'Mistletoe as a keystone resource - an experimental test' summarised the findings of a five-year large-scale Australian ecological removal experiment funded by the Australian Research Council (2003-2008). A major finding from the study was that where mistletoe was removed from the woodlands, a third of the woodland birds disappeared. Sites where the mistletoe had been untouched gained 10%.

Institute researchers, from various disciplines, are also actively involved in various international projects, mostly in Asia. New and ongoing projects in 2012 include:

- Finlayson, M. (2012-2015) Strengthening livelihood security and adapting to climate uncertainties in Chilika Lagoon, India. Wetlands International – South Asia (WISA) in partnership with Chilika Development Authority, post-doc Dr Mariagrazia Bellio
- Hicks, J., Sharma, K., Basu, P.K. & Bandara, Y. (2012) Achieving Balanced Growth in Domestic and External Markets in China. Australian Leadership Awards Fellowship grant from AusAID and Charles Sturt University
- Millar, J., Robinson, W. (2011 –2015) Social Study of Impact of Fish Passageway in Laos. ACIAR (in collaboration with NSW Industry and Investment)
- Hicks, J., Ingham, V., & Islam, R., Sappey, R., Mannock, I., (2010 - 2012) Strategies to promote community resilience in disaster management: The case of flooding in selected communities in Bangladesh and Australia. Charles Sturt University.

Social scientists, Professor Allan Curtis and post-doc Dr Emily Sharp are also involved in a three-year fire social science project (2010-2013) focusing on building trust between fire-prone communities and fire management agencies. The project, 'Advancing knowledge about citizen-agency trust in wildland fire management: A collaborative assessment framework for Australia, Canada, and the U.S.' is the first-ever international project to be supported by the Joint Fire Science Program of the National Interagency Fire Centre in the U.S. The project is led by Professor Bruce Shindler from Oregon State University.

Adapting to climate change

Climate change is expected to have major impacts on the health of rivers in South Eastern Australia. So far the emphasis, particularly in the Murray Darling Basin, seems to have been on environmental flows as a means of keeping our rivers healthy. But what other options are there? And are they practical and cost effective? With this question in mind, the Institute has been working with three catchment management authorities – the Goulburn Broken in Victoria, and the Lachlan and Murray in NSW – on a project titled 'Identifying low risk climate change mitigation and adaptation in catchment management while avoiding unintended consequences'.

The year-long project, due to be completed in March 2013, is funded by the National Climate Change Adaptation Research Facility and involves Institute director Professor Max Finlayson, as principal investigator, Dr Jamie Pittock, from ANU, and ILWS post-doc Dr Anna Lukasiewicz.

Food security in Australia

Food security is an important issue the world is currently facing, and will continue to face in coming years, with the planet's population predicted to reach nine billion by 2050. As a food exporting country, Australia could appear to be immune to the issue. If so, why is it that 5% of Australian families have been identified as suffering food insecurity?

These questions and more were discussed in a major event for the Institute in 2012, a day-long forum 'Food Security in Australia' held in October at Charles Sturt University in Albury-Wodonga.

The forum coincided with the launch of the new *Food Security in Australia: Challenges and prospects for the future* book published by Springer Ltd, and co-edited by ILWS social researchers Dr Joanne Millar and Associate Professor Vaughan, and Dr Quentin Farmar-Bowers from Deakin University.

The book, which evolved from an Agri-food Network Conference held in 2010, is the first of its kind to deal with the issue of food security from an Australian perspective. Chapters cover a variety of topics, from the ethics of who has access to affordable and good quality food, current and future food production challenges, and alternative food economy systems. Its purpose is to inform debate and stimulate further investigation and action on food security and sovereignty (ownership) issues in Australia.

Public investment in natural resource management

The question seems simple. Has all the money spent by the Government over the last 20 years to repair the environment really worked? The answer however, is not a simple "yes" or "no" as evidenced in a book published by CSIRO Publishing *Landscape Logic: Integrating Science for Landscape Management* in May.

It found that, while public programs had been responsible for an increase in the extent of vegetation in Australia, there was less evidence that there had been an improvement in the condition of our vegetation and water quality.

The book represents the culmination of a major multi-disciplinary research project undertaken from 2007 to 2010 by 42 researchers and environmental managers from four Australian universities, CSIRO, three state agencies and six regional management authorities. The *Landscape Logic* project was funded by the Commonwealth Environmental Research Facilities Program and led by Professor Ted Lefroy, Director of the Centre for Environment, University of Tasmania. Co-editor and contributing author Professor Allan Curtis (ILWS) led the project's social science program, a key component of the project, and a team of eight ILWS researchers.

The book examines the effectiveness of environmental programs to improve our waterways, soils and natural vegetation and includes important messages for environmental managers, land managers, researchers and policy makers. Partnerships established through the *Landscape Logic* project have led to subsequent research opportunities for Institute team members including participation (2009 to 2014) in the \$80 million Australian Research Council / National Water Commission-funded National Centre for Groundwater Research and Training (2009-2014) and the Cotton Catchment Communities CRC (2010-2012).

National Wine and Grape Industry Centre (NWGIC)

The National Wine and Grape Industry Centre (NWGIC) aims to establish itself as a leading source of relevant, topical technical information for the Australian wine industry.

To support ongoing development the Australian wine sector, at all stages in the value chain, from grape growing to wine sales, must remain internationally competitive and profitable. Research in Australia and overseas generates knowledge to address some of the most pressing technical issues for grape growers and wine makers.

Knowledge generation in any field progressively undergoes scientific quality assurance through the peer-review publication process. There is a continuous need to effectively package and disseminate and update this information as it is validated, and this is a critical priority for industry. It is also critical to maximising the return on research and development investment. Topics were identified with reference to the major outcomes from the NWGIC Winegrowing Futures program. From these modules were developed comprising fact sheets, PowerPoint presentations and YouTube style videos. Topics included: wine aging and bottle colour, managing trunk diseases, identification and management of bunch rots and the use of micro-oxygenation in wine making. These will form the basis of workshops and field days to be delivered nationally.

Improving the efficiency and profitability of the Australia wine industry

There is a strong demand for improved crop forecasting in the wine industry. Lately this demand has intensified as major producers and purchasers of grapes are increasingly stipulating that particular yield targets should be met. This is based on the belief that this will improve and maintain wine quality, and substantial cost savings and revenue gains could be realised if the volume of grape intake did not fluctuate so much.

Apart from the substantial economic benefits of improved crop forecasting alone, it is an essential first step to successful yield regulation. Consequently there is a strong demand for improved systems to forecast yield. The performance of the Australian wine industry is sensitive to mismatches between expected and actual grape intake. These mismatches generate inefficiencies that result in foregone revenue and extra costs in vineyards, wineries and distribution chains. Winery intake planners seek accurate estimates of likely grape production from vineyard managers at various stages throughout the season in advance of harvest. However, inaccurate forecasts have been a source of irritation, discontent and conflict throughout the Australian wine industry.

NWGIC has developed an improved protocol for making forecast for cultivars at a regional level that has the potential to improve the accuracy of forecasts made after fruit set from +/- 15% to +/- 5%. The protocol was successfully tested with McWilliams wine company in 2012 and will be further tested with other large wine companies, including Casella wines.

National Extension Delivery

NWGIC coordinated and delivered a set of eight Spring Vine Health Workshops nationally in 2012 in Victoria, NSW, Queensland and the ACT. These workshops were very well received by regional industry groups and further built the reputation of NWGIC to deliver key research and extension outputs to the Australian wine industry.



Public and Contextual Theology (PACT)

Contribution to national and international social cohesion

During 2012 PACT continued to make a significant contribution to national and international social cohesion through religious dialogue and interaction. In February the Canberra Interfaith Forum was hosted at Charles Sturt University in Canberra. The topic was 'How Can We Contribute to Global Peace and Human Rights?: Perspectives from Spiritual Faith Traditions'. Representatives of all of the major faith traditions were represented and gave papers, which were subsequently collated into a publication. Rev. Professor James Haire AM summed up the Forum. Professor Ross Chambers and Professor Haire made arrangements for the first Muslim student (Ms Nada Roude) to undertake PhD studies at Charles Sturt University in Islamic Theology and related matters. This is an important development in the life of the University. Associate Professor William Emilsen, Associate Professor Nick O'Brien and Professor Haire are supervising Ms Roude.

In March, Charles Sturt University in Canberra hosted the Annual Lecture to honour the work of the late Pastor Cec Grant, Wongamar, OAM. Professors Chambers and Haire welcomed members of the Wiradjuri Christian Development Ministries to the campus. This was part of the continuing PACT work in Indigenous / non-Indigenous relations.

Also in March, Professor Haire participated in the 6th Regional Interfaith Dialogue (RID-6) in Semarang, Indonesia, organised by the Department of Foreign Affairs and Trade (DFAT), for the Government of Australia, along with the Governments of New Zealand, Indonesia, and The Philippines. The countries involved were the nations of South East Asia and Australasia. The Hon. Tim Fischer AC led the Australian delegation. Professor Haire chaired one of the Plenary Sessions, and was interviewed in the forecourt of the Great Mosque in Semarang for the Religion and Ethics Report on Radio National and by several Indonesian language newspapers.

In April Professor Haire made his annual contribution to the Australia-Indonesia Muslim Exchange Programme, which is organised by the Australia-Indonesia Institute at DFAT for a group of young Muslim leaders from Indonesia. PACT continues to be involved in Indigenous / non-Indigenous relations.

In June, Professor Haire and Associate Professor Nick O'Brien of CSU's Australian Graduate School of Policing and Security (AGSPS) made presentations in Sydney to the Indonesian National Police (BNPT) delegation from Indonesia. The study tour, which was arranged by the Australian Federal Police (AFP), was intended to allow senior members of the Indonesian Police to examine the AFP's and other agencies' community engagement strategies with 'at risk' communities delivered through the AFP's Community Liaison Teams (CLT) in Melbourne and Sydney. The objective was to provide the Indonesian National Police with further strategies to enhance the counter radicalisation project of the two police forces (BNPT and AFP). The primary objective of the BNPT in this area is to establish a framework for closer cooperation between Indonesian agencies, with a counter-terrorism remit, and to address the root causes of terrorism in Indonesia.

In July, as a guest of the Prime Minister, the Hon. Julia Gillard MP, Professor Haire participated in a dinner in honour of the President of Indonesia, H.E. Susilo Bambang Yudhoyono Hon. AC, in Parliament House in Darwin. During this time he was involved in discussions on Australia-Indonesia relations, in particular, with Mr Denis Richardson, Secretary of DFAT, and with H.E. Dr Marty Natalegawa, Foreign Minister of Indonesia.

During July Professor Haire was also a Member of the Expert Group on Intercultural and Interfaith Matters, which met with Senator the Hon. Bob Carr, Minister for Foreign Affairs. Discussions with DFAT officials have continued since then. This is leading to the implementation of the Feasibility Study on the National Institute for Public Theology in Inclusive Societies (NIPTIS).

In August, Professor Ross Chambers received the Award for Promoting Dialogue through Academia from BlueStar Intercultural Centre at the IFTAR Ramadan dinner where he was also the Keynote Speaker.

Contribution to the place of religion in civil society

PACT strives to place religion as an inclusive rather than a divisive factor in civil society. In March, Charles Sturt University in Canberra hosted two sessions presented by the Graeme Clark Research Institute at the Tabor College in Adelaide, and entitled 'God and Science'.

In May Professor Haire participated in the Australia Summit 2012 in Melbourne, organised by The Global Foundation. The theme for the Summit was 'Australia in the Asian Century'. The Keynote Address was given by the Hon. Julia Gillard MP, Prime Minister of Australia.

In June Professor Haire made a presentation, as part of a panel, on Australian policy on refugees and asylum seekers, organised by Manning Clark House at the National Press Club, and televised by the ABC. He gave the same presentation to senior students and staff at Canberra Grammar School.

In July Professor Haire participated in the SBS TV *Insight* program, entitled 'Unforgiveable', on the subject of Forgiveness. He also participated in the Australian Catholic University (ACU) Centre for Inter-religious Dialogue Inaugural Symposium on 'Inter-religious Initiatives for the Third Millennium: Challenges and Opportunities', led by Professor Francis X. Clooney, SJ of Harvard and Professor Felix Wilfred of Madras, and held at ACU in Melbourne.



Contribution to international theology

In January and February Rev. Professor James Haire, AM carried out research and lectured at the University of Halmahera (Molucca Islands) and at the Christian University of Indonesia at Tomohon (Sulawesi), in Indonesia. While he was there, he was appointed a Professor in perpetuity in the University of Halmahera. This will mean the continuation of his Visiting Professorship there. The 'James Haire Research Centre', set up for research into the relationship between Christianity and other religions and culture, in association with the University of Halmahera, was inaugurated in his presence at that time.

In August Professor Haire lectured again at the University of Halmahera, Indonesia. He was presented with a Festschrift to mark the 40th anniversary of the beginning of his theological service around the world. The book, entitled *Injil dan Budaya: Teman atau Musuh? (Gospel and Cultures: Friends or Foes?)* was published in Yogyakarta, East Java, the academic and cultural centre of Indonesia, in the Indonesian language, and edited by three of Professor Haire's former colleagues. It contains seven of his previously unpublished Indonesian writings, as well as contributions from 14 international scholars and former PhD students.

In September Professor Haire made a presentation on the "Place of Theology in the Academic World" as part of a Panel at a conference of the Council for the Humanities, Arts and Social Sciences (CHASS) at the University of Canberra. Professor Haire continues to work as a Member of the Joint International Commission for Dialogue between the Vatican and the World Methodist Council. He has been appointed to the Commission until 2016, the task of which is to work on the area of the Communion of Saints.

Professor Haire continues as a Board member and an Evaluator for the Manfred Lautenschlaeger Award for Theological Promise (successor to the John Templeton Award for Theological Promise) at the University of Heidelberg, Germany, and completed the evaluations of entries for the Manfred Lautenschlaeger Award for 2013.

Throughout 2012 members of PACT gave papers at university institutions in the following locations: Halmahera and North Sulawesi, Indonesia (Professor Haire); Alice Springs (Steiner Conference – Professor Hudson); Hobart (Tasmanian College of Art – Professor Hudson); Princeton (Dr Myers); Tokyo, Japan (Associate Professor Cowdell); St Andrews, Scotland (Dr Mathews); Capetown (Dr Reichardt), Chicago (Dr Havea), Seoul, South Korea (Associate Professor Pearson and Professor Chambers); Bath, England (Professor MacKinlay); Aberdeen, Scotland (Professor MacKinlay).

Research Institute for Professional Practice, Learning and Education (RIPPLE)

Success in Australian Research Council funding

During November, it was announced that researchers from the Research Institute for Professional Practice, Learning and Education (RIPPLE) received four of the 15 education discipline Australian Research Council (ARC) Discovery grants awarded (to commence in 2013)—an outstanding result, and the highest success rate in the country.

The four projects are:

Continuity and change in curriculum and pedagogies as children start school (\$301,610)

Professor Sue Dockett and Professor Bob Perry

This project considers the impact of the Early Years Learning Framework and the Australian Curriculum on transition to school in Australia. Through extensive interviews and surveys, it gathers evidence to influence theoretical, policy and practice approaches to transition to school and, hence, the future schooling of all Australian children.

Processing mathematics tasks: The nature and role of visual and non-visual reasoning in digital and non-digital environments (\$256,000)

Professor Tom Lowrie

Within the next four years, it is likely that the National Assessment Plan for Literacy and Numeracy (NAPLAN) will be administered in a digital mode. This project identifies differences between the delivery of mathematics assessment in pencil-and-paper and computer-based modes. Primary students' mathematics reasoning is compared across these modes and to cohorts from Singapore.

A sound start: Innovative technology to promote speech and pre-literacy skills in at-risk preschoolers (\$284,551)

Professor Sharynne McLeod, Dr Elise Baker, Dr Jane McCormack, Dr Yvonne Wren and Professor Sue Roulstone

One in five Australian preschoolers have speech impairment and without specialist services face an increased risk of reading difficulties and life-long consequences. Given that demand for services exceeds supply, this project will determine if a preschool computer-based service can promote speech development and reduce risk of reading difficulty.

Education meets play: A sociological study of how the new compulsory national learning framework for children zero to five years influences educators' practice (\$299,122)

Charles Sturt University's Professor Jennifer Sumson as part of a team from Queensland University of Technology Professor, Sue Grieshaber, A/Professor Felicity McArdle and Mr Paul Shield

New theorising about play and education in early childhood settings has challenged traditional notions of play. This project investigates how educators respond to the requirement for play-based learning by identifying characteristics of successful educators and professional leaders, and strategies and practices that merge education and play.



CSU leads the Excellence in Research in Early Years Education Collaborative Research Network

Charles Sturt University has been awarded \$5.4 million in funding to establish an Excellence in Early Years Education Collaborative Research Network (CRN), along with research partners, the Queensland University of Technology and Monash University. The CRN scheme is highly prestigious, and administered by the Department of Industry, Innovation, Science, Research and Tertiary Education (DIISRTE). The partnership forms one of the largest early childhood research networks in the world, which will run for three years from mid-2011 to mid-2014. It will facilitate landmark research in the critical developmental stage of early childhood.

The Charles Sturt University leadership team includes some of the University's most prominent RIPPLE researchers: Professor Jennifer Sumsion will co-lead the network; while Professor Sue Dockett, Professor Bob Perry and Associate Professor Linda Harrison will co-lead the three research programs within the CRN. In total, the team will comprise about 20 early childhood and early years' academics and 10 doctoral students from the Faculty of Education. The funding will consolidate and build on the University's research capacity in Early Years Education, an area of great importance on the Australian research agenda, and will build knowledge to inform Australian and international policy and programs, as well as developing the next generation of international researchers.

The work of the CRN is designed around three programs of research drawn from the National Early Childhood Reform Agenda, each led by a CSU Program Co-leader and a Co-leader from either the Queensland University of Technology or Monash University. Members of the CRN belong to one Program, but can also work across Programs.

Program 1: Children's development, learning and well-being in the early years

Co-leaders: Associate Professor Linda Harrison (CSU) and Professor Donna Berthelsen (QUT)

During 2012, members collaborated on a range of activities based on analysis of data from the Longitudinal Study of Australian Children (LSAC). Nine topic areas are being investigated, and a series of publications addressing research questions in these areas was generated in 2012. To advance knowledge and skills in working with this data, members have attended two LSAC conferences, and ongoing training and

mentoring has been provided. During March, researchers met at Charles Sturt University in Albury-Wodonga to analyse data, working in groups to consider a range of issues regarding Australian children. The group has continued to meet weekly via videoconference to share knowledge and challenges encountered.

Program 2: Early years curriculum, pedagogy and professional practice

Co-leaders: Professor Sue Dockett (CSU) and Associate Professor Nikolai Veresov (Monash University)

Eight CRN members attended a workshop entitled The utility of theory(ies) in educational research at the University of Queensland in May, focusing on analysing several theoretical approaches to research. These researchers will then lead a cross-CRN research colloquium focused on these theoretical approaches.

An Integrated Services Research Symposium was also held in Melbourne during late May, attended by several CRN members. The Symposium focused on integrated service provision and inter-professional practice. This will assist members to map out a joint research and publication agenda.

Program 3: Social justice, access, inclusion and policy (including provision for Aboriginal and Torres Strait Islander children, families and communities); integrated services; and in rural and remote communities

Co-leaders: Professor Bob Perry (CSU) and Associate Professor Felicity McArdle (QUT)

A special issue of the prestigious journal *Contemporary Issues in Early Childhood* is being developed. The issue, to be published in December 2013, is themed Social justice in Early Years Education: Practices and understandings. A two-day workshop, presented and led by Professor Diana Masny, from the University of Ottawa, and focused on applying the work of philosopher Giles Deleuze to early childhood education research, was also held for CRN researchers.

International educational transitions collaboration

RIPPLE is a member of the international research consortium, Pedagogies of Educational Transitions (POET). In January 2012 the group submitted an application for a prestigious Marie Curie grant. The Marie Curie Action: International Research Staff Exchange Scheme (IRSES) is part of a program designed to stimulate and promote high quality research in Europe.

The consortium includes five universities across Australia, Europe and New Zealand:

- Malardalen University (Sweden) [lead partner]
- University of Strathclyde, Scotland
- University of Iceland, Iceland
- Charles Sturt University, Australia
- University of Waikato, New Zealand

The application outlined a program of staff exchanges between the partner countries over four years, from mid-2012 to mid-2016. The aims of staff exchanges emphasised:

- research skills development among researchers (experienced, early career and research higher degree students)
- promoting research collaboration
- building sustainable collaborations, moving towards proposals for major international funded research projects
- expanding knowledge around the areas of pedagogical transitions and the significance of these in educational systems; and
- generating knowledge transfer among and between researchers, educators and policy-makers.

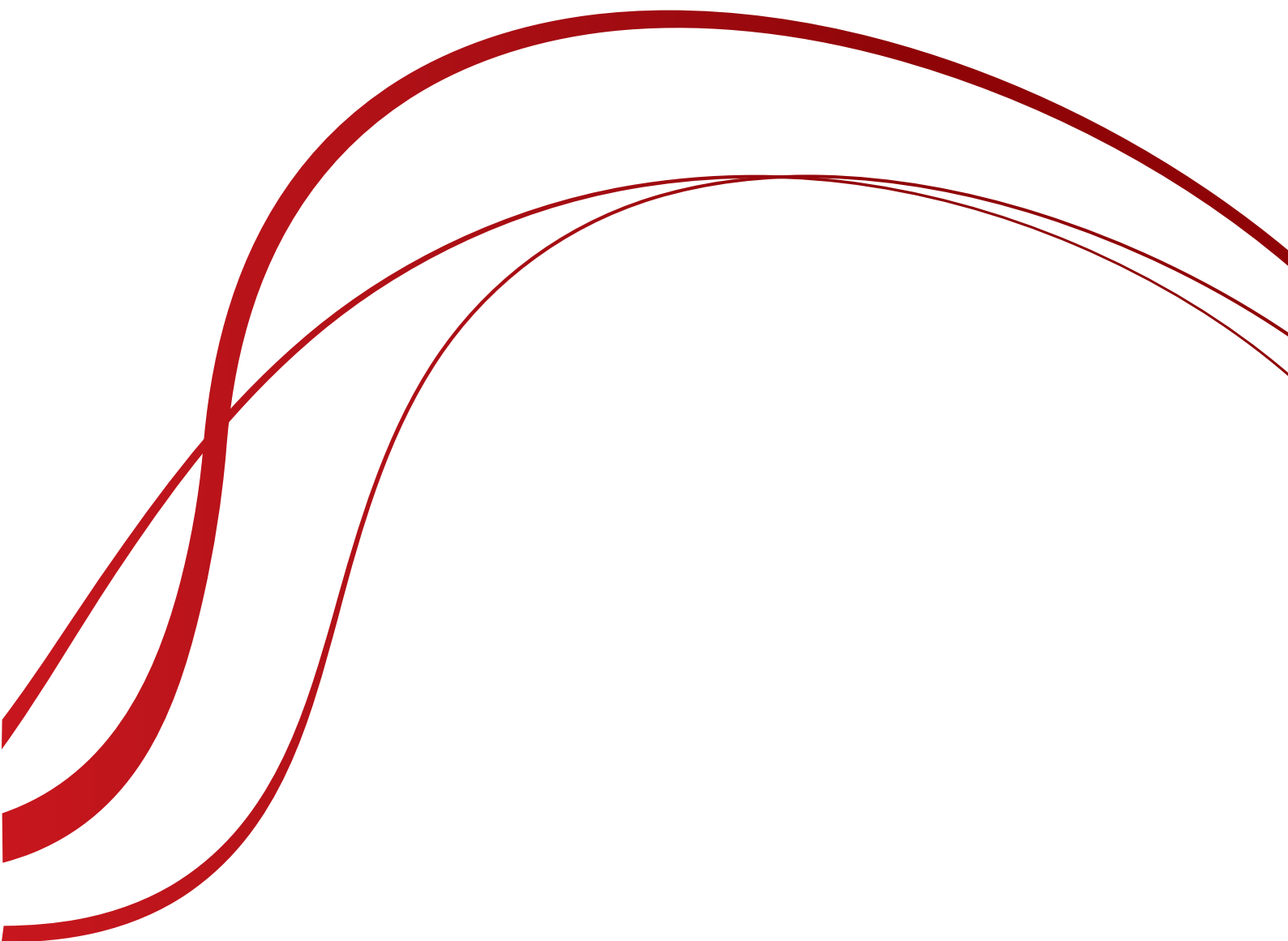
An average of four researchers from each university is expected to participate in the international exchanges. RIPPLE researchers, Professors Sue Dockett and Bob Perry, will lead the Charles Sturt University program. Host universities are expected to involve many more of their 'local' researchers in the planned activities, for example, when European researchers visit Charles Sturt University, a series of research seminars and workshops open to staff and other interested researchers is planned.

'Work packages' establish a schedule for staff exchanges such that European researchers travel to Charles Sturt University and/or the University of Waikato in March-April each year, and Charles Sturt University and University of Waikato researchers would join their European counterparts in Europe in September over the four years from mid-2012 to mid-2016.

In March, the team was informed that the project had been shortlisted for funding. Contract negotiations prior to funding were commenced, in order to finalise details of the work to be carried out as well as to establish the legal and financial information needed to establish the grant agreement. These negotiations are not a guarantee of funding, but do place the team in a good position to see the funding allocated.

If successful, the first work package at Charles Sturt University will occur between March and April 2013, based on the Albury-Wodonga Campus.

++++ Appendices





Appendices

Social Inclusion

Item 1	Multicultural Policies and Services Program	27
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People

Item 2	University Council	29
Item 3	Management Structure	30
Item 4	Senior Executive	31
Item 5	Executive Performance and Remuneration	32
Item 6	Employees	34
Item 7	Employee Wage Movements	34
Item 8	Occupational Health and Safety	34
Item 9	Equal Opportunity	37
Item 10	Human Resource Policies	38

Travel

Item 11	Overseas Travel	39
---------	-----------------------	----

Stakeholders and Consumers

Item 12	New Publications	51
Item 13	Privacy and Personal Information	51
Item 14	Recommendations of the Ombudsman or Auditor General	51
Item 15	Access to Information	52
Item 16	Consumer Response	54
Item 17	Electronic Service Delivery	54
Item 18	Risk Management and Internal Audit	54

Finance and Legal

Item 19	Accounts Payment Performance	55
Item 20	Credit Card Certification	55
Item 21	Funds Granted	56
Item 22	Consultants	56
Item 23	Land Disposals	57
Item 24	Legal Change	57
Item 25	Economic or Other Factors	57
Item 26	Investment Performance for the Parent Entity	57
Item 27	Insurance	58
Item 28	Compliance Statement	59

Facilities

Item 29	Major Works	62
---------	-------------------	----



Financials

Budgeted Statements for 2013	66
Audited Statements for 2012	70
Charles Sturt University	71
Charles Sturt University Foundation Trust	108
Charles Sturt Campus Services Limited	126
Charles Sturt Services Limited	147

Social Inclusion

ITEM 1 MULTICULTURAL POLICIES AND SERVICES PROGRAM

Human Resources

Charles Sturt University has set performance indicators for its staffing profile, recruitment and professional development objectives, its ultimate goal being to achieve a workforce that reflects the diversity of the wider community. Implementation of the objectives will assist the University to achieve a culture and staffing profile that enables it to respond more effectively to the diverse backgrounds of its students and to provide them with a more enriching educational experience.

Courses (segments and components)

Charles Sturt University has built on its strong record of inclusive participation in Higher Education. Over the past year a range of projects, funded through the Higher Education Participation and Partnerships Program (HEPPP), have enabled the University to strengthen support for students from low socioeconomic (LSE) backgrounds. For example, the Rural and Remote Project has produced positive results in enhancing retention and progression rates for students from low socioeconomic backgrounds who are studying by distance education. In this project, the provision of targeted, timely and accessible support has been combined with regular visits to identified communities. A second project, The Student Success Team, involves targeted support for low socioeconomic students who are identified as being at risk of failing. Early results show higher levels of retention among the supported group of students. Finally the University-wide Student Transition and Retention (STAR) Plan has seen Faculty-led approaches that have positively impacted upon the first year experience of low socioeconomic students and enhanced students' transition into University.

The University continues to demonstrate its commitment to successful Indigenous participation in higher education through the use of dedicated Indigenous Student Services units that provide culturally appropriate support and advice. These units also work with Faculties to increase Indigenous student enrolments in existing courses, as well as identify new courses that provide opportunity for Indigenous students. For example, the Teacher Education in Community program provides access to teacher education for Aboriginal people living in rural and remote communities. This program, in partnership with the Koori Interagency Network of NSW, enables people to study close to home. The program delivers a community-cohort based access to mainstream education in the Early Childhood and Primary sectors. Additional commitment and success is evident with the Indigenous Police Recruiting Our Way (iPROWD) Training Program that has seen a significant increase in Aboriginal people entering the NSW Police Force. This program, in partnership with the Australian Government, TAFE NSW, and the NSW Police Force, shows how by working with communities, the University is able to make positive inroads that enhance successful inclusive participation in higher education.

Access and equity

The CSU Equity Goal reflects the desire to embrace diversity within our student community. The goal is "to enhance the capacity of CSU to contribute to Australia's social, cultural, political and economic vitality and strength through action which embraces the full diversity of the community and results in a student profile that fairly reflects that diversity". At CSU, the Student Equity Service provides advice, advocacy and support for students who have been educationally disadvantaged.

Charles Sturt University participates in three Access programs to enhance the ability of students from all backgrounds to participate in tertiary education. These include the direct Special Consideration for Admission Scheme; the Educational Access Scheme via UAC; and the Special Entry Access Program via VTAC. Refugees and those on Humanitarian Visas may be assisted to enter under these programs.

Admission processes are flexible to achieve the desired level of client-centredness, accommodating the circumstances or educational disadvantages that can be experienced among students from different linguistic, religious, racial and ethnic backgrounds. Charles Sturt University also recognises overseas-based prior learning and/or the cross crediting of skills, as determined by Faculty Boards operating within the policy framework approved by the University's Academic Senate.

The University's rural and regional student and staff population is relatively homogeneous in cultural and linguistic terms (according to Australian Bureau of Statistics data and information reported to the Department of Education, Employment and Workplace Relations). As a result, access and participation rates among domestic non-English speaking background (NESB) students totalled 621 students, with 281 students commencing in 2011.

Equity based scholarships

A range of scholarships is offered, which reflect commitment to the participation of equity groups, including NESB students. The University itself made available \$1,564,000 in equity-based scholarships and grants in 2012 (not all recipients were NSW residents). Some of these were HEPPP funded, and are a substantial increase on previous years.

Facilities for religious engagement

Facilities are provided to groups of differing religious backgrounds to enable their personal faith observances and practices.

The Baha'i students' group has weekly meetings in Orange with the aim of encouraging wider University community participation and embracing diversity, understanding and interaction. Orange also plays host to the Orange Muslim Students Association (OMSA), Fellowship of Coptic Students, and Orange Christian Students (OCS). At Charles Sturt University in Wagga Wagga there is an Islamic prayer room and Campus Ministry centre. At Charles Sturt University in Albury-Wodonga there is an Islamic prayer room and Chaplain. A Chaplain is provided at Charles Sturt University in Goulburn, and at Charles Sturt University in Bathurst there is a Christian Students' meeting room and Muslim Prayer Room. Apart from these, multifaith prayer spaces are available on most campuses.

Cultural activities

Designated staff members continue the support and expansion of various social events with an international multicultural focus. In 2012 these have included international movie nights, religious fellowship groups, Harmony Day (cross-cultural sharing, including cultural artefacts, food, music and dance), Cricket Match at Charles Sturt University in Wagga Wagga between CSU staff and CSU Study Centre international students, a public lecture by OMSA, and OCS hold 'understanding each other' talks.

Student Clubs

Designated staff members assist students with establishing and, at times, conducting club activities to assist specific groups of students, such as the Islamic Club, or International Student Club. Activities often facilitate friendships and help towards the valuing of diversity and cultural awareness. For example, the Sports Council organised weekend events and tours for all students, with students from other cultures in mind, to help foster their engagement in social activities in the company of fellow students. In 2012 a cricket match was organised between international students and local students and staff, with consideration toward making this an annual social and sporting event.

International students

To assist in early identification of risk factors that may affect the wellbeing and study progress of international students, the peer mentoring program continues to facilitate the orientation, personal and study adjustments that are necessary throughout the first year of study.

According to the most recent Good Universities Guide, Charles Sturt University achieved the highest (five stars) rating for several key areas, including 'Getting a full-time job', 'Entry flexibility' and 'Access by equity groups'. Similarly, the University scored an above-average (four stars) rating for cultural diversity of the student body.

Status of the Multicultural Policies and Services Program (formerly EAPS)

The University is cognisant of the recent introduction of the Multicultural Policies and Services Program (formerly EAPS) and Multicultural Planning Framework (MPF). A small number of inclusions in this report are made in response to MPF outcomes/activity areas. The MPF will be fully addressed through the next stage of University planning and documentation of ethnic affairs policies and services. Much of the University's progress to date has been derived from the aggregation and effectiveness of the University's core purposes and activities for students, staff and communities. The next stage will also include the development of more explicit actions.

Academic Support

Specialist language and learning support advisers are located at Charles Sturt University campuses in Albury-Wodonga, Bathurst, Dubbo, Goulburn, Orange, Port Macquarie and Wagga Wagga. These advisers provide support both in person or online regardless of the student's geographical location or study mode. Students have access to a variety of programs, including conversation classes, group workshops, individual appointments and feedback on assignment drafts. In 2012 Learning Skills Advisers provided 3,582 individual appointments to students across all Faculties. A further 82 individual appointments were provided to Higher Degree by Research (HDR) students by the Academic Writing Coordinator. In addition to individual appointments, 983 learning skills group sessions and workshops were delivered, with a total of 15,272 students attending. 59 HDR Literacies workshops were delivered to a total of 781 attendees.

The STUDY LINK enabling program also supported 2,242 enrolled students across 16 short, self-paced non credit-bearing subjects.

An ambitious project to provide enhanced support to students studying via distance education in regional and remote NSW was also launched in 2012. The Regional and Remote Learning Support team travelled in excess of 10,000km, visited more than 250 students in areas such as Bourke and Deniliquin and visited over 15 regional centres across NSW to provide face-to-face support to isolated students. Follow-up support was provided utilising email, phone, Skype and connected classrooms.

Academic Support Director, Liz Smith, was a member of the national research project team that launched national guidelines in September for the Effective Teaching and Support of Students from Low Socio Economic Status Backgrounds: Resources for Australian Higher Education

People

ITEM 2 UNIVERSITY COUNCIL

The Council is constituted to ensure the proper stewardship and strategic direction of the University, and is directly accountable to the stakeholders of the University for creating and delivering value and improved performance through effective governance. During 2012, the membership of the Council reflected the perspectives and capabilities of our various stakeholders – our staff, students, graduates and communities.

Table 1: Members of the Council during 2012

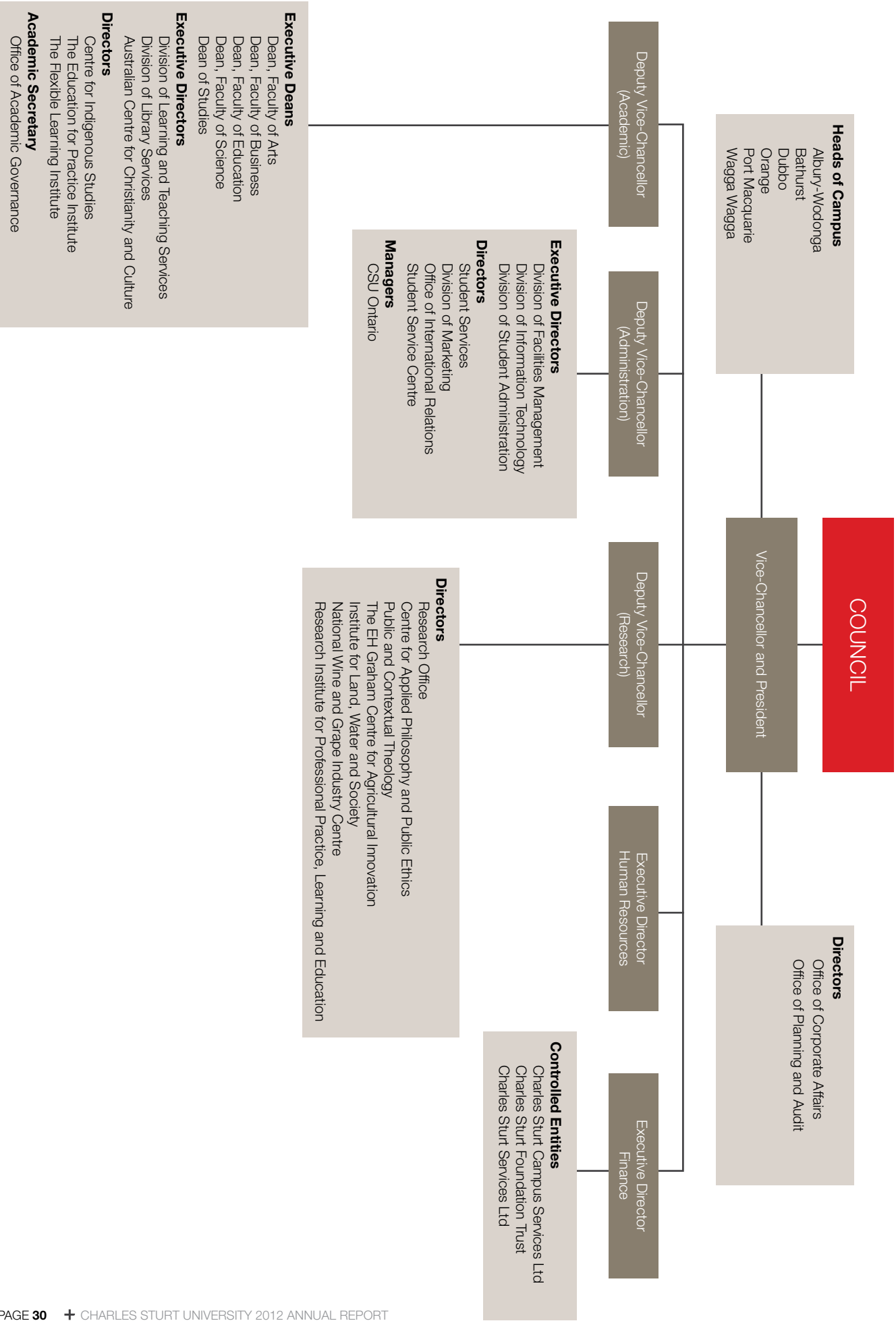
Member	Position	Term End
Mr Lawrence Willett AO	Chancellor (s 8I(a))	2 December 2014
Professor Andrew Vann	Vice-Chancellor (s 8I(b))	31 December 2016
Professor Ben Bradley	Presiding Officer, Academic Senate (s 8I(c))	20 July 2013
Ms Kathryn Pitkin	Ministerial appointee (s 8H(1))	30 June 2013
Mr Antonio Catanzariti	Ministerial appointee (s 8H(1))	30 June 2013
Mr Richard Hattersley	Ministerial appointee (s 8H(1))	30 June 2015
Mr Gerard Martin	Ministerial appointee (s 8H(1))	31 March 2013
Ms Patricia Murphy	Ministerial appointee (s 8H(1))	31 March 2012
Mr Angelos Frangopoulos	Council appointee (s 8G(1))	30 June 2013
Mr Neville Page	Council appointee (s 8G(1))	30 June 2013
Mr Peter Hayes	Council appointee (s 8G(1))	30 June 2015
Dr David Tien	Elected member (s 8E(2)(a))	30 June 2012
Dr Patricia Logan	Elected member (s 8E(2)(a))	30 June 2012
Dr Susan Wood	Elected member (s 8E(2)(a))	30 June 2014
Ms Carmen Frost	Elected member (s 8E(2)(b))	30 June 2014
Dr Rowan O'Hagan	Elected member (s 8E(2)(c))	30 June 2012
Mr David Bate	Elected member (s 8E(2)(c))	30 June 2012
Ms Saba Nabi	Elected member (s 8E(2)(c))	30 June 2014

Table 2: Attendance by members at meetings of Council

Member	Max	Attended
Mr Lawrence Willett, AO	5	5
Ms Kathryn Pitkin	5	5
Professor Andrew Vann	5	5
Professor Ben Bradley	5	5
Mr Antonio Catanzariti	5	5
Mr Richard Hattersley	5	5
Mr Gerard Martin	5	4 (1)
Ms Patricia Murphy	5	3 (2)
Mr Angelos Frangopoulos	5	5
Mr Neville Page	5	4 (1)
Mr Peter Hayes	5	5
Dr David Tien	2	0 (2)
Dr Patricia Logan	2	2
Dr Susan Wood	3	3
Ms Carmen Frost	5	5
Dr Rowan O'Hagan	2	2
Mr David Bate	2	2
Ms Saba Nabi	3	3

Key: 'Max' refers to the number of meetings the member was eligible to attend.

'Attended' refers to the number of meetings the member attended, with the number in parentheses being the number of meetings for which apologies were received.



ITEM 4 SENIOR EXECUTIVE

VICE-CHANCELLOR & PRESIDENT

PROFESSOR ANDREW VANN BEng(Hons), GradCertBusAd Sunshine, PhD Bristol, FAIM, GAICD

Key responsibilities

The Vice-Chancellor and President, as principal executive officer of the University, is responsible to the University Council for:

- developing and articulating a clear vision, mission and strategic direction for the University to secure the University's future as a strong and progressive institution
- fostering excellence of learning and teaching, with a particular emphasis on emerging technologies to support the online education environment
- building the University's research profile
- implementing the University's strategic plan as approved by University Council
- establishing and maintaining relationships with key stakeholders including government, professional bodies, alumni, community and industry leaders.

Significant achievements in the reporting year

- continued effective management and enhancement of the University and its standing in the community and within the Australian Higher Education sector
- refresh of University Strategy 2013-2015

DEPUTY VICE-CHANCELLOR & VICE-PRESIDENT (ACADEMIC)

PROFESSOR GARRY MARCHANT BComm(Hons) NSW, MA PhD Michigan, FCPA, CMA, MAICD

(from September 2012)

PROFESSOR ROSS CHAMBERS BA PhD Syd

(January to July 2012)

Key responsibilities

The Deputy Vice-Chancellor and Vice-President (Academic) is responsible to the Vice-Chancellor and President for the academic development of Charles Sturt University and assisting the Vice-Chancellor generally in the administration, management and leadership of the University.

Specific responsibilities for 2012 included the oversight of the Course and Student Experience Plans within the 2011-2015 University Strategy and providing input to the refresh of the 2013-2015 University Strategy.

Significant achievements in the reporting year

- effective management of the portfolio area
- establishment of Port Macquarie Campus
- maintenance of student numbers in demand-driven environment
- contribution to refresh of the University Strategy 2013-2015
- progress on a number of aspects of the Student Experience Plan and Course Plan.

DEPUTY VICE-CHANCELLOR & VICE-PRESIDENT (ADMINISTRATION)

PROFESSOR KEN DILLON BADipEd Macq, GDipLib RiverinaCAE, MEd(Hons) CSturt, PhD SQLd

(from July 2012)

SHIRLEY OAKLEY BA GDipMgt MMgt(HRM) WAust, AALIA

(January to July 2012)

Key responsibilities

The Deputy Vice-Chancellor and Vice-President (Administration) is responsible to the Vice-Chancellor and President for the delivery of an integrated and efficient University administration and assisting the Vice-Chancellor generally in the administration, management and leadership of the University.

Specific responsibilities for 2012 included the oversight of aspects of the Student Experience Plan within the 2011-2015 University Strategy and providing input to the refresh of the 2013-2015 University Strategy.

Significant Achievements in the Reporting Year

- effective management of the portfolio area
- contribution to refresh of the University Strategy 2013-2015
- progress on a number of aspects of the Student Experience Plan
- establishment of governance committee for ICT infrastructure projects.

DEPUTY VICE-CHANCELLOR & VICE-PRESIDENT (RESEARCH)

PROFESSOR SUE THOMAS BSc(Hons) PhD La Trobe, MBA(TechMgt) APESMA/Deakin, GradCertTertEduc Flinders

Key responsibilities

The Deputy Vice-Chancellor and Vice-President (Research) is responsible to the Vice-Chancellor and President for the development, promotion and overall leadership of research and research training at Charles Sturt University.

Specific responsibilities for 2012 included the oversight of the Research Plan within the 2011-2015 University Strategy and providing input to the refresh of the 2013-2015 University Strategy.

Significant achievements in the reporting year

- effective management of the portfolio area
- contribution to refresh of the University Strategy 2013-2015
- improved performance of university in ERA exercise
- significantly improved success rate for ARC grant applications
- progress on a number of aspects of the Research Plan.

EXECUTIVE DIRECTOR, FINANCE
PAUL DOWLER BBus MitchellCAE, MBS CSturt, CPA

Key responsibilities

The Executive Director, Finance, is responsible to the Vice-Chancellor and President for the provision of strategic financial advice in the context of the higher education environment and the University Strategy.

The Executive Director, Finance, is accountable for the development, implementation and monitoring of policies and procedures relating to the financial management and advancement of the University at a time of significant change in the funding arrangement and regulation.

The Executive Director is responsible for administering the Division of Finance and its operations, including a number of trading entities.

Significant achievements in the reporting year

- effective management of the portfolio area
- significant improvements in structure and format of budget and financial reporting
- provision of timely and accurate financial forecasts
- University performance aligned with financial prediction
- contribution to refresh of the University Strategy 2013-2015
- review of the functional and organisational structure of the Division.

EXECUTIVE DIRECTOR, HUMAN RESOURCES
MICHAEL KNIGHT BBus MitchellCAE, MMgt USQ, FAHRI, MAICD

Key responsibilities

The Executive Director, Human Resources, is responsible to the Vice-Chancellor and President for the provision of strategic human resource advice in the context of the higher education environment and the University Strategy.

The Executive Director, Human Resources, is accountable for the development, implementation and monitoring of policies and procedures relating to human resource management, including building organisational capability.

The Executive Director is responsible for administering the Division of Human Resource and its operations.

Significant achievements in the reporting year

- effective management of the portfolio area
- facilitation of senior leadership development and enhanced organisational capability
- contribution to the search, selection and induction of the Deputy Vice-Chancellors, Academic and Administration
- provision of timely and effective human resource advice
- development of the Human Resources Enabling Plan as an enabler for University Strategy 2011-2015
- contribution to refresh of the University Strategy 2013-2015.

ITEM 5 EXECUTIVE PERFORMANCE AND REMUNERATION

Table 3: Number of executive staff of the University by gender

	2011	2012
Female	2	1
Male	4	5
TOTAL	6	6

Table 4: Executive Staff Remuneration and Performance

Name	Position	Bonus payment	Remuneration paid for the period		Significant achievements in the reporting year
Professor Andrew Vann	Vice-Chancellor	-	Salary	\$420,852	Continued effective management and enhancement of the University and its standing in the community and within the Australian Higher Education sector. Refresh of University Strategy 2013-2015.
			Superannuation	\$ 71,545	
			Total Remuneration	\$492,397	
Professor Ross Chambers 1 January 2012 - 1 July 2012	Deputy Vice-Chancellor (Academic)	-	Salary	\$157,037	Effective management of the portfolio area. Maintenance of student numbers in demand driven environment. Establishment of the Port Macquarie Campus. Contribution to refresh of the University Strategy 2013-2015. Progress on a number of aspects of the Student Experience Plan and Course Plan.
			Superannuation	\$22,614	
			Total Remuneration	\$179,650	
Professor Garry Marchant 24 September 2012 - 31 December 2012	Deputy Vice-Chancellor (Academic)	-	Salary	\$95,539	Effective management of the portfolio area. Maintenance of student numbers in demand driven environment. Contribution to refresh of the University Strategy 2013-2015. Progress on a number of aspects of the Student Experience Plan and Course Plan.
			Superannuation	\$8,650	
			Total Remuneration	\$104,189	
Professor Sue Thomas	Deputy Vice-Chancellor (Research)	-	Salary	\$280,940	Effective management of the portfolio area. Contribution to refresh of the University Strategy 2013-2015. Improved performance of university in ERA exercise. Significantly improved success rate for ARC grant applications. Progress on a number of aspects of the Research Plan.
			Superannuation	\$ 47,760	
			Total Remuneration	\$328,700	
Mrs Shirley Oakley 1 January 2012 - 31 July 2012	Deputy Vice-Chancellor (Administration)	-	Salary	\$138,058	Effective management of the portfolio area. Review of functions and performance of areas. Progress on a number of aspects of the Student Experience Plan.
			Superannuation	\$ 23,470	
			Total Remuneration	\$161,528	
Professor Ken Dillon 23 July 2012 - 31 December 2012	Deputy Vice-Chancellor (Administration)	-	Salary	\$127,266	Effective management of the portfolio area Contribution to refresh of the University Strategy 2013-2015 Progress on a number of aspects of the Student Experience Plan Establishment of governance committee for ICT infrastructure projects.
			Superannuation	\$ 16,545	
			Total Remuneration	\$143,811	
Mr Michael Knight	Executive Director Human Resources	-	Salary	\$223,248	Effective management of the portfolio area. Facilitation of senior leadership development and enhanced organisational capability. Contribution to the search, selection and induction of the Deputy Vice-Chancellors, Academic and Administration. Provision of timely and effective human resource advice. Development of the Human Resources Enabling Plan as an enabler for University Strategy 2011-2015. Contribution to refresh of the University Strategy 2013-2015.
			Superannuation	\$ 37,952	
			Total Remuneration	\$261,200	
Mr Paul Dowler	Executive Director Finance	-	Salary	\$201,891	Effective management of the portfolio area. Significant improvements in structure and format of budget and financial reporting. Provision of timely and accurate financial forecasts. University performance aligned with financial prediction. Contribution to refresh of the University Strategy 2013-2015. Review of the functional and organisational structure of the Division.
			Superannuation	\$ 33,312	
			Total Remuneration	\$235,203	

Unless otherwise indicated, those officers named above held the position for the full reporting period, i.e. 1 January 2012 - 31 December 2012

ITEM 6 EMPLOYEES

Table 5: FTE* staff (continuing and fixed term)

	Academic	General**	Total
2010	672.7	1,144.9	1,817.6
2011	776.2	1,190.5	1,966.7
2012	847.4	1,229.1	2,076.6

*The term FTE means Full Time Equivalent **General staff figures do not include contract staff.

Table 6: Academic staff by classification (FTE)

	2010	2011	2012
Above Senior Lecturer	126	128.2	134.7
Senior Lecturer	138.2	153.4	169
Lecturer	336	427.3	476.5
Below Lecturer	70.6	64.3	64.2

Table 7: General staff by classification (FTE)

	2010	2011	2012
Level 1	31.4	24.1	24.5
Level 2	32.9	32.1	33.6
Level 3	135.7	132.2	96.1
Level 4	250.8	261.1	265.9
Level 5	229.4	239.8	241.6
Level 6	199.3	219.1	238.7
Level 7	116.1	118.2	161.2
Level 8	72.3	81.7	73.3
Level 9	33	32	38.5
Level 10 and above	44	50.2	55.6

ITEM 7 EMPLOYEE WAGE MOVEMENTS

During 2012, staff covered by Charles Sturt University's Enterprise Agreement received a 2% salary increase effective from 16 March 2012, and a 2% salary increase effective from 30 June 2012.

ITEM 8 OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety (OHS) supports the identification, development and implementation of strategically based health and safety programs. These programs aim to ensure compliance with relevant health and safety legislation, as well as to assist managers and employees to maintain a workplace that is free from risk to health, safety and welfare and promotes staff health and wellbeing.

Achievements for 2012:

- Continued to improve OHS Induction compliance levels through ongoing monitoring, follow-up with relevant responsible managers and reporting of results through to the Senior Executive Committee (SEC). This was also aided by the introduction of updated induction module material with support from ELMO Learning. By end-2012, 89% of staff had completed all ELMO induction modules (and EEO modules). This compares to 81% as at end-2011.
- Delivery of influenza vaccination program for staff and students across all University campuses. In 2012 CSU completed 553 flu vaccinations for staff and students across all campuses. This represented a 43% increase from 2011.
- As part of monitoring compliance and informing continuous improvement opportunities, OHS audits were undertaken in conjunction with compliance committees of the University (that is, Chemical Safety Committee, Institutional Biosafety Committee and Radiation Safety Committee) and some other higher risk CSU workplaces (e.g. laboratories under the management of the Faculty of Science).

- Continued to support and advise the University's compliance committees, including Biosafety, Chemical and Radiation Safety Committees.
- A number of University Health and Safety Management System policies, procedures and related materials were reviewed in line with recognised standards, legislative changes and/or University requirements. Policies and procedures were updated to be compliant with changes to the Model Work Health and Safety Act 2011 (and associated Regulations and Codes of Practice) and Workers Compensation Act 1987. Reviewed documents have been placed on the University's Health, Safety and Wellbeing website.
- Throughout 2012 Charles Sturt University met with relevant staff Unions to consult on changed OHS Consultation arrangements at the University under the Work Health and Safety Act 2011. At the completion of 2012 these negotiations were well progressed with a view that Designated Work Groups (DWGs) and the appointment of Health and Safety Representatives will be finalised in early 2013.
- Implemented OHS management systems at new and emerging University campuses. Discussions with staff at Port Macquarie were undertaken during 2012 as part of implementing fundamental OHS management systems at this campus (e.g. First Aid and OHS consultation arrangements). Discussion with Wangaratta will occur as operations grow at this location.
- Preliminary discussions regarding OHS key performance indicators occurred during 2012 as part of discussions around the University Human Resources Enabling Plan. A comprehensive OHS Report format was developed and reports were sent to the Senior Executive Committee at regular intervals. This regular OHS Report included information to assist SEC members (Officers) to better manage health and safety at the University.

- Through effective return to work (RTW) programs and the maintenance of a close working relationship with Employers Mutual, Charles Sturt University maintained a proactive approach on all claims and injury management cases. In 2012 this also included an increased number of claims review meetings from two (2) in 2011 to four (4) in 2012. This resulted in improved RTW outcomes for injured workers and reduced claim estimates (which impact eventual premium).
- Charles Sturt University maintained its partnership with PPC Worldwide in offering and promoting the Employee Assistance Program (EAP) to eligible staff. In 2012 this program was promoted across the University with specific promotions targeted at staff (EAP) and managers/supervisors (Manager Help Line). EAP usage throughout the year remained steady and is on par with the education sector utilisation.
- Continued to improve and update web-based resources, specifically the 'Health, Safety and Wellbeing' website. Most notable updates/improvements included the introduction of Wellness and Wellbeing resources in response to 2010 Staff Climate Survey feedback.
- Delivery of OHS training to University staff including training on ergonomics, manual handling, risk management principles and legislative changes (WHS Act 2011 and Workers Compensation Act 1987).
- Risk assessments were conducted in conjunction with the commissioning of new facilities on University campuses (e.g. refurbished Library / Learning Commons and National Life Sciences Hub).
- Throughout 2012 Charles Sturt University monitored changes in legislation affecting the University and its operations relevant to either OHS or injury management (e.g. Model Work Health and Safety Act 2011 and associated Regulations and Codes of Practice and the Workers Compensation Act 1987). Updates were provided to the SEC and the University's Audit and Risk Committee (ARC) wherever changes occurred.
- Work commenced to ensure compliance with changes in the Workers Compensation Act 1987 which took effect in July and October 2012. Work continued as part of transitioning from OHS Act 2000 to WHS Act 2011.
- Investigations into the feasibility of using Charles Sturt University's existing Human Resources system software as a suitable OHS management system were completed in 2012. At the completion of this work ALESCO was not considered to be a suitable long-term solution. Options for other OHS management system providers were therefore explored leading to some providers completing demonstrations to OHS staff. A decision on a suitable system will be made in 2013 and recommendations provided to senior management thereafter.
- Charles Sturt University participated in the Global Corporate Challenge (GCC) during 2012. The GCC is the world's largest workplace health and wellness program. CSU had 22 seven-member teams across all campuses participating in the 2012 GCC.
- Continue to monitor, manage and update the University's Occupational Health and Safety Management System (including policies, procedures and related materials in accordance with recognised standards, legislative changes and/or University requirements).
- Manage Charles Sturt University's workers' compensation and injury management in order to ensure timely and sustainable return to work for injured workers and also minimise premium costs.
- Continue to build capability in Managers through training, mentoring and coaching.
- Implement a series of Wellbeing initiatives for staff to engage with, including (for example); Wellbeing Expo at all major campuses; flu vaccination program; Weight Watchers at Work; 2013 Global Corporate Challenge.
- Implement agreed OHS Consultation arrangements including the role of Health and Safety Representation (HSR) as defined in the WHS Act 2011.
- Continue to improve the Health, Safety and Wellbeing OHS website as part of supporting the University's Human Resources service level model.
- Maintain OHS reporting regime to the Senior Executive Committee to ensure high level exposure to OHS information as well as performance, and ensure informed health and safety decision making from senior leaders.
- Continue to maintain and provide up-to-date OHS information as a part of monitoring progress in relevant HR plans (e.g. HR enabling plan). This will include the confirmation of OHS KPIs.
- To ensure ongoing relevance and currency of OHS information and knowledge, attend and participate in suitable and relevant conferences and forums (e.g. Australasian Universities Safety Association 2013 Conference).
- Continue to provide professional OHS advice and support to the University.

OHS Performance

- There were no employee, student or visitor fatal incidents during the reporting period.
- There were no WorkCover prosecutions during the reporting period.

Activities planned for 2013:

- Consolidate systems introduced to manage changes to the Workers Compensation Act 1987.
- Introduce a suitable systems solution to manage online incident and hazard reporting (and other OHS systems).
- Introduce suitable ergo-pace software to assist in the risk management of musculoskeletal injury for certain staff groups.
- Continue to improve OHS Induction compliance levels through ongoing monitoring, follow up with relevant managers and updated induction modules. Drafts of the new Safety @ CSU and OHS for Managers modules were received in October 2012 and are under review by Manager, OHS.
- Continue to implement policies and procedures at new and emerging campuses.

Table 8: OHS Performance Indicators (employees)

Year	Total number incidents ⁽¹⁾	Number of fatal incidents	Number of medical treatment incidents ⁽²⁾	Total employees	Total Workers' Compensation claims ⁽¹⁾
2012	248 ⁽⁷⁾	Nil ⁽⁹⁾	147 ⁽⁷⁾	2157 ⁽³⁾	39 ⁽⁵⁾
2011	192 ⁽⁸⁾	Nil ⁽⁹⁾	82 ⁽⁸⁾	2094 ⁽⁴⁾	65 ⁽⁶⁾

Table 9: OHS Performance Indicators (casual employees, students and visitors)

Year	Total number casual employee incidents* ⁽¹⁾	Total number student incidents ⁽¹⁾	Total number visitor incidents ⁽¹⁾⁽⁹⁾
2012	40 ⁽⁷⁾	148 ⁽⁷⁾	21 ⁽⁷⁾
2011	64 ⁽⁸⁾	157 ⁽⁸⁾	23 ⁽⁸⁾

* Casual staff defined as staff who have no ongoing or fixed-term position with CSU.

Explanatory Notes

1. As per recognised reporting standards, the above performance indicators do not include near miss incidents or commuting injuries (injury occurring whilst not on duty or during a recess period).
2. Medical treatment incidents include incidents where medical treatment, including first aid, was sought.
3. Total Employees is from Alesco as at 31 December 2012. It does not include casual employees.
4. Total Employees is from Alesco as at 31 December 2011. It does not include casual employees.
5. Total number of workers' compensation claims received under the Charles Sturt University policy (Policy No. MWR0024606033) for the period of 1 January 2012 to 31 December 2012 (excludes incident only reports where no cost was incurred as a result of the incident / injury).
6. Total number of workers' compensation claims received under the Charles Sturt University policy (Policy No. MWR0024606033) for the period of 1 January 2011 to 31 December 2011 (excludes incident only reports where no cost was incurred as a result of the incident / injury).
7. Total number of incidents for the period of 1 January 2012 to 31 December 2012.
8. Total number of incidents for the period of 1 January 2011 to 31 December 2011.
9. Visitors include contractors, service company personnel (e.g. Charles Sturt Campus Services) and persons attending courses, facilities, events and clinics managed by the University.

ITEM 9 EQUAL OPPORTUNITY

Equal Opportunity (EO) supports the development and implementation of strategically based equity and diversity programs which contribute to the University's workforce strategy.

Achievements in 2012 include:

- Completion and introduction of the 2012-2015 Employment Equity Plan
- Completion and introduction of the CSU Indigenous Australian Employment Strategy 2012-2015
- Increase in the proportion of women in senior academic roles (31% at Associate Professor and Professor level)
- Increase in the proportion of women in senior management positions to 41% of staff at Level 10 or above
- Continuation of the Leadership Development for Women Program
- Development of, and recruitment for, an Indigenous Academic Fellowship program to support four Indigenous graduates into an academic role in each Faculty
- Continuation of Indigenous traineeship program – two additional trainees appointed in 2012, two successful completions and four continuing to be supported

- A successful Indigenous staff conference attended by more than 20 Indigenous staff
- Work training placements for people with a disability
- Update or development of the following policies/procedures or guidelines – Equal Opportunity Policy, Policy on Disability and Work/Study Adjustment, Procedures for implementing Workplace Adjustments, Guidelines for Communicating without Bias, Guide for Managers Working with Indigenous Staff.

Activities planned for 2013 include:

- Continue to contribute to improvements in workforce planning at CSU to achieve the equity indicators specifically for women and Indigenous staff
- Develop web resources supporting good practice in the implementation of work and family provisions aligned with the next enterprise agreement
- Coordinate induction and ongoing support and development for Indigenous Academic fellows and introduce additional strategies to increase the number of Indigenous academics
- Update EO related online training for staff
- Provide workplace culture training in the areas of managing bullying and harassment
- Align the equity program to meet requirements under the new Workplace Gender Equality Act.

Statistical Information

Table 10: Trends in the Representation of EEO Groups (Academic Staff)

EEO Group	Benchmark or Target	% of Total Staff			
		2009	2010	2011	2012
Women	50%	45%	45%	46%	46%
Aboriginal people and Torres Strait Islanders	2.6%	2%	1%	1%	1%
People whose first language was not English	19%	13%	13%	14%	14%
People with a disability	n/a	3%	3%	3%	3%
People with a disability requiring work-related adjustment	1.1% (2011) 1.3% (2012) 1.5% (2013)	1%	1%	2%	2%

Table 11: Trends in the Representation of EEO Groups (General Staff)

EEO Group	Benchmark or Target	% of Total Staff			
		2008	2009	2010	2011
Women	50%	65%	65%	66%	66%
Aboriginal people and Torres Strait Islanders	2%	3%	3%	3%	3%
People whose first language was not English	19%	4%	4%	4%	4%
People with a disability	n/a	5%	5%	4%	4%
People with a disability requiring work-related adjustment	1.1% (2011) 1.3% (2012) 1.5% (2013)	1%	1%	1%	1%

Table 12: Trends in the Distribution of EEO Groups (Academic Staff)

EEO Group	Benchmark or Target	Distribution Index			
		2009	2010	2011	2012
Women	100	83	83	82	82
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	93	94	92	92
People with a disability	100	108	112	119	119
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	n/a

Table 13: Trends in the Distribution of EEO Groups (General Staff)

EEO Group	Benchmark or Target	Distribution Index			
		2009	2010	2011	2012
Women	100	87	87	87	87
Aboriginal people and Torres Strait Islanders	100	85	93	97	94
People whose first language was not English	100	98	100	104	108
People with a disability	100	91	91	93	92
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	n/a

Explanatory Notes

1. Staff numbers as at 31 March 2012.
2. Excludes casual staff.

ITEM 10 HUMAN RESOURCE POLICIES

Above Salary Payments to Academic Staff: Guidelines

Academic Staff Probation

Academic Staff Promotion

Access to Personal Files

Accountability Statements for Executive and Senior Managers

Alcohol and Other Drugs

Appointment by Secondment

Appointments to Academic Institutional Leadership Positions

Balancing Work and Family Responsibilities

Breastfeeding

Campus Watch

Children on Campus

Code of Conduct for Staff and Conflict of Interest Procedure

Coursework Masters Support Scheme

CSU Induction and Development Program Guidelines

CSU Leave Manual

Delegations

Disability and Work/Study Adjustment

Driving Hours

Electrical Power Outlet Usage

Emeritus Professor

Employment Plan for People with a Disability

Enrolment of Academic Staff in CSU Courses and Subjects

Equal Opportunity

Executive Remuneration and Appointment

Generic Responsibilities of CSU Staff

Health and Safety in Offices

HIV/AIDS and Hepatitis

Indigenous Australian Employment Strategy 2012-2015

Industrial Action

Laser Safety Program

Occupational Health and Safety

Occupational Health and Safety Action Plans

Personal Allowances

Postgraduate Study Support Scheme for General Staff

Posting of Employees to Charles Sturt University, Ontario

Prevention of Harassment and Bullying

Prevention of Harassment and Bullying (CSU in Ontario)

Professional Activity Work Function

Professional Enhancement Program for Senior and Executive Managers

Professional Experience Scheme for General Staff

Receipt of Gifts by CSU Staff: Guidelines

Return to Work Program

Safe Use of Radiation Emitting Soil Density and Moisture Gauges

Smoking in the Workplace

Special Studies Program (SSP) for Academic Staff

Staff Recruitment and Selection

Staff who Seek Election to a Parliament or to a Local Government Body

Standards, Expectations and Qualifications of Academic Staff

Stress and the Employee Assistance Program (EAP)

Study Leave

Visiting and Adjunct Appointments

Workforce Planning: Guidelines

Working with Children Check

Workplace Inspections and Reports

Travel

ITEM 11 OVERSEAS TRAVEL

Academic staff travel overseas extensively to undertake teaching, conduct research, attend conferences and workshops and engage in international relations. Students travel overseas to undertake student exchanges, attend conferences and conduct research.

Table 14: Staff overseas travel listing

Staff member surname	Faculty or Division	Position	Destination (USA, Europe, Asia, Pacific, Africa, NZ, PNG)	Departure date	Return date	Purpose of visit
Shindler	ILWS	Visitor	ex USA	12-Feb	25-Feb	Research
Hughes	Science	Academic	Scotland	25-Jan	6-Feb	Conference
Parton	Science	Academic	Canada	6-Jan	14-Jan	Conference
Given	Education	Academic	USA/Canada	16-Jan	30-Jan	Conferences
Ball	Science	Academic	Malaysia	8-Jan	14-Jan	Teaching
Lei	Science	PhD Student	China	13-Jan	11-Feb	Research
Ward	Marketing	Admin	Laos	13-Jan	31-Jan	Meetings
Millar	Science	Academic	Laos	13-Jan	12-Feb	Conference
Ragusa	Arts	Academic	USA	4-Jan	22-Jan	Conference
Crampton	Science	Academic	USA	4-Jan	22-Jan	Conference
Finlayson	ILWS	Academic	Belgium/Switzerland	6-Jan	15-Jan	Meetings
Doyle	Science	Academic	Indonesia	8-Jan	14-Jan	Research
Wynn	Science	Academic	Indonesia	8-Jan	14-Jan	Research
Afzal	Education	Academic	USA	15-Jan	23-Jan	Conference
Ford	CAPPE	PhD Student	USA	21-Jan	30-Jan	Research
Aslam	Science	PhD Student	Pakistan	12-Jan	N/A	Research
McGill	Science	PhD Student	Pakistan	22-Jan	14-Feb	Research
Keppell	FLI	Academic	Japan	13-Feb	19-Feb	Conference
Woodward	Arts	Academic	USA	8-Feb	4-Mar	Conference
Bellio	ILWS	PhD Student	China	24-Jan	14-Feb	Research
Amoabeng	Science	PhD Student	Ghana	17-Jan	19-Nov	Research
Curtis	ILWS	Academic	India	25-Jan	3-Feb	Research
Haire	ACCC	Academic	Indonesia	20-Jan	3-Feb	Teaching
Campbell	Science	Academic	Pakistan	25-Jan	15-Feb	Research
SAVS Student Group	Science	Students	Pakistan	25-Jan	24-Feb	Research
Jelinek	Science	Academic	Finland	29-Jan	10-Feb	Research
Wade	Science	Academic	Laos	30-Jan	10-Feb	Research
Atkinson	Business	Academic	China	31-Jan	10-Feb	Meetings
Harrison	Arts	PhD Student	Japan	29-Mar	5-Apr	Conference
Pogge	CAPPE	Academic	USA	6-Jan	29-Feb	Teaching
Gurr	Science	Academic	Thailand	1-Feb	9-Feb	Meetings
Perovic	Science	Academic	Thailand	1-Feb	4-Feb	Meetings
Denshire	Science	Academic	UK/Sweden	13-Apr	11-Jun	SSP
Morris	Arts	Consultant	India	29-Jan	16-Mar	Teaching
Nugent	Arts	Consultant	India	5-Feb	16-Mar	Teaching
Barrett	Arts	Consultant	India	5-Feb	16-Mar	Teaching
CSU Global Cambodia	Science	CSU Global	Cambodia	5-Feb	27-Feb	CSU Global
Black	Science	Academic	Cambodia	5-Feb	27-Feb	CSU Global
Hartshorne	Science	Academic	Cambodia	5-Feb	27-Feb	CSU Global
Wynn	Science	Academic	Pakistan	7-Feb	26-Feb	Meetings
Linsdell	Arts	Academic	India	31-Jan	17-Mar	Teaching
Nankervis	Arts	Academic	India	3-Feb	3-Mar	SSP/Teaching
Gray	Arts	Academic	UK/Canada	10-Feb	4-Mar	Research

Staff member surname	Faculty or Division	Position	Destination (USA, Europe, Asia, Pacific, Africa, NZ, PNG)	Departure date	Return date	Purpose of visit
Wright	Arts	Guest	India	4-Feb	24-Feb	Teaching
Probert	Arts	Academic	India	10-Feb	3-Mar	Teaching
Condon	SAWS	Academic	Vietnam	29-Feb	11-Mar	Research
Sunderland	Arts	Academic	India	8-Feb	2-Mar	Teaching
Nankervis	Arts	Academic	India	3-Feb	3-Mar	SSP
Wahyudiyati	Business	Academic	Indonesia	8-Feb	17-Apr	Research
Candusso	Arts	Academic	USA	13-Feb	22-Feb	Research
Poudel	Science	PhD Student	Nepal	15-Feb	28-May	Research
West	Arts	Academic	India/ Nepal	21-Feb	26-Mar	Teaching
Prunckun	Arts	Academic	India	25-Feb	16-Mar	Teaching
Race	Science	Academic	Indonesia	12-Feb	23-Feb	Research
Manock	Arts	Academic	India	24-Feb	12-Mar	Teaching
Lowrie	RIPPLE	Academic	UK/Netherlands/USA	27-Feb	16-Apr	SSP
Acker	Science	Academic	UAE	16-Feb	24-Feb	Meetings
Spence	CAPPE	Academic	USA	29-Feb	7-Mar	Conference
Caulfield	Arts	Academic	India	24-Feb	10-Mar	Teaching
O'Connell	Education	Academic	USA	17-Mar	11-Apr	Conference
Brennan Kemmis	RIPPLE	Academic	Sweden	2-Mar	20-Mar	Research
Gunasekara	Business	Academic	China	2-Mar	30-Mar	Teaching
Saarenpaa	OIR	Admin	China	3-Mar	17-Mar	Meetings
Clark	Arts	Academic	India	25-Feb	17-Mar	Teaching
Atkinson	Business	Academic	China	2-Mar	17-Mar	Meetings
Holzapfel	NWGIC	Academic	France	2-Mar	21-Apr	Teaching
Green	Arts	Academic	India	22-Feb	4-Mar	Teaching
Miller	CAPPE	Academic	USA	28-Feb	6-Mar	Conference
Herriot	Business	Academic	China	1-Mar	1-Apr	Teaching
Campbell	CAPPE	Academic	UK	4-Mar	17-Jul	Research
Jarrat	Business	Academic	China	2-Mar	17-Mar	Teaching
Zelege	Science	Academic	Laos	3-Mar	10-Mar	Research
Eberbach	Science	Academic	Laos	3-Mar	11-Mar	Research
Locker	Science	Admin	Laos	3-Mar	11-Mar	Research
Gibbons	Education	Academic	India	9-Mar	25-Mar	Meetings
Thomas	DVCR	Academic	China	4-Mar	11-Mar	Meetings
Wade	Science	Academic	Laos	2-Mar	17-Mar	Research
Moloney	Marketing	Admin	China	28-Feb	11-Mar	Meetings
Leckie	Education	Guest	Ex Canada	7-Mar	2-Apr	Research
Delahunty	Arts	Academic	USA/PuertoRico	10-Mar	25-Mar	Conferences
Hill	Marketing	Admin	SIN, Malaysia	8-Mar	21-Mar	Meetings
Sharma	Business	Academic	USA	15-Mar	21-Mar	Conference
Hay	Education	PhD Student	USA	19-Mar	22-Mar	Research
Walsh	Business	Academic	China	15-Mar	1-Apr	Teaching
Urwin	Science	Academic	Singapore	6-Mar	13-Mar	Meetings
Reeves	Education	Academic	Canada	12-Mar	25-Mar	CSU Ontario
Bradley	Guest	Arts	India	9-Mar	17-Mar	Teaching
Miller	CAPPE	Academic	Netherlands	8-Mar	18-Mar	Meetings
Haire	PACT	Academic	Indonesia	8-Mar	16-Mar	Meetings
Rathe	Science	PhD Student	USA	17-Mar	27-Mar	Research
Namgay	Science	PhD Student	Bhutan	10-Mar	22-Apr	Research
Vann	OVC	VC	Canada	18-Mar	25-Mar	Conference, Meetings
Bush	Business	Academic	China	16-Mar	10-Apr	Teaching
Doyle	Science	Academic	Indonesia	8-Jan	14-Jan	Research

Staff member surname	Faculty or Division	Position	Destination (USA, Europe, Asia, Pacific, Africa, NZ, PNG)	Departure date	Return date	Purpose of visit
Wynn	Science	Academic	Indonesia	8-Jan	14-Jan	Research
Guisard	Science	Academic	Chile	17-Mar	24-Mar	Conference
Ramsay	Science	Academic	South Africa	24-Mar	4-Apr	Conference
Kiernan	Arts	Academic	Japan	25-Mar	5-Apr	Conference
Roberts	Arts	Academic	Canada	18-Mar	4-Apr	Conference
Paul	Business	Academic	Japan	24-Mar	31-Mar	Conference
Ward	Arts	Academic	Indonesia	16-Mar	14-Apr	Teaching
Stelling	Science	PhD Student	Netherlands	29-Mar	5-May	Conference, research
Izumi	Arts	Academic	Japan	25-Mar	17-Apr	Conference
Garrison	Education	Guest	ex USA	21-Apr	1-May	Meetings
Tyson	Arts	Academic	South Africa	30-Jun	29-Jul	conference
Green	Education	Academic	Canada	8-Apr	5-May	Conference/Meetings
Delahunty	Arts	Academic	Cyprus	7-Apr	14-Apr	Conference
Perry	Education	Academic	Canada	9-Apr	25-Apr	Conference
Dockett	Education	Academic	Canada	9-Apr	25-Apr	Conference
Sumsion	Education	Academic	Canada	11-Apr	20-Apr	Conference
Denshire	Science	Academic	Sweden	13-Apr	11-Jun	SSP
Reid	Science	PhD Student	USA	9-Apr	1-May	Research
Millar	Science	Academic	Indonesia	9-Apr	20-Apr	Research
Carroll	Education	Academic	USA	15-Jan	25-Jan	Conference
Cobbinah	Science	PhD Student	Ghana	3-Apr	30-Jul	Research
Pietsch	DLTS	Admin	Canada	11-Apr	23-Apr	Conference
Reid	Education	Academic	Canada	13-Apr	5-May	Conference
Harrison	Education	Academic	Canada	7-Apr	22-Apr	Conference
Santoro	Education	Academic	Canada	12-Apr	22-Apr	Conference
Blackwell	ILWS	Academic	Ethiopia	8-Apr	16-Apr	Conference
Lloyd	Education	Academic	USA	15-Apr	5-May	SSP
Croft-Piggin	Education	Academic	Canada/Ireland	11-Apr	6-May	Conferences
Bristol	Science	Academic	Canada	12-Apr	20-Apr	Conference
Ash	Science	Academic	PNG	10-Apr	14-Apr	Meetings
Lemerle	Science	Academic	PNG	10-Apr	14-Apr	Meetings
Gurr	Science	Academic	China	16-Apr	25-May	Conference, research
Moloney	International Relations	Administration	Malaysia. Cambodia	19-Apr	27-Apr	Graduations & meetings
Peters	Science	PhD Student	PNG	21-Apr	3-May	Research
Green	Arts	Academic	Indonesia	16-Apr	21-Apr	Meetings
Atkinson	Business	Academic	Malaysia/Cambodia/ China	19-Apr	2-Jun	Meetings/Graduation
Lammers	Science	PhD Student	Netherlands	25-Apr	31-May	Conference
Keppell	FLI	Academic	New Zealand	10-Apr	18-Apr	Conference/Meetings
Browning	Marketing	Administration	USA	21-Apr	30-Apr	Conference
Lei	Science	PhD Student	China	20-Apr	4-Aug	Research
Parnell	Science	Academic	Canada	29-Apr	8-May	Conference
MacLeod	Arts	Academic	Turkey	29-Apr	8-May	Conference
MacKinlay	Arts	Academic	UK	28-Apr	10-May	Conference
Wunderlich	Science	PhD Student	Philippines/East Timor	12-May	17-Jun	Fieldwork
Jarratt	Business	Academic	Cambodia	27-Apr	1-May	Teaching
Basu	Business	Academic	Cambodia	27-Apr	1-May	Teaching
Wong	RIPPLE	Academic	UK	4-May	21-May	Conference/Research
Downes	Education	Academic	Malaysia	23-Apr	27-Apr	Conference
Chandra	Science	Academic	Fiji	24-Apr	N/A	Student grant

Staff member surname	Faculty or Division	Position	Destination (USA, Europe, Asia, Pacific, Africa, NZ, PNG)	Departure date	Return date	Purpose of visit
Meilani	Science	PhD Student	Indonesia	25-Apr	23-Aug	Research
Lindner	HOC	Administration	China	27-Apr	4-May	Meetings
McKinnon	Arts	Academic	Sweden, Czech Republic	1-May	16-Jul	Conference, LSL
Hamilton	VCO	Academic	UK, Germany	27-Apr	12-Jun	Teaching, Research
Lambert	Science	Academic	UK	7-May	16-May	Conference
Gunasekara	Business	Academic	China	11-May	10-Jun	Teaching
Hardie	Science	Academic	China	27-Apr	16-May	Meetings
Lemerle	Science	Academic	China	29-Apr	13-May	Meetings
Currie	Science	Academic	UK, Sweden	9-May	25-May	Research
Mungai	Arts	Academic	Sweden	5-Jul	15-Jul	Conference
Aubin	Arts	Academic	Bolivia	18-Jun	1-Jul	CSU Global
CSUGlobal Bolivia Theatre Aubin	Arts	Students	Bolivia	18-Jun	1-Jul	CSU Global
Raidal	Science	Academic	USA	19-May	7-Jun	Conference
Eberbach	Science	Academic	Laos	6-May	12-May	Research
Sloane	DIT	Administration	USA	10-May	24-May	Meetings
Martin	Arts	Academic	Singapore	7-May	10-May	Research
Finalyson	ILWS	Academic	India	12-May	20-May	Meetings
Bellio	ILWS	PhD Student	India	12-May	20-May	Research
Weckert	CAPPE	Academic	Philippines	14-May	27-May	Teaching, Research
Bush	Business	Academic	China	12-May	27-May	Teaching
White	Business	Academic	China	19-May	22-May	Meetings
Ansell	Marketing	Admin	USA/Canada	25-May	9-Jun	Conference/Meetings
Spennemann	Science	Academic	Round World	12-May	18-Jun	Conference, meetings
Mackinlay	PACT	Academic	UK	20-May	7-Jun	Conference
Moloney	OIR	Admin	China	16-May	23-May	Meetings
Vann	VCO	Academic	China	17-May	22-May	Meetings
Rust	OIR	Admin	USA	25-May	6-Jun	Conference
Hill	Marketing	Admin	Singapore	18-May	24-May	Meetings
Hampton	Marketing	Admin	Singapore	18-May	24-May	Meetings
Ash	Science	Academic	Philippines	19-May	27-May	Conference
Hossain	Business	Academic	China/Bangladesh	28-May	11-Jun	Conference
Jackson	Science	Academic	Laos	10-Nov-11	25-Apr	Research
Jackson	Science	Academic	Laos	12-May	21-Dec	Research
Carroll	Science	Admin	Vietnam	23-Jun	20-Jul	Administration
Willoughby	Science	Admin	Vietnam	6-Jun	6-Jul	Administration
Ayers	Science	Admin	Vietnam	16-Jun	1-Jul	Administration
Crease	Education	Admin	Italy	2-Jun	23-Jun	Conference
Hollis	CAPPE	Academic	ex Canada	31-Jul	17-Aug	Meetings/Research
Pogge	CAPPE	Academic	ex USA	23-Jul	20-Aug	Meetings/Research
Lin	CAPPE	Academic	ex USA	10-Jun	17-Jun	Meetings/Research
Naidu	LTS	Admin	UK	11-May	21-May	Meetings/Research
Lesser	Business	Academic	China	27-May	8-Jun	Teaching
Davidson	Science	Academic	Canada/UK	26-May	29-Jun	Conference, research
O'Brien	Arts	Academic	Hong Kong	14-May	18-May	Meetings
Mick	Arts	Academic	Hong Kong	14-May	18-May	Meetings
Marino	Education	Academic	UK	18-Jul	26-Jul	Conference
Keppell	FLI	Academic	UK/Portugal	30-May	16-Jun	Conference, Meetings
Given	Education	Academic	Canada	29-May	12-Jun	Conference
Gibbons	Education	Academic	USA/Canada	27-May	19-Jun	Conference/Meetings

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Miller	CAPPE	Academic	Netherlands	1-Jun	25-Nov	Research
Luck	Science	Academic	Canada/USA	3-Jun	22-Jun	Research
Alashi	Science	PhD Student	Canada/Nigeria	24-May	11-Jan-13	Conference/Research
Willett	OCG	Chancellor	China	1-Jun	17-Jun	Graduations & meetings
Finalyson	ILWS	Academic	USA	2-Jun	15-Jun	Conference
Pymm	Education	Academic	Croatia	2-Jun	22-Jun	Conference
Curtin	Science	Academic	Vietnam	2-Jun	16-Jun	Teaching
Thompson	Science	Academic	Bangladesh	8-Jun	23-Jun	Meetings
Reeves	Education	Academic	Canada	10-Jun	18-Jun	CSU Ontario
Waite	NWGIC	PhD Student	UK/Spain	5-Jun	9-Jul	Conference/Research
Bone	Business	Academic	Turkey	17-Jun	1-Jul	Conference
Crawford	Business	Academic	China	6-Jun	12-Jun	Conference
Hampton	Marketing	Admin	Canada	10-Jun	16-Jun	CSU Ontario
Atkinson	Business	Academic	China	1-Jun	16-Jun	Meetings
Wade	Science	Academic	Laos/China	3-Jun	16-Jun	Research
Millar	Science	Academic	Canada	14-Jun	7-Jul	Conference
Hardham	DLTS	Admin	USA	9-Jun	20-Jun	Conference
Roma	DLTS	Admin	USA	8-Jun	22-Jun	Conference
Calvert	DLTS	Admin	USA	8-Jun	22-Jun	Conference
Uys	DLTS	Admin	USA	9-Jun	23-Jun	Conference
Marsh	Science	PhD Student	USA	6-Jul	19-Jul	Conference, Research
Paulsson	CAPPE	PhD Student	USA	31-Mar	18-Apr	Conference
Wade	Science	Academic	UK	23-Jun	2-Jul	Conference
Behrendt	Science	Academic	Sth Africa	12-Jun	22-Jun	Conference
Trope	Science	Academic	Spain/UK	2-Jul	17-Jul	Conference
McAra	Science	Academic	China	13-Jun	23-Jun	Conference, Research
Smith	Science	PhD Student	Canada	7-Jun	23-Jun	Conference
Demskoy	Business	Academic	China	9-Jun	18-Jun	Conference
Small	Business	Academic	USA	5-Jun	13-Jun	Conference
Howitt	Science	Academic	Italy	2-Jun	27-Jun	Conference
Havea	CAPPE	PhD Student	Malaysia	9-Jun	18-Jun	Research
Walsh	DIT	Admin	USA	7-Jun	22-Jun	Conference
Downes	Education	Academic	Canada	9-Jun	24-Jun	Ontario Graduation
Brennan Kemmis	RIPPLE	Academic	Vanuatu	7-Jun	15-Jun	Conference
McLeod	Education	Academic	Canada/Ireland	11-Jun	2-Jul	Conferences
Hansen	HR	Academic	Denmark	29-Jul	N/A	Return home
Delahunty	Arts	Academic	Hawaii	3-Jun	10-Jun	Conference
Rawluk	Science	PhD Student	Canada	15-Jun	18-Jul	Conference
Roots	Science	PhD Student	Canada	16-Jun	1-Jul	Conference
Sinclair	Science	PhD Student	Canada	14-Jun	8-Jul	Conference
Mendham	Science	PhD Student	Canada	14-Jun	29-Jun	Conference
Sharp	Science	PhD Student	Canada	17-Jun	23-Jun	Conference
Al-Saggaf	Business	Academic	Denmark	16-Jun	23-Jun	Conference
Trede	EFPI	Academic	Turkey/Germany	15-Jun	19-Jul	Conference
Eberbach	Science	Academic	Laos	11-Jun	17-Jun	conference
Zelege	Science	Academic	Laos	11-Jun	17-Jun	Conference
CSUGlobal Canada BMS Acker	Science	CSU Global	Canada	10-Jun	28-Jun	Short term program
Acker	Science	Academic	Canada	10-Jun	7-Jul	Short term program
Moloney	Arts	Academic	USA/Canada	13-Jun	2-Jul	Research

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CSU Global Europe BMS John	BMS	CSU Global	UK/Europe	16-Jun	6-Jul	CSU Global
Cooper	BMS	CSU Global	UK/Europe	16-Jun	6-Jul	CSU Global
Dyall Smith	BMS	CSU Global	UK/Europe	16-Jun	6-Jul	CSU Global
Kerua	Science	PhD Student	PNG	13-Jun	9-Jul	Research
Tane	SDHS	Academic	Cambodia	17-Jun	30-Jun	CSU Global
CSU Global Cambodia SDHS Tane	SDHS	Students	Cambodia	17-Jun	30-Jun	CSU Global
Urwin	SAVS	Academic	Cambodia	17-Jun	8-Jul	CSU Global
CSU Globla Cambodia Urwin	SAVS	Students	Cambodia	17-Jun	8-Jul	CSU Global
Vann	OVC	Academic	Canada, Turkey, UK	12-Jun	25-Jun	Ontario Graduation, Conference, Meetings
Nott	Science	Academic	Taiwan	20-Jun	25-Jun	Conference
Muenstermann	Arts	Academic	Germany, Spain	30-Jun	16-Jul	Conference, Research
Moloney	Arts	PhD Student	Canada, USA	13-Jun	2-Jul	Research
Pawar	Arts	Academic	Indonesia, Europe, USA	24-Jun	3-Sep	SSP, Conference
Crawford	Business	Academic	China	17-Jun	5-Jul	CSU Global
CSU Global China Business Basu	Business	Students	China	17-Jun	5-Jul	CSU Global
Lowrie	RIPPLE	Academic	Singapore/Taiwan	27-Jun	23-Jul	Conference/Research
McInnes	Arts	Visitor	ex Ireland	21-Jun	3-Jul	Teaching
Duffield	Education	Academic	France	26-Jun	8-Jul	Conference
Willsher	St Martins	Academic	Fiji	23-Jun	1-Jul	CSU Global
CSU Global Fiji	St Martins	Students	Fiji	23-Jun	1-Jul	CSU Global
Sulikowski	Arts	Academic	USA	12-Jun	19-Jun	Conference
Anscombe	Arts	Academic	Indonesia/Sweden	25-Jun	23-Jul	Conferences
Krivokapic Skoko	Business	Academic	Spain/Finland	1-Jul	5-Aug	Conferences
Perry	Education	Academic	Singapore	1-Jul	6-Jul	Conference
Marsh	Science	PhD Student	USA	6-Jul	19-Jul	Conference
Eustace	Business	Academic	Hong Kong	25-Jun	3-Jul	Teaching
Moore	Arts	Academic	UK, Sweden	25-Jun	2-Aug	Conference
Godfrey	Science	PhD Student	Pakistan	19-Jun	28-Jul	Research
McRae	Finance	Admin	USA	25-Jun	13-Jul	Conference
Goddard	Science	Academic	USA, Canada	29-Jun	16-Jul	Conference
Green	Education	Academic	Brazil	29-Jun	8-Jul	Conference
Owens	Education	Academic	Singapore/Korea	30-Jun	13-Jul	Conference
Finalyson	ILWS	Academic	Romania	3-Jul	21-Jul	Conference
Hall	Education	Guest	ex Barbados	30-Jun	5-Jul	Interview
McGrath	Business	Academic	China	22-Jun	30-Jun	Teaching
Peters	Science	PhD Student	Canada/Germany/ France	20-Jul	20-Aug	Conferences
Carmichael	Education	Academic	Singapore	1-Jul	7-Jul	Conference
Klusemann	Education	PhD Student	UK, Europe	2-Jul	5-Sep	Conference & Research
Langford	Science	Guest	China	7-Jul	25-Jul	Research
Bell	Arts	Academic	Sweden	6-Jul	15-Jul	Conference
Marino	Education	Academic	Belgium	2-Jul	9-Jul	Conference
Cowdell	CAPPE	Academic	Japan	3-Jul	10-Jul	Conference
Davaakhu	Business	PhD Student	Mongolia	13-Jul	N/A	Return home
Greer	Science	Academic	USA, Germany	4-Jul	4-Dec	SSP
Vanniasinkam	Science	Academic	Canada	12-Jul	17-Jul	Meetings

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McDermott	Arts	Academic	Singapore	2-Jul	5-Jul	Meetings
Ho	RIPPLE	Academic	Singapore, Korea, Taiwan	4-Jul	1-Aug	Conference, research
Murray	Education	Academic	Canada	8-Jul	15-Jul	Conference
Kemp	Science	Academic	China	7-Jul	27-Jul	Research
Harrison	Education	Academic	Canada/USA	7-Jul	20-Jul	Conference
Delahunty	Arts	Academic	Philippines/Sri Lanka	3-Jul	11-Jul	Research
Kirkby	Science	PhD Student	Austria, Denmark	19-Jul	27-Aug	Conference
Dudley	Education	Academic	UK	11-Jul	20-Jul	Conference
Boland	Arts	Academic	Italy/USA	4-Jul	1-Nov	SSP
Logan	RIPPLE	Academic	Korea/Taipei	11-Jul	23-Jul	Conferences
Burgess	Education	Academic	Canada	11-Jul	25-Jul	Conference
Hampton	Marketing	Admin	China	17-Jul	27-Jul	Meetings
Ansell	Marketing	Admin	China	16-Jul	27-Jul	Meetings
Yi	Education	Academic	China	14-Jul	22-Jul	Conference & Research
Wotzko	Arts	PhD Student	UK, Europe	5-Jul	27-Jul	Conference
Wynn	Science	Academic	Pakistan	9-Jul	22-Jul	Research
Tufail	Science	Academic	Pakistan	10-Jul		Research
Dryer	Arts	Academic	Japan	21-Jul	6-Aug	Research/Conference
Spence	Arts	Academic	Corfu	26-Jun	13-Jul	Conference
Atkinson	Business	Academic	China	15-Jul	22-Jul	Meetings
Doyle	Science	Academic	Austria	20-Jul	6-Aug	Conference
Grossman	Education	Visitor	Ex USA	18-Jul	27-Jul	Visiting Professor
Callinan	Arts	PhD Student	Europe, UK, China	7-Jul	27-Jul	Conference
Oo	Science	Student	Myanmar	20-Jul	N/A	Return home
Bangura	Science	Student	Sierra Leone	25-Jul	N/A	Return home
Steinke	OIR	Admin	China/HK	14-Jul	25-Jul	Meetings
Bush	Business	Academic	China	16-Jul	22-Jul	Meetings
Higgins	Arts	Academic	Portugal	26-Jul	6-Aug	Conference
Crichton	Arts	Academic	Portugal	27-Jul	7-Aug	Conference
Sumsion	Education	Academic	Canada	12-Jul	29-Jul	Conference
Iem	Arts	Student	Cambodia	20-Jul	8-Aug	Administration
Henschke	CAPPE	Academic	Switzerland	30-Jul	9-Nov	Research
Clulow	Science	Academic	Canada	25-Jul	8-Aug	Conference
Wunderlich	Science	PhD Student	East Timor	23-Jul	28-Jul	Research
Ash	Science	Academic	East Timor	23-Jul	28-Jul	Research
Wilson	Science	PhD Student	Austria	29-Jul	6-Aug	Conference
Stephens	Science	Guest	East Timor	24-Jul	27-Jul	Research
Luck	Science	Academic	USA	29-Jul	6-Aug	Conference
Ponsaran	CAPPE	Guest	ex Philippines	21-Jul	4-Aug	Research
Bryant	Business	Academic	USA	2-Aug	16-Aug	Conference
Sivasubramaniam	Arts	Guest	USA	9-Aug	20-Aug	Research
Tan	Science	Academic	Brazil	3-Aug	12-Aug	Conference
Green	Arts	Academic	USA/Canada/UK	4-Aug	12-Sep	Conference/Meetings
Linsdell	Arts	Academic	USA/Canada/UK	4-Aug	12-Sep	Conference/Meetings
Spence	CAPPE	Academic	Netherlands	24-Jul	30-Jul	Conference
Weston	Science	Academic	China	28-Jul	5-Aug	Research
Mukhopadhyay	Science	Academic	India	28-Jul	24-Aug	Training
Delahunty	Arts	Academic	USA	12-Aug	20-Aug	Conference
Spinner	Science	PhD Student	Argentina	3-Aug	23-Aug	Conference
Paton	DIT	Admin	Canada	11-Aug	12-Sep	Ontario

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Crump	DIT	Admin	Canada	11-Aug	12-Sep	Ontario
Sok	Business	Academic	Taiwan	4-Aug	9-Aug	Research
Thwaites	Science	Academic	East Timor	10-Aug	27-Aug	CSU Global
CSU Global East Timor	Science	Student	East Timor	10-Aug	27-Aug	CSU Global
Bi	Business	Academic	USA	31-Jul	8-Aug	Conference
Taffe	Science	Academic	Singapore	3-Aug	7-Aug	Meetings
Hernandez-Jover	Science	Academic	Spain/Netherlands	12-Aug	3-Sep	Conference
Sparkes	Marketing	Admin	Singapore	3-Aug	7-Aug	Meetings
Perumamthadathil	SAVS	Academic	USA	12-Aug	1-Sep	Conference
Hamilton	CAPPE	Academic	USA	16-Aug	21-Aug	Conference
Carroll	Education	Academic	Finland	8-Aug	19-Aug	Conference
Haire	Arts	Academic	Indonesia	13-Aug	23-Aug	Conference
Liu	Education	Academic	Germany/Japan	19-Aug	11-Sep	Conference
Edwards Groves	Education	Academic	Finland/Sweden/ Spain	24-Aug	23-Sep	Conferences
Lynch	Business	Academic	Cambodia	15-Aug	23-Aug	Teaching
Gunjilac	Science	Student	Ex Canada	14-Aug	10-Sep	Student grant
Swing	Science	Student	Ex Canada	14-Aug	10-Sep	Student grant
Letts	Education	Academic	Canada	14-Aug	10-Jun-13	CSU Ontario
Bush	Business	Academic	Cambodia/Malaysia/ Singapore	16-Aug	22-Aug	Teaching
Harrison	Education	Academic	Netherlands/Portugal	25-Aug	3-Sep	Conferences
Dockett	Education	Academic	Portugal/Germany/ Iceland	23-Aug	2-Oct	SSP
Perry	Education	Academic	Portugal/Germany	23-Aug	16-Sep	Conference
McGillion	Arts	Academic	East Timor	17-Aug	1-Sep	Research
Hudy	Arts	Visitor	Ex Canada	22-Aug	16-Sep	Teaching
White	Arts	Visitor	Ex Canada	22-Aug	16-Sep	Teaching
Bradley	Arts	Academic	Canada	18-Aug	17-Sep	SSP
Fawkes	Arts	Academic	Turkey/UK	14-Sep	1-Oct	Conference
Wade	Science	Academic	Laos	21-Aug	28-Aug	Research
Gurr	Science	Academic	Korea, Laos, China	20-Aug	13-Sep	Research, Conference
Press	Education	Academic	Portugal/UK	24-Aug	8-Sep	Conference
Ernest	Science	Academic	China	18-Aug	31-Aug	Conference
Santoro	Education	Academic	UK/Spain	7-Sep	24-Sep	Conferences
Bossomaeir	Business	Academic	UK/Italy	10-Sep	28-Sep	Conferences
Langford	Science	Academic	China	31-Aug	27-Sep	Meetings
Kemp	Science	Academic	China	1-Sep	28-Sep	Meetings
Jelinek	Science	Academic	USA	23-Aug	3-Sep	Conference
Gibbons	Education	Academic	France/Ireland/ Canada	29-Aug	23-Sep	Conference/Meetings
Wong	Education	Academic	UK	30-Aug	16-Sep	Conference
Willson	Education	Academic	Japan	1-Sep	8-Sep	Conference
Woodward	Education	Academic	Iceland	17-Aug	5-Oct	Administration
Black	Science	Academic	Sth Korea, USA	31-Aug	30-Sep	Conference
Given	Education	Academic	Japan	1-Sep	9-Sep	Conference
Smith	DLS	Admin	Portugal/Germany	4-Sep	17-Sep	Conference
Wilson	Science	Academic	Korea	4-Sep	11-Sep	Conference
Allan	Science	Academic	Italy/Germany/UK	9-Sep	15-Dec	SSP
Liu	Business	Guest	Ex China	1-Sep	7-Oct	AusAid Fellowship
Liu	Business	Guest	Ex China	1-Sep	24-Sep	AusAid Fellowship
Chen	Business	Guest	Ex China	1-Sep	6-Oct	AusAid Fellowship

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Wei	Business	Guest	Ex China	1-Sep	7-Oct	AusAid Fellowship
Shi	Business	Guest	Ex China	1-Sep	7-Oct	AusAid Fellowship
Zhang	Business	Guest	Ex China	1-Sep	7-Oct	AusAid Fellowship
VanDuinen	Arts	Academic	UK	1-Sep	12-Sep	Conference/Research
Robby	Science	Guest	ex PNG	27-Aug	10-Nov	Research
Gunasekara	Business	Academic	China	1-Sep	28-Sep	Teaching
Sharkie	Business	Academic	China	30-Aug	16-Sep	Teaching
Kaplun	Education	PhD Student	Portugal	26-Aug	7-Sep	Conference
Burmeister	Business	Academic	Malaysia	3-Sep	7-Sep	Conference
Weston	Science	Academic	France/Spain/Poland	4-Sep	28-Sep	Conferences
Mitchell	Education	Academic	UK/Spain/France	9-Sep	2-Oct	Conference/Research
Farrell	Business	Academic	Switzerland, Germany & UK	1-Sep	21-Sep	Administration
Gullifer	Arts	Academic	South Africa	20-Jul	29-Jul	Conference
Pemberton	Science	PhD Student	Singapore	6-Sep	19-Sep	Conference
Noble	Science	Academic	USA	11-Sep	15-Oct	Conference
Hopps	Education	PhD Student	Portugal	26-Aug	15-Sep	Conference
Bush	Business	Academic	China	3-Sep	16-Sep	Teaching
Akhter	Science	Academic	Italy	25-Aug	3-Sep	Conference
Lukasiewicz	Science	PhD Student	Israel	6-Sep	16-Sep	Conference
Traish	Business	PhD Student	Spain	9-Sep	17-Sep	Conference
Manoranjana	Business	Academic	China	15-Sep	28-Sep	Research
Junbin	Business	Academic	China	15-Sep	28-Sep	Research
Michael	Business	Academic	China	15-Sep	28-Sep	Research
Wang	Science	Academic	China	10-Sep	27-Sep	Research
Naidu	DLTS	Academic	Malaysia	15-Sep	24-Sep	Conference
Zia	Business	Academic	Malaysia/China	12-Sep	30-Sep	Research
Yong	Business	Guest	China	15-Sep	30-Sep	Research
Pagan	Arts	Academic	Norway	16-Sep	30-Sep	Conference
Finlayson	ILWS	Academic	China	10-Sep	30-Sep	Meetings
Blackwell	ILWS	Academic	China	20-Sep	3-Oct	Conference
Ocarroll	Arts	Academic	Fiji	19-Sep	24-Sep	Conference
Parton	Business	Academic	Philippines	9-Sep	15-Sep	Research
Brabazon	Education	Guest	ex UK	17-Sep	22-Sep	Interview
Auhl	Education	Academic	Spain/France	15-Sep	1-Oct	Conference/Research
Walsh	Business	Academic	China	13-Sep	30-Sep	Teaching
Spence	CAPPE	Academic	USA	27-Sep	30-Sep	Conference
Tyson	Arts	Academic	Singapore	9-Sep	12-Sep	Meetings
Wheat	Science	Academic	Italy	11-Sep	25-Sep	Conference
Chatzigianni	Education	Guest	ex Greece	11-Oct	19-Oct	Interview
Wallis	Education	Academic	Canada	26-Sep	10-Oct	Conference
Chapple	Science	Academic	Fiji	21-Sep	28-Sep	Conference
Hoare	Education	Academic	Spain	12-Sep	7-Oct	Conference
Spooner	Science	Academic	Austria/Croatia	19-Sep	1-Oct	Conference
Watson	ILWS	Academic	USA	28-Sep	16-Oct	Conference/Research
Wynn	Science	Academic	Indonesia	30-Sep	6-Oct	Conference
Tulip	Business	Academic	China	15-Sep	28-Sep	Research
Uniacke	HR	Guest	ex UK	29-Sep	3-Oct	Interview
Stodart	Science	Academic	Laos/Cambodia	29-Sep	13-Oct	Research
Adams	Science	PhD Student	USA	30-Sep	23-Oct	Research
Jackson	Science	Guest	Ex USA	30-Sep	14-Oct	Research

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Dunlap	Science	Guest	Ex USA	30-Sep	14-Oct	Research
McGill	Science	PhD Student	Pakistan	28-Oct	10-Nov	Research
Dillon	Admin	DVC	Hong Kong	4-Oct	8-Oct	Graduation
Gibbons	Education	Academic	Hong Kong	5-Oct	12-Oct	Graduation and meetings
Obrien	Arts	Academic	Indonesia	22-Sep	27-Sep	Teaching
Hernandez-Jover	Science	Academic	Indonesia	5-Oct	11-Oct	Teaching
Tout	Finance	Admin	Canada/USA	6-Oct	20-Oct	Meetings
Pearson	ACCC	Academic	Singapore	2-Oct	9-Oct	Conference
Breen	Corporate Affairs	Admin	Hong Kong	4-Oct	8-Oct	Graduation
Willett	Corporate Affairs	Chancellor	Hong Kong	4-Oct	8-Oct	Graduation
Sharp	ILWS	PhD Student	USA	19-Sep	28-Sep	Research
Ganga Ram	Science	Guest	Ex UK	8-Sep	12-Sep	Research
Laird	Laird	Academic	USA	7-Oct	16-Oct	Conference
Retchford	Science	Academic	Malaysia	11-Oct	21-Oct	Teaching
Robertson	Science	Academic	Malaysia	11-Oct	21-Oct	Teaching
Pymm	Education	Academic	UK/Hong Kong	11-Oct	8-Nov	SSP
Hill	Marketing	Admin	Malaysia	5-Oct	25-Oct	Meetings, Administration
Sparkes	Marketing	Admin	Singapore, Malaysia	5-Oct	17-Oct	Meetings, Administration
Haire	ACCC	Academic	Argentina	11-Oct	20-Oct	Meetings
Condon	Science	Academic	Vietnam	13-Oct	20-Oct	Research
Doyle	Science	Academic	Indonesia	4-Oct	18-Oct	Research
CSU Global Bollywood	Arts	CSU Global	India	4-Nov	1-Dec	CSU Global
CSU Global Bollywood	Arts	Academic	India	4-Nov	1-Dec	CSU Global
Delahunty	Arts	Academic	Japan	18-Oct	2-Dec	Teaching/Conference
Conole	Education	Guest	ex UK	2-Nov	30-Nov	Conference/Meetings
Lowrie	RIPPLE	Academic	Indonesia	8-Oct	13-Oct	Research
Wilson	Science	Academic	USA	20-Oct	26-Oct	Conference
Given	Education	Academic	Canada/USA	19-Oct	9-Nov	Research
Appert	DLST	Guest	Ex USA	17-Sep	23-Sep	Conference
Duffield	Education	Academic	UK	8-Oct	20-Oct	conference
Denyer Simmons	Arts	Academic	Malaysia	28-Oct	8-Nov	Conference/Research
Prabhu	Science	Academic	India	24-Oct	17-Nov	Conference
Zia	Business	Academic	USA	21-Oct	28-Oct	Conference
Vanniasinkam	Science	Academic	Fiji	21-Oct	27-Oct	Administration
Naidu	Spain	Academic	Spain, France	20-Oct	12-Nov	Conference
Russell	Business	Academic	USA	23-Oct	3-Nov	Conference
CSU Global Vanuatu	Education	Student Grp	Vanuatu	20-Oct	11-Nov	CSU Global
Hill	Education	Academic	Vanuatu	20-Oct	11-Nov	CSU Global
Gurr	Science	Academic	PNG	14-Oct	21-Oct	Research
Weckert	CAPPE	Academic	Netherlands/Japan/ Philippines	15-Oct	1-Nov	Conferences
Linsdell	Arts	Academic	Indonesia	17-Oct	21-Oct	Meetings
O'Connell	Education	Academic	Singapore	9-Nov	18-Nov	conference
Callinen	Arts	PhD Student	Europe/China	7-Jul	28-Jul	Research
Nott	Science	PhD Student	Canada	19-Oct	25-Oct	Conference
Gurr	Science	Academic	China, Sweden	22-Oct	6-Nov	Conference, Meetings
Uys	DLTS	Academic	Singapore	23-Oct	28-Oct	Conference

Staff member surname	Faculty or Division	Position	Destination (USA, Europe, Asia, Pacific, Africa, NZ, PNG)	Departure date	Return date	Purpose of visit
Auzmendi	Science	Research Fellow	China	30-Oct	5-Nov	Conference
Islam	Business	Academic	Hong Kong	27-Oct	4-Nov	Conference
Stachowiak	Science	Academic	Germany/France	10-Nov	3-Dec	Conference
Haberecht	Office of International Relations	Admin	UK/France	2-Nov	22-Nov	Administration
CSU Global Solomon Islands	Education	Student Grp	Solomon Island	20-Oct	11-Nov	CSU Global
Hastings	Education	Academic	Solomon Island	20-Oct	2-Nov	CSU Global
Fordham	Education	Academic	UK	1-Nov	21-Nov	Administration
CSU Global Samoa	Education	Student Grp	Samoa	27-Oct	17-Nov	CSU Global
Matthew	Education	Academic	Samoa	27-Oct	17-Nov	CSU Global
Richardson	Education	Guest	ex USA	3-Nov	12-Dec	Visiting Professor
Qayyum	Education	Academic	Hong Kong	3-Nov	11-Nov	Teaching
Carroll	Education	Academic	Hong Kong	2-Nov	11-Nov	Teaching
Barton	H&SS	Academic	India	10-Nov	25-Nov	CSU Global
CSU Global India	H&SS	Student Grp	India	10-Nov	25-Nov	CSU Global
McGrath	Science	PhD Student	Japan	5-Nov	16-Nov	Conference
Rose	Science	PhD Student	Japan	5-Nov	16-Nov	Conference
Setyanang	Finance	Student (AusAid)	Indonesia	28-Oct	N/A	Administration
Lai	Education	Academic	Hong Kong/Singapore	7-Nov	30-Nov	Conference/Research
Lesley	Education	Academic	Solomon Island	1-Nov	15-Nov	CSU Global
Sikala	Finance	Student (AusAid)	Solomon Island	24-Oct	27-Feb	Reunion airfare for AusAid student
Telfser	SAWS	Academic	New Zealand	27-Oct	12-Nov	CSU Global
Wheatley	SAWS	Academic	New Zealand	27-Oct	12-Nov	CSU Global
CSU Global New Zealand	SAWS	Student Grp	New Zealand	27-Oct	12-Nov	CSU Global
Green	Arts	Academic	India	29-Oct	3-Nov	Meetings
Middlemiss	Arts	Guest	India	29-Oct	3-Nov	Meetings
Anscombe	Arts	Academic	India	10-Nov	3-Dec	CSU Global/Research
Weston	Science	Academic	USA	10-Nov	22-Nov	Conference
Hamilton	VCO	Academic	Europe	5-Nov	20-Nov	Conference, meetings
Barnett	Business	Guest	Ex UK	8-Nov	8-Dec	Research
Ash	Science	Academic	Germany & Italy	5-Nov	19-Nov	Meetings, Research
Wade	Science	Academic	China, Laos Philippines	3-Nov	1-Dec	Research
Ball	Science	Academic	Indonesia	11-Nov	19-Nov	Conference
Hay	Education	Academic	Qatar	9-Nov	18-Nov	Conference
Basu	Business	Academic	India/Vietnam	7-Nov	25-Jan	Research
Santos	Education	Academic	Colombia	21-Nov	14-Dec	Conference
Anstey	Arts	Academic	USA	15-Nov	22-Nov	Conference
Bi	Business	Academic	Germany/HK	5-Nov	15-Nov	Conference
Tyson	Psychology	Academic	Macau	3-Nov	17-Nov	CSU Global
CSU Global Macau	Psychology	Student Grp	Macau	3-Nov	17-Nov	CSU Global
Vote	Science	Academic	Laos	7-Nov	18-Nov	Research
Eberbach	Science	Academic	Laos	7-Nov	18-Nov	Research
Taylor	Science	Academic	Nepal	15-Nov	24-Dec	CSU Global
Poole	Education	Academic	Nepal	14-Nov	11-Dec	CSU Global
CSU Global Nepal Group	Education	Student Grp	Nepal	14-Nov	11-Dec	CSU Global

Staff member surname	Faculty or Division	Position	Destination (USA, Europe, Asia, Pacific, Africa, NZ, PNG)	Departure date	Return date	Purpose of visit
Gunasekara	Business	Academic	China	15-Nov	16-Dec	Teaching
Sheridan	Arts	Academic	USA	14-Nov	23-Nov	Conference
Drinkwater	Education	Academic	Canada	15-Nov	1-Jan-13	Research
CSU Global New Zealand	Education	Students	New Zealand	2-Nov	18-Nov	CSU Global
Bennet	Education	Academic	New Zealand	2-Nov	18-Nov	CSU Global
Myers	Business	Academic	China	16-Nov	16-Dec	Teaching
Rees	Arts	PhD Student	USA	13-Nov	22-Nov	Conference
Rees	Arts	PhD Student	USA	13-Nov	22-Nov	Conference
Pulla	Arts	Academic	Nepal	19-Nov	30-Nov	Conference
Smith	Education	Academic	ex Austria	12-Nov	25-Nov	CSU Site visit
Islam	Arts	Academic	Bangladesh	16-Nov	7-Jan	Research
Cavanagh	Science	Academic	HK/China	13-Nov	20-Nov	Meetings
Steinke	Office of International Relations	Admin	HK/China	11-Nov	23-Nov	Meetings
Dillon	DVCAdmin	DVC	Hong Kong	11-Nov	16-Nov	Meetings
Ge	Business	PhD Student	Korea	24-Nov	17-Dec	Conference
Bell	Education	Academic	Canada	16-Nov	26-Oct-13	CSU Ontario
Khan	Science	PhD Student	Thailand/Pakistan	25-Nov	9-Jan-13	Conference
Bush	Business	Academic	Cambodia/China	29-Nov	9-Dec	Teaching
Bailey	Arts	Academic	Nepal	18-Nov	28-Nov	Conference
Petzke	Business	Academic	Korea	19-Nov	22-Nov	Teaching, meetings
Dowell	Education	Guest	Ex UK	9-Dec	13-Jan-13	Research
Matthews Shilling	Science	Academic	Nepal	25-Nov	28-Dec	CSU Global
Wynn	Science	Academic	Thailand/Pakistan	25-Nov	8-Dec	Conference/Meetings
Gurr	Science	Academic	China	18-Nov	24-Nov	Conference
Forwood	Science	Academic	Thailand	22-Nov	30-Nov	Conference
Lesser	Business	Academic	China	30-Nov	16-Dec	Teaching
CSU Global Himalayan Nature	Science	Student Grp	Nepal	27-Nov	23-Dec	CSU Global
Paul	Business	Academic	Bangladesh	29-Nov	19-Jan	Conference
Simpson	Arts	Academic	Canada/USA	23-Nov	10-Dec	Administration
Huang	Business	Academic	Switzerland/China	1-Dec	14-Dec	Conference
Wess	HR	Academic	ex Wales	4-Dec	9-Dec	Interview
Wilcoxon	Arts	Academic	USA	10-Nov	22-Nov	Conference
Browne	Arts	PhD Student	USA	24-Nov	9-Dec	Research
Rahman	Business	Academic	Bangladesh/India	30-Nov	16-Jan	Conference, research
Gurr	Science	Academic	Malaysia	14-Dec	21-Dec	Conference
Parvez	Business	Academic	Bangladesh	22-Nov	6-Jan	Conference
Trede	Education	Academic	Germany	29-Dec	13-Jan	Conference
Moraro	Arts	Academic	Italy	21-Nov	23-Nov	Conference
Kumar	Arts	PhD Student	Ex India	27-Nov	N/A	Research

Stakeholders and Consumers

ITEM 12 NEW PUBLICATIONS

Handbooks and Manuals

- CSU Handbook (published electronically)
- Academic Manual (published electronically)
- Brand Policy and Procedures
- Brand Guidelines (published electronically)

Corporate Documents and Reports

- 2011 Annual Report to Parliament
- University Strategy 2011 - 2015
- CSU Snapshot (reprint)
- CSU Snapshot – Ontario
- Consolidated Budget

Prospectuses / Study Guides

Undergraduate recruitment materials

- Undergraduate guide study in 2013 (on campus and distance education)
– ‘your first step’
- ATAR cut-off sheet
- MyDay Calendar
- Choose Your Career - Year 10 Information Guide
- Choose Your Career - Year 10 poster
- TAFE materials – Pathways to CSU, CU@CSU and Scholarships materials (posters, brochures, postcards, e-postcards)

Distance education, Honours and postgraduate recruitment materials

- Postgraduate guide for study in 2013 - ‘your next step’
- Honours guide for study
- Higher Degrees by Research guide for study (electronic only)

International publications

- International prospectus 2013
- CSU Study Centre prospectus
- International fees list (printed and online)
- International fees lists for Canada and the UK (electronic)
- International Marketing toolkit (posters, advertisement templates, banners)
- International Partners and IRR marketing procedures
- Pre-departure guide
- Study Abroad brochure and collateral
- International brochure (update)
- a suite of career area brochures and testimonial sheets

Other publications and materials

- Making University Affordable booklet
- A range of publications for specific services within the University, including STUDY LINK, various Schools and Divisions, CSU Green, as well as for student groups
- Set of campus maps (Albury-Wodonga; Bathurst; Dubbo; Orange; Wagga Wagga)
- a range of A4 course promotional flyers across all faculties
- CSU Scholarships brochure
- CSU Pathways brochure
- Graduation Ceremony materials; tickets and programs for each campus
- Vice-Chancellor's Awards materials (banners, posters, e-postcard, certificates)
- Indigenous Student Services materials (brochure, folder, flyers)
- Port Macquarie courses/campus brochure
- a range of promotional banners, posters, fridge magnets, signage, postcards, calendars, stickers and certificates
- a range of advertising support materials (posters, postcards, e-postcards, magnets, bookmarks)
- templates for invitations, school visits, advertising, conference posters, report covers
- CSU Winery and Script newsletters
- electronic templates under the new brand for use throughout the University

- Change of preference materials – letters, SMS messages, info session poster, web banner
- PREP materials – letters; postcard
- MyDay materials – cake artwork; certificates; letterhead shells; etc
- STUDY LINK rebranding – booklet, postcard, other materials
- CSU Green rebranding

ITEM 13 PRIVACY AND PERSONAL INFORMATION

The University has a Privacy Management Plan to ensure continued compliance with the relevant statutory obligation placed upon it. A full review of the University's Privacy Management Plan was undertaken in 2012 and a revised Privacy Management Plan was approved by the Vice-Chancellor in October 2012. The notification to applicants contained within the application processes of the University has also undergone review and has been replaced by a more simple statement identifying that private and personal information provided as part of the application process will be managed by the University in accordance with the requirements of the NSW Privacy and Personal Information Protection Act (1998) (PPIPA) and that information will be used within the University to manage the student's candidature and their relationship with the University. One complaint of Breach of Privacy was addressed through an Internal Review as per the PPIPA. The complainant was dissatisfied with the outcome and referred the matter to the NSW Administrative Decisions Tribunal. This matter was determined in late 2012 and the University was found not to have breached the student's privacy. The University Ombudsman, as Privacy Officer, is a representative on the NSW Privacy Practitioners Consultative Committee.

ITEM 14 RECOMMENDATIONS OF THE OMBUDSMAN OR AUDITOR GENERAL

There have been no matters raised that may pose a significant financial or operational risk to the University.

ITEM 15 ACCESS TO INFORMATION

Government Information (Public Access) Regulation 2009 – Schedule 2

Annual Review of Information made available:

The University has reviewed the links to the Administrative and Academic Manuals that contain the regulations governing candidature at the University. From links on the Student portal, the GIPA processes and significant information of the University including the Academic and Administrative Manuals is clearly identifiable. These Manuals provide students with the Rules of the University. This information was previously available, however the new high profile links make access more intuitive and obvious for students. The student portal also highlights the profile and clarity of course and subject information and, through specific links, provides access to other support information.

Total number of Access Applications: 3

Total number of Applications refused: 0

SCHEDULE 2 – Statistical information about access applications to be included in Annual Report

(Clause 7)

Table 15: Number of applications by type of applicant and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not for profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)								
Members of the public (other)	2							1

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table 16: Number of applications by type of application and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Personal information applications*	1	0	0	0	0	0	0	1
Access applications (other than personal information applications)	1	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A 'personal information application' is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table 17: Invalid applications

Reason for invalidity	No of applications
Application does not comply with formal requirements (section 41 of the Act)	0
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table 18: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of Act

	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table 19: Other public interest considerations against disclosure: matters listed in table to section 14 of Act

	Number of occasions when application not successful *
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table 20: Timeliness

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	3
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	3

Table 21: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under Section 93 of Act	0	0	0
Review by ADT	0	0	0
Total	0	0	0

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table 22: Applications for review under Part 5 of the Act (by type of applicant)

	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

ITEM 16 CONSUMER RESPONSE

The University Ombudsman is responsible for the management, resolution and reporting of complaints and concerns.

The University Ombudsman maintains a register of complaints and concerns and provides reports to Faculty Executive Deans and Division Directors identifying systemic issues and recommendations.

Complaints activity remains steady with only three complaints escalating to third party external bodies such as the NSW Ombudsman and the Administrative Decisions Tribunal. The University has not been found to have a case to answer at external review. One matter was taken to Internal Review and no issue was identified with the initial management of the complaint. The major themes in complaints continue to reflect concerns with communication difficulties. These difficulties include staff concerns about poor interpersonal communications and student concerns about failures to receive timely responses from academic staff and course advice regarding progression and enrolment patterns, despite this material being available in the online environment.

The University Ombudsman provides regular training on complaints management.

ITEM 17 ELECTRONIC SERVICE DELIVERY

Online and Information Technology based services are critical to the operation and strategy of the University given the distributed nature of the University Community and the large numbers of students that study by distance education. Enhancements and improvements to Information Technology based services include:

- implementation of enhanced electronic document management through the commissioning of the Banner Document Management Suite and a Banner 8 technical upgrade;
- the Australian Higher Education Graduate Statement was implemented for graduating University students;
- a new website for current students, **student.csu.edu.au**, was created to improve the web experience of students;
- a mobile website (**m.csu.edu.au**) and mobile application was created to enhance students' experience and interactions using mobile technology;
- major upgrades to the unique Course and Subject Information Management System (CASIMS) were completed;
- a new CSU Replay lecture and personal recording service was released providing students with access to lecture recordings and other digitally recorded content;
- password management practices for student account holders were altered to provide an improved student experience;
- a significant proportion of web content was migrated to a new Content Management System (CMS), with updated and improved look and feel;
- renewal of IT server infrastructure and major upgrades to underlying Oracle database technology were undertaken;
- a suite of new information technology based services were commissioned for the new University locations at Port Macquarie and Wangaratta.

During 2012 a major review of the strategy for replacing the existing Learning Management System (LMS) resulted in a decision to move away from investment in the Sakai OAE community project, which was presenting with increasing and unacceptable risk. A detailed evaluation of suitable LMS replacement products started in 2012 with a view to implementation during 2013 for use in 2014.

ITEM 18 RISK MANAGEMENT AND INTERNAL AUDIT

2012 saw the continued roll-out of the Federal Government's Higher Education Standards Framework that is administered through the Tertiary Education Quality and Standards Agency (TEQSA). This framework sets regulatory threshold standards for the quality of courses, teaching and administration. The standards also require higher education providers to demonstrate systematic risk management.

To facilitate institutional quality assurance Charles Sturt University will introduce systematic risk management in all budget centres. A need to further strengthen business continuity planning at both operational and whole-of-institution levels was identified and will be addressed through the University's frameworks for operational planning, risk management and emergency management.

Key areas addressed in the University's Institutional Risk Statement include:

- maintenance of an acceptable research profile;
- developing course profiles to ensure currency, distinctiveness and the realisation of student load targets;
- enhancing workforce planning and conditions to ensure capability is maintained;
- ensuring IT architecture and built infrastructure adequately support learning;
- partnership development for teaching and research.

The University's program of internal audits was prioritised on the basis of risk and necessity. An audit of CSU's regulatory responsibilities for the management of overseas students found that the University complies with the requirements of the Education Services for Overseas Students (ESOS) Act.

During 2012

- One Public Interest Disclosure (PID) relating to Government Information Contravention was received from a public official and finalised.
- One PID relating to alleged maladministration was received through the Independent Commission Against Corruption (ICAC).

Finance and Legal

ITEM 19 ACCOUNTS PAYMENT PERFORMANCE

Charles Sturt University is committed to on-time payment of its accounts where reasonably possible. The geographical spread and decentralised nature of Charles Sturt University can cause delays in the payment of accounts due to time lags between receipt of goods and processing of the corresponding invoices, despite the existence of an efficient inter-campus mail system.

Charles Sturt University has developed a good relationship with many suppliers whom accept the slight delay in payment without imposing any penalty as the majority of payments are made on time.

The University is continually reviewing its policies and procedures and the full implementation of purchase cards has improved the payment process of small value transactions.

Table 23: Totals for 2012

	Paid in 30 days	Paid in 30 - 60 days	Paid in 60 - 90 days	Paid in 90+ days
March	\$35,881,823.81	\$8,768,824.82	\$1,482,515.18	\$1,759,244.01
June	\$39,649,232.48	\$6,096,375.56	\$2,093,571.82	\$954,908.77
September	\$37,821,293.21	\$6,624,866.34	\$1,444,633.81	\$1,562,379.86
December	\$37,122,308.25	\$5,475,799.08	\$877,094.08	\$1,695,814.62

Table 24: Accounts paid on time within each quarter

	Target	Actual	\$	Total Amount Paid
March	85%	75%	\$35,881,823.81	\$47,892,407.82
June	85%	81%	\$39,649,232.48	\$48,794,088.63
September	85%	80%	\$37,821,293.21	\$47,453,173.22
December	85%	82%	\$37,122,308.25	\$45,171,016.03

Table 25: Accounts on which interest has been paid.

Organisation	Reason for Interest	Amount
AGL Retail Energy Limited	Overdue charges	\$230.45
Cleanaway	Overdue charges	\$176.00
Dubbo City Council	Overdue charges	\$51.26
Energy Australia	Overdue charges	\$ 5,541.80
Landmark Operations Ltd	Overdue charges	\$ 420.12
Origin Energy Total	Overdue charges	\$ 84.00

ITEM 20 CREDIT CARD CERTIFICATION

The Vice-Chancellor certified that credit card use during 2012 was in accordance with established requirements and practices.

ITEM 21 FUNDS GRANTED

Charles Sturt University makes significant contributions to community activities and initiatives related to its core educational mission. Funding for non-government community organisations is drawn from resources made available for regional engagement under the University Strategy 2011-2015. The total direct financial contributions does not account for the significant investment of staff time and expertise, and ancillary support, provided by the University to regional engagement initiatives table below lists all direct financial contributions to non-government community organisations for 2012.

Table 26: Funds Granted Listing

Non-government community organisation	Funds granted	Description
2MCE-FM Radio Station and National Radio News	\$292,000.00	Support community broadcasting within the Bathurst community
Dubbo Conservatorium	\$5,000.00	Support the teaching of music in the Dubbo community
Macquarie Philharmonic	\$2,500.00	Support of musical activities in community
Mitchell Conservatorium Inc.	\$25,000.00	Support the teaching of music in the Bathurst community
Murray Conservatorium	\$65,727.00	Support the teaching of music in the Albury community
Orange Regional Conservatorium Inc	\$5,000.00	Support the teaching of music in the Orange community
Regional Development Australia - Central West	\$3,000.00	Agribusiness Today Forum
Regional Development Australia - Mid North Coast	\$7,500.00	Strategic Leadership Conference & Expo
Riverina Conservatorium of Music	\$28,181.00	Support the teaching of music in the Wagga community
Riverina Playhouse	\$25,000.00	Support of Wagga Wagga acting and entertainmentcommunity
Riverina Summer School For Strings	\$3,000.00	Gold Sponsorship
St John Ambulance Aust	\$1,025.00	Duty at CSY Graduations
Thurgoona Football Club Inc.	\$1,000.00	Donation towards 2012 Season
Variojus Other Organisations	\$600.00	Various donations to Other Organisations
Visiting Artists	\$12,000.00	Support of artists within the Community
Youth off the Streets	\$5,843.00	O Week Donation
TOTAL	\$482,376.00	

ITEM 22 CONSULTANTS

Table 27: Consultants paid > \$50,000

Document	Supplier	Expenditure	Description
P0166919	Sinclair Knight Merz	\$67,953.89	Capital Development
P0167150	Wilde & Woollard Pacific Pty Limited	\$85,800.00	Capital Development
P0169520	Architectus Group Pty Ltd	\$56,430.00	Capital Development
P0168532	Architectus Group Pty Ltd	\$58,096.46	Capital Development
P0166545	Brewster Hjorth Architects	\$326,315.00	Capital Development
P0168018	Engineering Commissioning Services	\$52,140.00	Capital Development
P0168017	Brewster Hjorth Architects	\$441,564.60	Capital Development
P0167146	Wilde & Woollard Pacific Pty Limited	\$68,000.00	Capital Development
P0167739	Thinc Projects Australia Pty Ltd	\$88,968.00	Capital Development
P0167475	Diadem DDM Pty Ltd	\$60,929.00	Capital Development
P0168934	Eric Martin and Associates	\$77,723.82	Capital Development
P0166547	Woods Bagot Architects	\$877,590.00	Capital Development
P0156390	Noel Bell Ridley Smith & Partners P	\$65,944.78	Capital Development
P0167149	Wilde & Woollard Pacific Pty Limited	\$107,520.00	Capital Development
P0155129	Savills Project Management Pty Ltd	\$89,100.00	Capital Development
P0156390	Noel Bell Ridley Smith & Partners P	\$165,614.80	Capital Development
P0167142	Wilde & Woollard Pacific Pty Limited	\$80,000.00	Capital Development
		\$2,769,690.35	

Consultants paid < \$50,000

470 payments made totaling \$2,020,752.71

ITEM 23 LAND DISPOSALS

The disposal project for the Albury City Campus (Land and Property situated on Lot 111-DP861689) was finalised and completed with the endorsed proponent. There were no other disposals of real property assets in 2012.

ITEM 24 LEGAL CHANGE

The *Charles Sturt University Act 1989* was amended by the *Universities Governing Bodies Act 2011* which commenced on 1 July 2012.

ITEM 25 ECONOMIC OR OTHER FACTORS

Australia continues to be partially insulated when compared to other leading economies from the follow on effects of the 2008 Global Financial Crisis and more recently the European and American debt crises. Continuing doubt over these issues influences market and investment confidence and returns on investment. Domestically interest rates have decreased with recent record-equaling lows, and the government continues with an expanded fiscal policy to maintain some economic growth.

Inflation for 2012 was 1.7%. The All Ordinaries regained most of its lost ground in 2011 with a 12% increment in 2012. Investments, including bond, debt, and equity products remained steady. These impacts have been identified in the accompanying Financial Reports.

These factors have not impacted on the operational objectives being met in 2012.

ITEM 26 INVESTMENT PERFORMANCE FOR THE PARENT ENTITY

The average rate of return on all funds was 5.7%. Interest earnings were \$5.1 million while distributions from equity based managed funds totalled \$2.1 million. Charles Sturt University's investment strategy is overseen by a committee of the University Council and has been using the current strategy since 2002. Prior to this, funds were generally invested in interest bearing deposits and bank bills.

Table 28: Investment performance results

The University utilises the brokerage services of Treasury Corp to administer all of its managed fund portfolio. The University has four sectors in which it invests to enable appropriate investment diversification and risk management.

Treasury Corp utilises the Corporate Hour Glass facility for its benchmarking and CSU has similarly accepted this benchmark in accordance with its investment strategy requirements.

Medium-Term Growth Facility Trust	1 Year (%)	2 Year (%)	3 Year (%)	5 Year (%)
Net Return	4.28	5.70	6.69	3.99
Medium Term Growth Facility SAA	4.69	5.87	6.70	3.83
Net Relative to Benchmark	(0.41)	(0.17)	(0.01)	0.16
Long-Term Growth Facility Trust	1 Year (%)	2 Year (%)	3 Year (%)	5 Year (%)
Net Return	(0.73)	3.79	6.22	(0.72)
Long Term Growth Facility SAA	0.61	4.45	6.54	(0.72)
Net Relative to Benchmark	(1.34)	(0.66)	(0.32)	0.00
Australian Shares Sector Trust	1 Year (%)	2 Year (%)	3 Year (%)	5 Year (%)
Net Return	(7.88)	1.29	5.21	(3.65)
S&P/ASX 300 Accumulation Index	(7.01)	2.01	5.56	(4.15)
Net Relative to Benchmark	(0.87)	(0.72)	(0.35)	0.50
Indexed Australian Shares Sector Trust	1 Year (%)	2 Year (%)	3 Year (%)	5 Year (%)
Net Return	(6.78)	2.01	5.56	(4.02)
S&P/ASX 200 Accumulation Index	(6.71)	2.09	5.65	(4.00)
Net Relative to Benchmark	(0.07)	(0.08)	(0.09)	(0.02)

ITEM 27 INSURANCE

Table 29: Insurance Policy Listing

Class of insurance	Insurer/Broker	Policy Number	Expiry date
Clinical Trials	Unimutual	UL CSU 13	31 October 2013
Combined Liability - General and Products Liability, Professional Indemnity, Medical Malpractice, & Veterinary Malpractice	Unimutual	UL CSU 13	31 October 2013
Contract Works	Allianz Insurance	96-0106949-CAR	31 October 2013
Corporate Travel	Chubb Insurance	93123426	31 October 2013
Expatriate Insurance	ACE Insurance	NA	31 October 2013
Group Personal Accident (Council & Committees)	Chubb Insurance	93125454	31 October 2013
Group Personal Accident - Police College	Ace Insurance	02PO014230	31 December 2013
Group Personal Accident - Students	Pro Risk Underwriting for Lloyds	PA00193	31 December 2013
Personal Accident - Police College	Ace Insurance	02PO014230	31 December 2013
Hirers Liability	CGU Insurance	10M 6279631	31 October 2013
Management Liability	WR Berkley	DK0120D7H430	31 October 2013
Motor Vehicle - Australian Vehicles	CGU Insurance	24F 2045359 01	31 October 2013
Motor Vehicle - Canadian Vehicles	AON	711576056	01 September 2013
Occupational Accident Insurance - Canadian Students	ACE INA Life Insurance/ Mercer Canada	SG 10402301	01 November 2012
Property – Material Damage & Business Interruption	Unimutual	UL CSU 13	31 October 2013
Workers Compensation NSW - Charles Sturt University	Employers Mutual	MWR0024606033	31 December 2013
Workers Compensation NSW - Charles Sturt University Campus Services	Employers Mutual	MWR0024606033	31 December 2013
Workers Compensation – ACT	CGU Workers Compensation	O/04-11361	As per Act
Workers Compensation – Northern Territory	CGU Workers Compensation	O/13-1697	As per Act
Workers Compensation – Tasmania	CGU Workers Compensation	O/12-14711	As per Act
Workers Compensation – Victoria	Gallagher Bassett	13790637	As per Act
Workers Compensation – Western Australia	CGU Workers Compensation	O/10-12294	As per Act

NB [1]: Workers Compensation [South Australia and Queensland] can only be arranged in accordance with the applicable statutes once CSU actually employs staff in these states.

NB [2]: CTP “Green Slip” insurance is arranged by Transport.

NB [3]: Medical Insurance in respect of employees recruited overseas and entering Australia under Visa 457 is arranged on an individual basis by Human Resources although accounting for same is attended through Travel Unit.

NB[4] Crop Insurance is arranged on a needs basis, generally through Peter L Brown & Associates, Wagga Wagga.

NB[5] Expatriate Policy Numbers not quoted for privacy purposes. Each expatriate has their own policy number. At 31 December 2012 there are three policies.

ITEM 28 COMPLIANCE STATEMENT

Statement of Compliance with the Voluntary Code of Best Practice for the Governance of Australian Universities

No.	Item	Compliance
1	A university should have its objectives and/or functions specified in its enabling legislation.	The objectives and functions of the University are set out in section 7 of the Charles Sturt University Act 1989. The University complies with this standard.
2	<p>A university's governing body should adopt a statement of its primary responsibilities to include:</p> <ul style="list-style-type: none"> (a) appointing the Vice-Chancellor as the Chief Executive Officer of the university and monitoring his/her performance; (b) appointing other senior officers of the university as considered appropriate; (c) approving the mission and strategic direction of the university, as well as the annual budget and business plan; (d) overseeing and reviewing the management of the university and its performance; (e) establishing policy and procedural principles, consistent with legal requirements and community expectations; (f) approving and monitoring systems of control and accountability, including general overview of any controlled entities (as defined in s.50AA of the Corporations Act); (g) overseeing and monitoring the assessment and management of risk across the university, including commercial undertakings; (h) overseeing and monitoring the academic activities of the university; and (i) approving significant commercial activities of the university. 	<p>The primary responsibilities of the Council are set out in section 19 of the Charles Sturt University Act 1989 and the Charter of University Governance.</p> <p>The University incorporated a revised statement of its primary responsibilities in the Charter of University Governance in 2012.</p> <p>The Council appoints the Vice-Chancellor as Principal Executive Officer in accordance with section 12 of the Charles Sturt University Act 1989 .</p> <p>The Council appoints key senior officeholders in accordance with the delegations conferred under section 20 of the Charles Sturt University Act 1989 and as described in the Policy of Delegations and Authorisations approved by the Council.</p> <p>The University complies with this standard.</p>
3	<p>A university should have the duties of the members of its governing body and sanctions for the breach of these duties specified in its enabling legislation. Other than the Chancellor, the Vice-Chancellor and Presiding Member of the Academic Board, each member should be appointed or elected ad person am. All members of the governing body should be responsible and accountable to the governing body. When exercising the functions of a member of the governing body, a member of the governing body should always act in the best interests of the University.</p> <p>Duties of members should include the requirements to:</p> <ul style="list-style-type: none"> (a) act always in the best interests of the university as a whole, with this obligation to be observed in priority to any duty a member may owe to those electing or appointing him or her; (b) act in good faith, honestly and for a proper purpose; (c) exercise appropriate care and diligence; (d) not improperly use their position to gain an advantage for themselves or someone else; and (e) disclose and avoid conflicts of interest (with appropriate procedures for that purpose similar to those for public companies). <p>There should be safeguards, exemptions and protections from members of a university's governing body for matters or things done or omitted in good faith in pursuance of the relevant legislation. Without limitation, this should include safeguards, exemptions and protections as are the equivalent of those that would be available were the member a director under the Corporations Act. A university (with the exception of those subject to the Corporations Act) should have a requirement included in its enabling legislation that its governing body has the power (by a two-thirds majority) to remove any member of the governing body from office if the member breaches the duties specified above. A member should be required, automatically, to vacate the office if he or she is, or becomes disqualified from acting as a Director of a company or managing corporations under Part 2D.6 of the Corporations Act.</p>	<p>The duties of members are specified in section 24F and Schedule 3 of the Charles Sturt University Act 1989.</p> <p>Sanctions for breach of a member's duties are set out in section 24G of the Charles Sturt University Act 1989.</p> <p>The Council may remove a member by a two third majority under clause 24G of the Charles Sturt University Act 1989.</p> <p>Clause 5 of Schedule 1 of the Charles Sturt University Act 1989 provides that a member will not be personally liable for any act or omission done in good faith.</p> <p>The University complies with this standard.</p>

No.	Item	Compliance
4	<p>If permitted by its enabling legislation, a university should develop procedures;</p> <p>(a) to provide that the Chancellor and Deputy Chancellor hold office subject to retaining the confidence of the governing body; and</p> <p>(b) to deal with removal from office if the governing body determines such confidence is no longer held.</p>	<p>Section 11 A of the Charles Sturt University Act 1989 provides for the removal of the Chancellor and/or Deputy Chancellor if they have lost the confidence of the Council.</p> <p>The University complies with this standard.</p>
5	Each governing body should make available a program of induction and professional development for members to build the expertise of the governing body and to ensure that all members are aware of the nature of their duties and responsibilities.	<p>A comprehensive induction process is undertaken for new members of Council. A number of resources, including an Induction Manual, are provided to members at the induction sessions for their records and future reference. Opportunities for professional development are identified annually and offered to members via an 'expression of interest' format.</p> <p>The University complies with this standard.</p>
6	On a regular basis, at least once each two years, the governing body should assess its performance, the performance of its members and the performance of its committees. The Chancellor should have responsibility for organising the assessment process, drawing on external resources if required. On an annual basis, the governing body should also review its conformance with this Code of Best Practice and identify needed skills and expertise for the future.	<p>The Council conducts a self-assessment of its performance every two years. The next self-assessment will be conducted in 2014.</p> <p>The University reviews its compliance with the Code of Best Practice.</p> <p>The University has a defined process for identifying needed skills and expertise for the future.</p> <p>The University complies with this standard.</p>
7	<p>The size of the governing body should not exceed 22 members. There should be at least two members having financial expertise (as demonstrated by relevant qualifications and financial management experience at a senior level in the public or private sector) and at least one member with commercial expertise (as demonstrated by relevant experience at a senior level in the public or private sector).</p> <p>Where the size of the governing body is limited to less than 10 members, one member with financial expertise and one with commercial expertise would be considered as meeting the requirements.</p> <p>There should be a majority of external members who are neither enrolled as a student nor employed by the university. There should not be current members of any State or Commonwealth parliament or legislative assembly other than where specifically selected by the governing body itself.</p>	<p>Section 8C and 8D of the Charles Sturt University Act 1989 require that the Council not exceed 22 members; must have a majority of external members; and that two members must possess financial qualifications and expertise and one member must possess commercial expertise in conformance with the Code of Practice. The Council complies with this requirement with respect to its membership.</p> <p>The University complies with this standard.</p>
8	<p>A university should adopt systematic procedures for the nomination of prospective members of the governing body for those categories of members that are not elected. The responsibility for proposing such nominations for the governing body may be delegated to a nominations committee of the governing body that the Chancellor would ordinarily chair.</p> <p>Members so appointed should be selected on the basis of their ability to contribute to the effective working of the governing body by having needed skills, knowledge and experience, an appreciation of the values of a university and its core activities of teaching and research, its independence and academic freedom and the capacity to appreciate what a university's external community needs from it.</p> <p>To provide for the introduction of new members consistent with maintaining continuity and experience, members' terms should generally overlap and governing bodies should establish a maximum continuous period to be served. This should not generally exceed 12 years unless otherwise specifically agreed by the majority of the governing body.</p>	<p>The Council has systematic procedures for the nomination of prospective members to the Council.</p> <p>The Council has adopted selection criteria that require that members should be selected on the basis of their ability to contribute to the effective working of the governing body by having needed skills, knowledge and experience, an appreciation of the values of a university and its core activities of teaching and research, its independence and academic freedom and the capacity to appreciate what a university's external community needs from it.</p> <p>The Act requires that there must be a balance of new and experienced members, and that a member's term must not exceed 12 years unless otherwise specifically agreed by a majority of the Council.</p> <p>The Council complies with this requirement with respect to its membership.</p> <p>The University complies with this standard.</p>
9	A university should codify its internal grievance procedures and publish them with information about the procedure for submitting complaints to the relevant ombudsman or the equivalent relevant agency.	<p>The University's Complaints Policy sets out the policy for the management of concerns, complaints and grievances and is supported by codified procedures for dealing with such grievances.</p> <p>The Complaints Policy and related procedures are published in the University's online Administration Manual at: www.csu.edu.au/adminman/stu/student.htm</p> <p>The University complies with this standard.</p>
10	The annual report of a university should be used for reporting on high level outcomes.	<p>The Annual Report details high level outcomes and objectives achieved by the University during the reporting period.</p> <p>The University complies with this standard.</p>

No.	Item	Compliance
11	The annual report of a university should include a report on risk management within the organisation.	<p>The Annual Report includes a report on risk management within the University.</p> <p>The University complies with this standard</p>
12	<p>The governing body should oversee controlled entities by:</p> <ul style="list-style-type: none"> (a) ensuring that the entity's board possesses the skills, knowledge and experience necessary to provide proper stewardship and control of the entity; (b) appointing some directors to the board of the entity who are not members of the governing body or officers or students of the university; (c) ensuring that the board of the entity adopts and regularly evaluates a written statement of its own governance principles; (d) ensuring that the board documents a clear corporate and business strategy which reports on and updates annually the entity's long-term objectives and includes an annual business plan containing achievable and measurable performance targets and milestones; and (e) establishing and documenting clear expectations of reporting to the governing body, such as a draft business plan for consideration and approval before the commencement of the financial year and at least quarterly reports against the business plan. 	<p>Section 19A of the Act requires that the Council oversight controlled entities consistent with the standards.</p> <p>Reports from controlled entities are a standing item on the Council agenda, and the financial operations of the entities are incorporated into monthly reports to the Council's Finance and Infrastructure Committee.</p> <p>The University complies with this standard.</p>
13	A university should assess the risk arising from its involvement in the ownership of any entity (including an associated company as defined in the Accounting Standards issued by the Australian Accounting Standards Board), partnership and joint venture. The governing body of a university should, where appropriate in light of the risk assessment, use its best endeavors to obtain an auditor's report (including audit certification and management letter) of the entity by a State, Territory or Commonwealth Auditor-General or by an external auditor.	<p>Refer to Statutory Guidelines for Commercial Activities at: www.csu.edu.au/adminman/leg/guid-stat-Comm-Activities-070809.pdf</p> <p>Assessment of risk and the value of the controlled entities of Charles Sturt University is monitored through the Finance and Infrastructure and the Audit and Risk Committees (of Council).</p> <p>The Audit Office of NSW is the appointed external auditor of Charles Sturt University and its controlled entities. It provides an audit opinion and certifies the annual financial statements of the University (and its controlled entities). A management report is submitted annually to the University and is reviewed by the Audit and Risk Committee (of the Council).</p> <p>The University complies with this standard.</p>
14	A university should disclose in its Annual Report its compliance with this Code of Best Practice and provide reasons for any areas of non-compliance.	<p>Refer to Appendices Item 28 – Charles Sturt University Annual Report 2012.</p> <p>The University complies with this standard.</p>

Facilities

ITEM 29 MAJOR WORKS

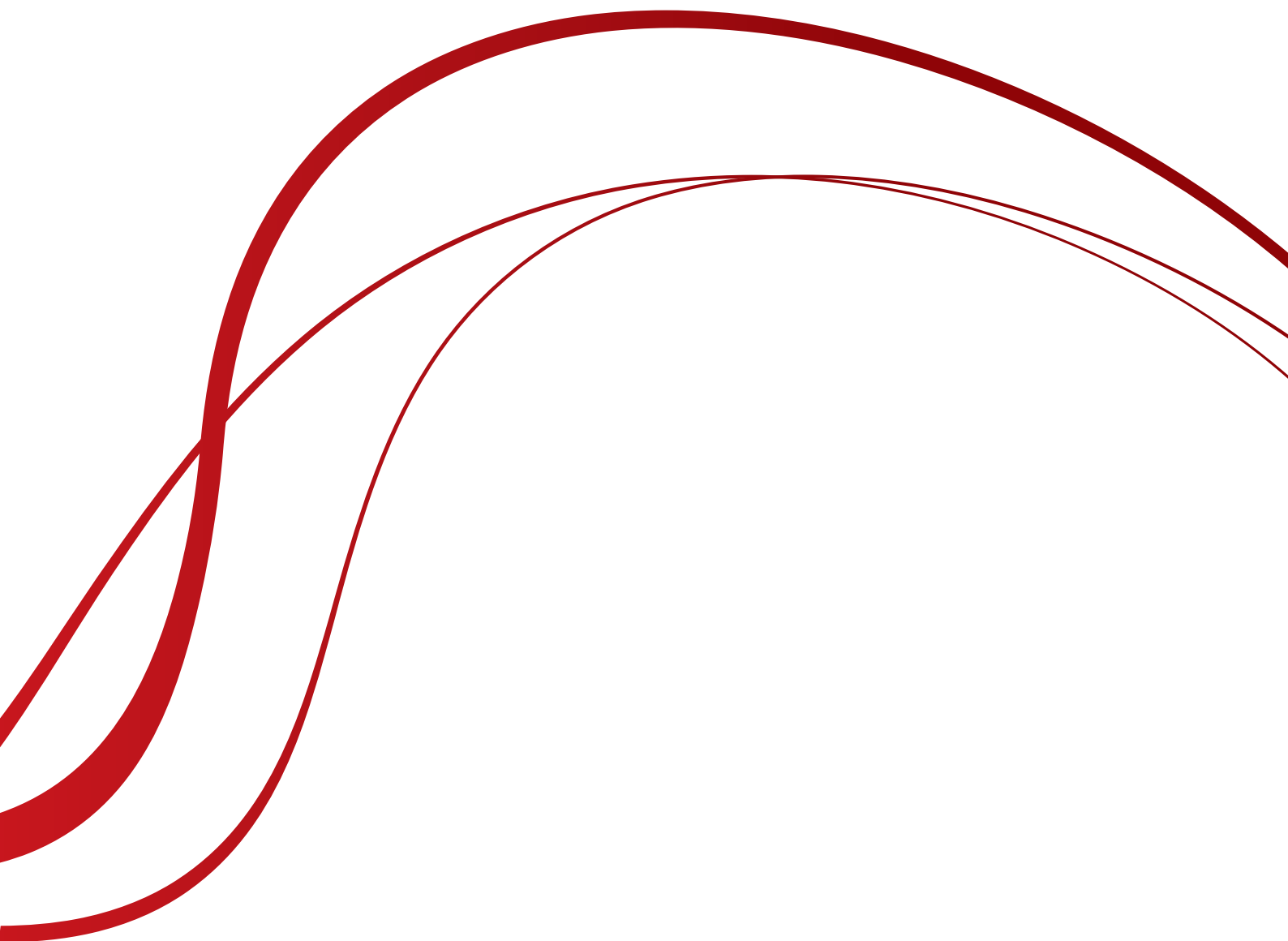
Table 30: Campus Projects

Campus	Project	Stage	Value \$millions
Albury-Wodonga	Disposal Costs City Campus	Near Completion	0.900
	Campus Services (incl external Lighting)	Completed 2012	1.421
	Thurgoona land purchase	Active	0.900
	Landscaping Thurgoona	Completed 2012	0.189
	Community Engagement & Wellness Centre	Near Completion	4.998
	Recreation facilities (half court basketball, beach volleyball etc)	Under Design	0.500
	Cooling intervention (passive buildings)	Under Design	0.750
	Lift Upgrade in Gordon Beavan	Under Design	0.250
	Gums Office Rationalisation - SSAF	Under Design	0.150
Bathurst	Library Redevelopment - Learning Commons Stage 2	Completed 2012	4.085
	Hatherly House refurbishment	Completed 2012	0.098
	Motor vehicle complex	Completed 2012	0.330
	Renovation of C4	Completed 2012	2.103
	W9 External Cladding and Painting	Completed 2012	0.708
	Health Workforce Australia (HWA) - Community Engagement & Wellness Centre Bathurst	Under Design	5.435
	Health and Hospitals Fund (HHF) - Health Precinct	Under Design	6.500
	Heating, Ventilation and Air Conditioning (HVAC) - Gymnasium	Defects and Liability Period (DLP)	0.600
	The McDonoghs - PC07	Under Construction	0.360
	The McDonoghs - PC08	Under Construction	0.540
	Music Block	Under Construction	0.150
Dubbo	Boiler House	Under Construction	0.260
	Indigenous Student Support Facility	Under Design	0.790
	Wayfinding signage	Under Construction	0.100
	Campus Entrance - Ceremonial Wall	Under Construction	0.250
	Sports Facility (VSU) / CSU Matching Grant	Completed 2012	2.500
Orange	Machinery complex / Winery	Completed 2012	0.300
	Banjo's Bar and Bistro - Refurbishment	Completed 2012	0.138
	Teaching and Learning Capital Funds (TLC) - Physiotherapy	Completed 2012	7.800
	External Signage	Under Construction	0.100
	Learning Commons bird proofing and re-branding	Under Construction	0.180

Campus	Project	Stage	Value \$millions
Wagga Wagga	Wagga Campus Master Planning Enhancements (CME) Total	Under Design	
	Refurbishment	Under Design	2.650
	Services precinct	Under Design	4.275
	Offices - Boorooma	Under Design	4.000
	Offices - Agriculture Campus	Under Design	4.000
	Carpark Agriculture Campus	Under Design	0.500
	Civil Links Road	Under Construction	1.000
	University Properties Building Refurbishment - P440	Completed 2012	0.150
	National Wine & Grape Industry Centre	Near Completion	9.750
	Learning Commons - Teaching and Learning Capital Funds Grant	Completed 2012	6.403
	Campus Entrance	Under Construction	0.530
	National Life Sciences Hub - NaLSH	Completed 2012	44.983
	Animal House Facility	Under Construction	2.000
	Graham Centre	Under Construction	0.750
	Riverina Playhouse	Under Design	0.500
	Graphic design building - P024	Under Construction	0.100
	Renovations for CSU Training - P482	Under Construction	0.100
	Hydraulics Services Upgrades	Under Construction	1.172
	High Voltage (HV) Upgrades - Stage 1	Under Construction	0.295
	Telecall Centre - P013	Under Construction	0.200
Other	CAPPE/Canberra	Completed 2012	0.835
University Wide	Teaching and Learning Capital Funds - Contemporary classroom - Digital Bathurst /Wagga	Completed 2012	3.423
Port Macquarie	Port Macquarie (SAF)	Under Design	12.906
	Port Macquarie land purchase	Completed 2012	2.565
	Port Macquarie leasehold fit out	Completed 2012	0.670
Wangaratta	Wangaratta (SAF)	Under Design	7.775
Manly	Manly Building Renovation	Completed 2012	0.215
Student Residences	Wagga Wagga Stage 3 (additional 200 beds)	Under Construction	16.800
	HWA - Student Accommodation - Orange	Under Construction	10.000
	HWA - Student Accommodation - Thurgoona	Under Design	2.407
	Residences- renovations to existing facilities	Under Construction	1.000
	Campus Life - Bathurst C0038	Completed 2012	2.300
	Residual Current Devices (RCD) Protection	Under Construction	0.160
Childcare	Wagga Wagga (70 place childcare + pre-school)	Under Design	4.000

Note: Values given in Item 29 refer to the TOTAL funding allocated to the project. Where the project was completed in 2012, the final cost of the project has been quoted. A number of completed projects are still in defects liability period (DLP) and may still incur further costs related to the project prior to Final Completion.

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Financials



Charles Sturt University

ABN 83 878 708 551

Budgeted Financial Statements for the year ending 31 December 2013

The budgeted financial statements for 2013 do not form part of the audited financial statements.

Charles Sturt University
Budgeted Income Statement
For the year ending 31 December 2013

	Consolidated		Parent Entity	
	2013 Budget \$'000	2012 Actual \$'000	2013 Budget \$'000	2012 Actual \$'000
Income from continuing operations				
Australian Government Financial Assistance				
Australian Government grants	173,448	196,869	173,448	196,869
HECS-HELP Australian Government payments	75,600	74,880	75,600	74,880
FEE-HELP	16,600	16,429	16,600	16,429
SA-HELP	700	672	700	672
State and local government financial assistance	-	31	-	31
HECS-HELP student payments	14,600	14,469	14,600	14,469
Fees and charges	89,600	88,254	89,100	88,254
Investment revenue	7,650	7,710	7,150	7,334
Royalties, trademarks and licences	-	38	-	38
Consultancies and contracts	10,200	10,136	10,200	10,136
Other revenue	34,275	31,624	33,675	30,553
Total revenue from continuing operations	422,673	441,112	421,073	439,665
Gain on disposal of available-for-sale financial investments	-	2,477	-	2,477
Other investment income	-	2,522	-	2,522
Deferred superannuation contributions	28,000	27,764	28,000	27,764
Total income from continuing operations	450,673	473,875	449,073	472,428
Expenses from continuing operations				
Employee related expenses	243,971	252,645	238,471	247,299
Depreciation and amortisation	34,637	35,919	34,637	35,919
Repairs and maintenance	13,444	14,464	13,444	13,942
Borrowing costs	1,690	1,753	1,690	1,753
Impairment of assets	-	619	-	349
(Gain)/loss on disposal of property, plant and equipment	-	(7)	-	(7)
Deferred superannuation expense	28,000	27,764	28,000	27,764
Other expenses	114,555	117,758	118,455	122,498
Total expenses from continuing operations	436,297	450,915	434,697	449,517
Operating result for the year	14,376	22,960	14,376	22,911

Charles Sturt University
Budgeted Statement of Financial Position
For the year ending 31 December 2013

	Consolidated		Parent Entity	
	2013 Budget \$'000	2012 Actual \$'000	2013 Budget \$'000	2012 Actual \$'000
Assets				
CURRENT ASSETS				
Cash and cash equivalents	48,033	52,547	46,304	50,818
Receivables	15,300	19,472	15,300	19,472
Inventories	5,100	4,640	5,100	4,640
Other financial assets	32,216	19,241	31,216	19,028
Total current assets	100,649	95,900	97,920	93,958
NON-CURRENT ASSETS				
Receivables	288,200	280,468	288,200	280,468
Other financial assets	75,371	76,420	70,500	69,787
Property, plant and equipment	799,100	687,333	799,100	687,333
Intangible assets	1,200	1,171	1,200	1,171
Total non-current assets	1,163,871	1,045,391	1,159,000	1,038,758
Total assets	1,264,520	1,141,291	1,256,920	1,132,716
Liabilities				
CURRENT LIABILITIES				
Trade and other payables	19,500	20,484	19,500	21,050
Provisions	40,500	44,236	40,500	43,889
Other liabilities	12,000	13,457	12,000	13,457
Total current liabilities	72,000	78,177	72,000	78,396
Total liabilities	380,435	397,511	380,435	397,480
Net assets	884,085	743,780	876,485	735,236
Equity				
Reserves	404,140	278,211	403,482	276,609
Retained earnings	479,945	465,569	473,003	458,627
Total Equity	884,085	743,780	876,485	735,236

Charles Sturt University
Budgeted Cash Flows Statement
For the year ending 31 December 2013

	Consolidated		Parent Entity	
	2013 Budget \$'000	2012 Actual \$'000	2013 Budget \$'000	2012 Actual \$'000
Cash flows from operating activities				
Australian Government Grants	284,329	288,850	284,329	288,850
OS-HELP (net)	-	124	-	124
State Government Grants	-	31	-	31
HECS-HELP student payments	16,600	14,469	16,600	14,469
Receipts from student fees and other customers	134,775	171,777	133,675	164,707
Distributions received	3,200	2,562	2,700	2,195
Interest received	4,450	5,066	4,450	5,012
Payments to suppliers (inclusive of GST)	(139,900)	(155,434)	(143,800)	(153,512)
Payments to employees	(234,440)	(249,716)	(228,940)	(244,420)
Interest paid	(1,700)	(1,793)	(1,700)	(1,793)
Net cash provided by operating activities	67,314	75,936	67,314	75,663
Cash flows from investing activities				
Proceeds from sale of property, plant and equipment	4,500	10,477	4,500	10,477
Payments for property, plant and equipment	(74,328)	(49,592)	(74,328)	(49,592)
Proceeds from sale of financial assets	16,000	17,819	15,000	17,584
Payments for financial assets	(16,000)	(14,810)	(15,000)	(14,511)
Net cash used in investing activities	(69,828)	(36,106)	(69,828)	(36,042)
Cash flows from financing activities				
Repayment of borrowing	(2,000)	(2,000)	(2,000)	(2,000)
Net cash used in financing activities	(2,000)	(2,000)	(2,000)	(2,000)
Net increase / (decrease) in cash and cash equivalents	(4,514)	37,830	(4,514)	37,621
Cash and cash equivalents at the beginning of the financial year	52,547	14,717	50,818	13,197
Cash and cash equivalents at the end of the financial year	48,033	52,547	46,304	50,818

Audited Statements for 2012

Charles Sturt University

ABN 83 878 708 551

Audited Financial Statements for the year ended 31 December 2012



INDEPENDENT AUDITOR'S REPORT

Charles Sturt University

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of Charles Sturt University (the University), which comprise the statement of financial position as at 31 December 2012, the income statement, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information of the University and the consolidated entity. The consolidated entity comprises the University and the entities it controlled at the year's end or from time to time during the financial year.

Opinion

In my opinion, the financial statements:

- give a true and fair view of the financial position of the University and the consolidated entity, as at 31 December 2012, and of the financial performance and cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010
- comply with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2012 Reporting Period' (the Guidelines), issued by the Australian Government Department of Industry, Innovation, Science, Research and Tertiary Education, pursuant to the *Higher Education Support Act 2003*, the *Higher Education Funding Act 1988* and the *Australian Research Council Act 2001*.

My opinion should be read in conjunction with the rest of this report.

University Council's Responsibility for the Financial Statements

The Council of the University is responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards, the PF&A Act and the Guidelines, and for such internal control as the Council determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I conducted my audit in accordance with Australian Auditing Standards. Those Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Council, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

My opinion does *not* provide assurance:

- about the future viability of the University or the consolidated entity
- that they have carried out their activities effectively, efficiently and economically
- about the effectiveness of their internal control
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements.

Independence

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards and other relevant ethical pronouncements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by the possibility of losing clients or income.



M T Spriggins
Director, Financial Audit Services

22 April 2013
SYDNEY

CHARLES STURT UNIVERSITY

REPORT BY THE MEMBERS OF THE UNIVERSITY COUNCIL

The members of the Council present their report on the consolidated entity of Charles Sturt University and the entities it controlled at the end of, or during, the year ended 31 December 2012.

Members

The following persons were members of Charles Sturt University Council during the year and up to the date of this report:

Member	Position	Comment
Mr Lawrence Willett AO	Chancellor	
Professor Andrew Vann	Vice Chancellor	Appointed 1 January 2012
Professor Ben Bradley	Presiding Officer, Academic Senate	
Ms Kathryn Pitkin	Ministerial appointee	
Mr Antonio (Tony) Catanzariti	Ministerial appointee	
Mr Richard Hattersley	Ministerial appointee	
Mr Gerard Martin	Ministerial appointee	
Ms Patricia (Trish) Murphy	Ministerial appointee	
Mr Angelos Frangopoulos	Council appointee	
Mr Neville Page	Council appointee	
Mr Peter Hayes	Council appointee	
Ms Carmen Frost	Elected general staff member	
Dr David Tien	Elected academic staff member	Term ended 30 June 2012
Dr Patricia Logan	Elected academic staff member	Term ended 30 June 2012
Dr Rowan O'Hagan	Elected student member	Term ended 30 June 2012
Mr David Bate	Elected student member	Term ended 30 June 2012
Dr Susan Wood	Elected academic staff member	Term commenced 1 July 2012
Ms Saba Nabi	Elected student member	Term commenced 1 July 2012

Meeting of Members

The numbers of meetings of the members of Charles Sturt University's Council and of each committee held during the year ended 31 December 2012, and the number of meetings attended by each member were:

	Board Meetings		Meetings of Committees									
			Audit & Risk		Finance & Infrastructure		Succession Planning		Investment		Chancellor's^	
	A	B	A	B	A	B	A	B	A	B	A	B
Mr Lawrence Willett AO	5	5	-	-	-	-	4	4	4	4	20	20
Professor Andrew Vann	5	5	-	-	-	-	4	4	-	-	20	20
Professor Ben Bradley	3	5	-	-	-	-	-	-	-	-	20*	20
Ms Kathryn Pitkin	5	5	-	-	4	4	4	4	-	-	20	20
Mr Antonio Catanzariti	5	5	-	-	-	-	-	-	-	-	-	-
Mr Richard Hattersley	5	5	-	-	-	-	4	4	4	4	-	-
Mr Gerard Martin	4	5	-	-	3	4	-	-	-	-	-	-
Mr Angelos Frangopoulos	5	5	5	5	-	-	3	4	-	-	-	-
Ms Patricia Murphy	3	5	-	-	-	-	-	-	4	4	-	-
Mr Neville Page	4	5	5	5	-	-	-	-	-	-	-	-
Mr Peter Hayes	5	5	-	-	4	4	4	4	-	-	-	-
Dr David Tien	0	2	-	-	-	-	-	-	-	-	-	-
Dr Patricia Logan	2	2	-	-	-	-	-	-	-	-	-	-
Dr Susan Wood	3	3	-	-	-	-	-	-	-	-	-	-
Ms Carmen Frost	5	5	-	-	-	-	-	-	4	4	-	-
Dr Rowan O'Hagan	2	2	1	1	-	-	-	-	-	-	-	-
Mr David Bate	2	2	-	-	-	-	-	-	-	-	-	-
Ms Saba Nabi	3	3	-	-	-	-	-	-	-	-	-	-

A = Number of meetings attended

B = Number of meetings held during the time the member held office or was a member of the committee during the year

^ The Executive Committee and Honorary Awards and Naming Committee were replaced by the Chancellor's Committee on 24 July 2013

*Ten of these meetings were attended by the Acting Presiding Officer, Academic Senate

Principal Activities

Charles Sturt University is committed to achieving excellence in education for the professions and to maintain national leadership in flexible and distance education. Industry relevant courses and workplace learning support the University's learning and teaching objectives.

During the year, the principal activities that supported the objectives of the consolidated entity consisted of:

- Provision of distinctive education programs for the professions and prepare students for work and citizenship
- Strategic and applied research
- Enhancement of communities of inland Australia, Indigenous Australia and national and international institutions to whom our staff and students are linked.

There were no significant changes in the nature of the activities of the consolidated entity that occurred during the year.

Review of Operations

The University recorded a net operating result of \$22.9 million for the year ended 31 December 2012, compared to \$38 million in 2011.

Total assets as at 31 December 2012 was \$1,132 million compared to \$1,052 million in December 2011.

Significant Changes in the State of Affairs

There are no significant changes in the state of affairs during the year ended 31 December 2012.

Matters Subsequent to the End of the Financial Year

There are no matters subsequent to the end of the year that may significantly affect the consolidated entity's operations, results or state of affairs in future years.

Likely Developments and Expected Results of Operations

There were no developments that were not finalised at the date of this report that would have any material impact on the expected results of operations.

Environmental regulation

Charles Sturt University is working towards environmental sustainability targets as part of its CSU Green initiative. The University is seeking to reduce its greenhouse gas emissions, waste, water and energy consumption over the next five years.

Insurance of officers

Members of Council are covered by the following insurance policy;
Management Liability Policy
W R Berkley – Policy number: DK0120D7H430
Expiry date 31 October 2013

Proceedings on behalf of Charles Sturt University

The University is not aware of any proceedings.

This report is made in accordance with a resolution of the members of the Council



L. Willett AO
Chancellor

Date: 18 April 2013



A. Vann
Vice-Chancellor

Date: 18 April 2013

CHARLES STURT UNIVERSITY

STATEMENT BY THE COUNCIL

In accordance with a resolution of the Council of Charles Sturt University and pursuant to Section 41C (1B) and (1C) of the *Public Finance and Audit Act 1983*, we state that:

1. The financial reports present a true and fair view of the financial position of the University at 31 December 2012 and the results of its operations and transactions of the University for the year then ended;
2. The financial reports have been prepared in accordance with the provisions of the *New South Wales Public Finance and Audit Act 1983*, the *Public Finance and Audit Regulation 2010* and the Financial Statement Guidelines for Australian Higher Education Providers for the 2012 Reporting Period;
3. The financial reports have been prepared in accordance with Australian Accounting Standards and Interpretations;
4. We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate;
5. There are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due;
6. The University charged Student Services and Amenities Fees strictly in accordance with the Higher Education Support Act 2003 and the Administration Guidelines made under the Act. Revenue from the fee was spent strictly in accordance with the Act and only on services and amenities specified in subsection 19-38(4) of the Act;
7. The amount of Commonwealth financial assistance expended during the reporting period was for the purposes for which it was granted; and
8. The University has complied in full with applicable legislation, contracts, agreements and program guidelines in making expenditure.



L. Willett AO

Chancellor

Date: 18 April 2013



A. Vann

Vice-Chancellor

Date: 18 April 2013

Charles Sturt University

Income Statement

for the year ended 31 December 2012

		Consolidated		Parent Entity	
		2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000
	Notes				
Income from continuing operations					
Australian Government Financial Assistance					
Australian Government grants	3	196,869	191,434	196,869	191,434
HECS-HELP Australian Government payments	3	74,880	76,285	74,880	76,285
FEE-HELP	3	16,429	21,366	16,429	21,366
SA- HELP	3	672	-	672	-
State and local Government financial assistance	4	31	-	31	-
HECS-HELP student payments		14,469	14,556	14,469	14,556
Fees and charges	5	88,254	75,135	88,254	75,135
Investment revenue	6	7,710	7,593	7,334	7,101
Royalties, trademarks and licences	7	38	114	38	114
Consultancies and contracts	8	10,136	11,899	10,136	11,899
Other Revenue	9	31,624	27,268	30,553	25,603
Total revenue from continuing operations		441,112	425,650	439,665	423,493
Gain on disposal of available-for-sale financial investments					
Gain on disposal of available-for-sale financial investments	10	2,477	1,281	2,477	1,447
Other investment income	6	2,522	4,915	2,522	4,915
Deferred Superannuation Contributions	34	27,764	82,400	27,764	82,400
Total income from continuing operations		473,875	514,246	472,428	512,255
Expenses from continuing operations					
Employee related expenses	11	252,645	234,306	247,299	229,382
Depreciation and amortisation	12	35,919	27,928	35,919	27,928
Repairs and maintenance	13	14,464	14,732	13,942	14,305
Borrowing costs	14	1,753	2,548	1,753	2,548
Impairment of assets	15	619	9,182	349	8,965
(Gain)/loss on disposal of property, plant & equipment	10	(7)	44	(7)	44
Deferred Superannuation Expense	34	27,764	82,400	27,764	82,400
Other Expenses	16	117,758	104,418	122,498	108,560
Total expenses from continuing operations		450,915	475,558	449,517	474,132
Operating result for the year		22,960	38,688	22,911	38,123

The above income statement should be read in conjunction with the accompanying notes.

Charles Sturt University

Statement of Comprehensive Income

for the year ended 31 December 2012

		Consolidated		Parent Entity	
		2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000
	Notes				
Operating result for the year		22,960	38,688	22,911	38,123
Gain on revaluation of land and buildings	28	13,642	6,039	13,642	6,039
Exchange differences on translation of foreign operations	28	21	(94)	21	(94)
Gain/ (loss) on value of available for sale financial assets	28	9,740	(2,654)	8,446	(2,110)
Total comprehensive income		46,363	41,979	45,020	41,958

The above statement of comprehensive income should be read in conjunction with the accompanying notes.

CHARLES STURT UNIVERSITY
Statement of Changes in Equity

for the year ended 31 December 2012

			2012			2011		
			Reserves	Retained earnings	Total	Reserves	Retained earnings	Total
			\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
			Notes					
Consolidated								
Balance as at 1st January			254,808	442,609	697,417	251,517	403,921	655,438
Operating Result			-	22,960	22,960	-	38,688	38,688
Gain on revaluation of land and buildings			28 13,642	-	13,642	6,039	-	6,039
Foreign Exchange Translation Reserve			28 21	-	21	(94)	-	(94)
Gain/ (loss) on value of available for sale financial assets			28 9,740	-	9,740	(2,654)	-	(2,654)
Total Comprehensive Income			23,403	22,960	46,363	3,291	38,688	41,979
Balance as at 31st December			278,211	465,569	743,780	254,808	442,609	697,417
Parent								
Balance as at 1st January			254,500	435,716	690,216	250,665	397,593	648,258
Operating Result			-	22,911	22,911	-	38,123	38,123
Gain on revaluation of land and buildings			28 13,642	-	13,642	6,039	-	6,039
Foreign Exchange Translation Reserve			28 21	-	21	(94)	-	(94)
Gain/ (loss) on value of available for sale financial assets			28 8,446	-	8,446	(2,110)	-	(2,110)
Total Comprehensive Income			22,109	22,911	45,020	3,835	38,123	41,958
Balance as at 31st December			276,609	458,627	735,236	254,500	435,716	690,216

The above statement of changes in equity should be read in conjunction with the accompanying notes.

Charles Sturt University
Statement of Financial Position

as at 31 December 2012

		Consolidated		Parent Entity	
		2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000
	Notes				
ASSETS					
Current Assets					
Cash and cash equivalents	17	52,547	14,717	50,818	13,197
Receivables	18	19,472	31,192	19,472	31,192
Inventories	19	4,640	4,732	4,640	4,732
Other financial assets	20	19,241	24,539	19,028	24,362
Non-current assets and disposal groups classified as held for sale	21	-	5,750	-	5,750
Total current assets		95,900	80,930	93,958	79,233
Non-current assets					
Receivables	18	280,468	252,814	280,468	252,814
Other financial assets	20	76,420	59,622	69,787	54,098
Property, plant and equipment	22	687,333	664,521	687,333	664,521
Intangible assets	23	1,171	1,589	1,171	1,589
Total non-current assets		1,045,391	978,546	1,038,758	973,022
Total assets		1,141,291	1,059,476	1,132,716	1,052,255
LIABILITIES					
Current liabilities					
Trade and other payables	24	20,484	20,158	21,050	20,684
Provisions	26	44,236	44,500	43,889	44,194
Other liabilities	27	13,457	4,726	13,457	4,726
Total current liabilities		78,177	69,384	78,396	69,604
Non-current liabilities					
Borrowings	25	28,000	30,000	28,000	30,000
Provisions	26	291,334	262,675	291,085	262,435
Total non-current liabilities		319,334	292,675	319,085	292,435
Total liabilities		397,511	362,059	397,480	362,039
Net assets		743,780	697,417	735,236	690,216
EQUITY					
Reserves	28	278,211	254,808	276,609	254,500
Retained earnings	28	465,569	442,609	458,627	435,716
Total Equity		743,780	697,417	735,236	690,216

The above statement of financial position should be read in conjunction with the accompanying notes.

Charles Sturt University
Statement of Cash Flows
for the year ended 31 December 2012

		Consolidated		Parent Entity	
		2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000
	Notes				
Cash flows from operating activities					
Australian Government Grants	3 (h)	288,850	273,085	288,850	273,085
OS-HELP (net)	3 (h)	124	152	124	152
State Government Grants		31	-	31	-
HECS-HELP Student payments		14,469	14,556	14,469	14,556
Receipts from students fees and other customers		171,777	124,303	164,707	121,860
Distributions Received		2,562	2,441	2,195	2,441
Interest Received		5,066	5,109	5,012	4,617
Payments to suppliers (inclusive of GST)		(155,434)	(131,510)	(153,512)	(134,521)
Payments to employees		(249,716)	(227,840)	(244,420)	(222,868)
Interest paid		(1,793)	(2,037)	(1,793)	(2,037)
Net cash provided by operating activities	36	75,936	58,259	75,663	57,285
Cash flows from investing activities					
Proceeds from sale of property, plant and equipment		10,477	5,546	10,477	5,550
Payments for property, plant and equipment		(49,592)	(77,470)	(49,592)	(77,470)
Proceeds from sale of financial assets		17,819	15,206	17,584	15,000
Payments for financial assets		(14,810)	(5,432)	(14,511)	(4,862)
Net cash used in investing activities		(36,106)	(62,150)	(36,042)	(61,782)
Cash flows from financing activities					
Repayment of borrowing		(2,000)	-	(2,000)	-
Net cash used in financing activities		(2,000)	-	(2,000)	-
Net increase / (decrease) in cash and cash equivalents		37,830	(3,891)	37,621	(4,497)
Cash and cash equivalents at the beginning of the financial year		14,717	18,608	13,197	17,694
Cash and cash equivalents at the end of the financial year	17	52,547	14,717	50,818	13,197

The above statement of cash flows should be read in conjunction with the accompanying notes.

Charles Sturt University as a reporting entity

Charles Sturt University was established by Charles Sturt University Act 1989 No.76 in 1989. It is a not for profit entity. This consolidated financial statements for the year ended 31 December 2012 has been authorised for issue by the University's Council on 18 April 2013.

Note 1 Summary of significant accounting policies

The principal accounting policies adopted in the preparation of these financial statements is set out below. These policies have been consistently applied to all the years reported, unless otherwise stated. The financial statements include separate statements for Charles Sturt University as the parent entity and the consolidated entity consisting of Charles Sturt University and its subsidiaries. The principal address of Charles Sturt University is Panorama Avenue, Bathurst, New South Wales, Australia.

(a) Basis of preparation

The annual financial statements represent the audited general purpose financial statements, which have been prepared on an accrual basis in accordance with Australian Accounting Standards, AASB Interpretations, the requirements of the Higher Education Support Act 2003 (Financial Statements Guidelines), the Public Finance and Audit Act 1983 and the Public Finance and Audit Regulation 2010, Charles Sturt University is a not-for-profit entity and these financial statements have been prepared on that basis. Some of the Australian Accounting Standards requirements for not-for-profit entities are inconsistent with the IFRS requirements.

Historical cost convention

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of available-for-sale financial assets, financial assets and liabilities (including derivative instruments) at fair value through profit or loss, certain classes of property, plant and equipment and investment property.

Critical accounting estimates

The preparation of financial statements in conformity with Australian Accounting Standards require the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the University's accounting policies. The estimates and underlying assumptions are reviewed on an ongoing basis. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed where applicable in the relevant note to the financial statements, specifically:

*Note 20: Available for Sale Financial Assets

*Note 22: Property, Plant and Equipment

*Note 26: Provisions for Long Service Leave

*Note 34: Defined Benefit Plans

(b) Basis of consolidation

(i) Subsidiaries

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Charles Sturt University ("parent entity") as at 31 December 2012 and the results of all subsidiaries for the year then ended. Charles Sturt University and its subsidiaries together are referred to in this financial report as the Group or the consolidated entity.

Subsidiaries are all those entities (including special purpose entities) over which the Group has the power to govern the financial and operating policies, generally accompanying a shareholding of more than one half of the voting rights. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the Group controls another entity.

Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are de-consolidated from the date that control ceases.

The acquisition method of accounting is used to account for the acquisition of subsidiaries by the Group.

Intercompany transactions, balances and unrealised gains on transactions between Group companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

(c) Foreign currency translation

(i) Functional and presentation currency

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates ("the functional currency"). The consolidated financial statements are presented in Australian dollars, which is the University's functional and presentation currency.

(ii) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement. Qualifying cash flow hedges and qualifying net investment hedges in a foreign operation shall be accounted for by recognising the portion of gain or loss determined to be an effective hedge in other comprehensive income and the ineffective portion in profit and loss.

Translation differences on non-monetary financial assets and liabilities are reported as part of the fair value gain or loss. Translation differences on non-monetary financial assets and liabilities, such as equities held at fair value through profit and loss, are recognised in profit or loss as part of the fair values gain or loss. Translation differences on non-monetary financial assets are included in the fair value reserve in equity.

(iii) Group companies

The results and financial position of all the Group entities (none of which has the currency of a hyperinflationary economy) that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- assets and liabilities for each balance sheet presented are translated at the closing rate at the date of that balance sheet;
- income and expenses for each income statement are translated at the dates of the transactions; and
- all resulting exchange differences are recognised as a separate component of equity.

Note 1 Summary of significant accounting policies (continued)

(c) Foreign currency translation (continued)

On consolidation, exchange differences arising from the translation of any net investment in foreign entities, and of borrowings and other financial instruments designated as hedges of such investments, are accounted for by recognising the effective portion in other comprehensive income and the ineffective portion in the income statement. When a foreign operation is sold or any borrowings forming part of the net investment are repaid, the gain or loss relating to the effective portion of that hedge that has been recognised in other comprehensive income is reclassified from equity to the income statement as a reclassification adjustment.

Goodwill and fair value adjustments arising on the acquisition of a foreign entity are treated as assets and liabilities of the foreign entity and translated at the closing rate.

(d) Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances, rebates and amounts collected on behalf of third parties.

The Group recognises revenue when the amount of revenue can be reliably measured, it is probable that the future economic benefits will flow to the Group and specific criteria have been met for each of the Group's activities as described below. The amount of revenue is not considered to be reliably measurable until all the contingencies relating to the sale have been resolved. The Group bases its estimates on historical results, taking into consideration the type of customer, the type of transaction and the specific of each arrangement.

Revenue is recognised for the major business activities as follows:

(i) Government grants

Contributions are recognised as income when the Group obtains control over the assets comprising the contribution. Control over the contribution is normally obtained upon receipt of the cash.

Grants from the government are recognised at their fair value where the Group obtains control of the right to receive the grant, it is probable that economic benefits will flow to the Group, and it can be reliably measured.

(ii) Student fees and charges

Fees and charges are recognised as income in the year of receipt, except to the extent that fees and charges related to courses to be held in future periods. Such receipts (or portion thereof) is treated as income in advance in liabilities. Conversely, fees and charges relating to debtors are recognised as revenue in the year in which the prescribed course relates.

(iii) Human resources

Contract revenue is recognised in accordance with the percentage of completion method. The stage of completion is measured by reference to the labour hours incurred to date as a percentage of estimated total labour hours for each contract.

Other human resources revenue is recognised when the service is provided.

(iv) Lease income

Lease income from operating leases is recognised in income on a straight-line basis over the lease term.

(e) Income Tax

The activities of the Group are exempt from income and capital gains taxes under Subdivision 50-B of the *Income Tax Assessment Act 1997*.

(f) Leases

Leases of property, plant and equipment where the Group, as lessee, has substantially all the risk and rewards of ownership are classified as finance leases. Finance leases are capitalised at the lease's inception at the lower of the fair value of the leased property and the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, are included in other short-term and long-term payables. Each lease payment is allocated between the liability and finance cost. The finance cost is charged to the income statement over the lease period so as to produce a consistent periodic rate of interest on the remaining balance of the liability for each period. The property, plant and equipment acquired under the finance lease are depreciated over the shorter of the asset's useful life and the lease term.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases (note 33(b)). Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight-line basis, over the period of the lease.

(g) Impairment of assets

Goodwill and intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the assets carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows which are largely independent of the cash flows from other assets or groups of assets (cash generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at each reporting date.

(h) Cash and cash equivalents

For statement of cash flows presentation purposes, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

(i) Trade receivables

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost, using the effective interest method less provision for impairment. Trade receivables are due for settlement no more than 120 days from the date of recognition for land development and resale debtors, and no more than 30 days for other debtors.

Note 1 Summary of significant accounting policies (continued)

(i) Trade receivables (continued)

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectable are written off. A provision for impairment of receivables is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of receivables. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments (more than 30 days overdue) are considered indicators that the trade receivable is impaired. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. Cash flows relating to short-term receivables are not discounted if the effect of discounting is immaterial. The amount of the provision is recognised in the income statement.

(j) Inventories

(i) Raw materials and stores, work in progress and finished goods

Raw materials and stores, work in progress and finished goods are stated at the lower of cost and net realisable value. Cost comprises direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenditure, the latter being allocated on the basis of normal operating capacity. Costs are assigned to individual items of inventory on the basis of weighted average costs. Costs of purchased inventory are determined after deducting rebates and discounts. Net realisable value is the estimates selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

(k) Non-current assets (or disposal groups) held for sale and discontinued operations

Non-current assets (or disposal groups) are classified as held for sale and stated at the lower of their carrying amount and fair value less costs to sell, if their carrying amount will be recovered principally through a sale transaction rather than through continuing use.

An impairment loss is recognised for any initial or subsequent write down of the asset (or disposal group) to fair value less costs to sell. A gain is recognised for any subsequent increases in fair value less costs to sell of an asset (or disposal group), but not in excess of any cumulative impairment loss previously recognised. A gain or loss not previously recognised by the date of the sale of the non-current asset (or disposal group) is recognised at the date of derecognition.

Non-current assets (including those that are part of a disposal group) are not depreciated or amortised while they are classified as held for sale. Interest and other expenses attributable to the liabilities of a disposal group classified as held for sale continue to be recognised.

Non-current assets classed as held for sale and the assets of a disposal group classified as held for sale are presented separately from the other assets in the balance sheet. The liabilities of a disposal group classified as held for sale are presented separately from other liabilities in the balance sheet.

(l) Investments and other financial assets

Classification

The Group classifies its investments in the following categories: financial assets at fair value through profit or loss, loans and receivables, held-to-maturity investments, and available for sale financial assets. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and, in the case of assets classified as held-to-maturity, re-evaluates this designation at each reporting date.

(i) Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets held for trading. A financial asset is classified in this category if it is acquired principally for the purpose of selling in the short term. Derivatives are classified as held for trading unless they are designated as hedges. Assets in this category are classified as current assets.

(ii) Loans and receivables

Loans and receivables are non derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for those with maturities greater than 12 months after the balance date which are classified as non-current assets. Loans and receivables are included in receivables in the statement of financial position.

(iii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturities that the Group's management has the positive intention and ability to hold to maturity.

(iv) Available-for-sale financial assets

Available-for-sale financial assets, comprising principally marketable equity securities, and non-derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless management intends to dispose of the investment within 12 months of the balance date.

Regular purchase and sales of financial assets are recognised on trade-date - the date on which the Group commits to purchase or sell the asset. Investments are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through profit or loss. Financial assets carried at fair value through profit or loss are initially recognised at fair value and transaction costs are expensed in the income statement. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Group has transferred substantially all the risks and rewards of ownership.

When securities classified as available-for-sale are sold, the accumulated fair value adjustments recognised in other comprehensive income are included in the income statement as gains and losses from investment securities.

Subsequent measurement

Available-for-sale financial assets and financial assets at fair value through profit and loss are subsequently carried at fair value.

Loans and receivables and held-to-maturity investments are carried at amortised cost using the effective interest method. Gains or losses arising from changes in the fair value of the 'financial assets at fair value through profit or loss' category are included in the income statement within other income or other expenses in the period in which they arise.

Changes in the fair value of other monetary security denominated in a foreign currency and classified as available-for-sale are analysed between translation differences resulting from changes in amortised cost of the security and other changes in the carrying amount of the security (other than interest). The translation differences related to changes in the amortised cost are recognised in profit or loss, and other changes in carrying amount (other than interest) are recognised in equity. Changes in the fair value of other monetary and non-monetary securities classified as available-for-sale are recognised in equity.

Note 1 Summary of significant accounting policies (continued)

(l) Investments and other financial assets (continued)

Fair value

The fair values of quoted investments are based on the current bid prices. If the market for a financial asset is not active (and for unlisted securities), the Group established fair value by using valuation techniques. These include reference to the fair values of recent arm's length transactions, involving the same instruments or other instruments that are substantially the same, discounted cash flow analysis, and option pricing models refined to reflect the issuer's specific circumstances.

Impairment

The Group assesses at each balance date whether there is objective evidence that a financial assets or group of financial assets is impaired. In the case of equity securities classified as available-for-sale, a significant or prolonged decline in the fair value of a security below its cost is considered in determining whether the security is impaired. If any such evidence exists for available-for-sale financial assets, the cumulative loss measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in profit and loss is removed from equity and recognised in the income statement. Impairment losses recognised in the income statement on equity instruments are not reversed through the income statement.

(m) Fair value estimation

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

Entities shall classify fair value measurements using a fair value hierarchy that reflects the significance of the inputs used in making the measurements. The fair value of financial instruments traded in active markets (such as publically traded derivatives, and trading and available-for-sale securities) is based on quoted market prices for identical assets or liabilities at the balance date (Level 1). The quoted market price used for financial assets held by the Group is the current bid price.

The fair value of financial instruments that are not traded in an active market (for example, over-the-counter derivatives) is determined using valuation techniques. The Group uses a variety of methods and makes assumptions that are based on market conditions existing at each balance date. Quoted market prices or dealer quotes for similar instruments (Level 2) are used for long-term debt instruments held. Other techniques that are not based on observable market data (Level 3) such as estimated discounted cash flows, are used to determine fair value for the remaining financial instruments. The fair value of Interest-rate swaps is calculated as the present value of the estimated future cash flows. The fair value of forward exchange contracts is determined using forward exchange market rates at the balance date. The level in the fair value hierarchy shall be determined on the basis of the lowest level input that is significant to the fair value measurement in its entirety.

The carrying value less impairment provision of trade receivables and payables are assumed to approximate their fair values due to their short-term nature. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Group for similar financial instruments.

(n) Property, plant and equipment

Land and buildings (except for investment properties) are shown at fair value, based on periodic, but at least quinquennial, valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Costs may also include gains or losses that were recognised in other comprehensive income on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Property, plant and equipment costing \$10,000 and above individually (or forming part of a network costing more than \$10,000) are capitalised.

Increases in the carrying amounts arising on revaluation of land and buildings are recognised in other comprehensive income and accumulated in equity under the heading of revaluation surplus. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit and loss. Decreases that reverse previous increases of the same asset class are also firstly recognised in other comprehensive income before reducing the balance of revaluation surpluses in equity, to the extent of the remaining reserve attributable to the asset class, all other decreases are charged to the income statement.

Land is not depreciated. Depreciation on other assets is calculated using the straight line method to allocate their cost or revalued amounts, net of their residual value, over their estimated useful lives, as follows:

- 25-40 years - Buildings
- 10 years - Telephone installations, furnitures and fittings, catering equipment and appliance, passenger vehicles, farm equipment and large buses
- 4 years - Computing software and equipment, commercial vehicles and small buses
- 5 years - All assets not included in the above categories

Depreciation rate categories used for library Collection are as follows: In calculating the depreciation charge half of the rate is used in the first year of acquisition.

- 5 years (2011 - 10 years)- Periodicals (serials)
- 5 years - Monographs and audio visual materials

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance date. An asset's carrying amount is written down immediately to its recoverable amount, if the assets carrying amount is greater than its estimated recoverable amount.

(o) Intangible assets

(i) Research and development

Expenditure on research activities are recognised in the income statement as an expense, when it is incurred.

(ii) Software

Expenditure on computer software for a computer that cannot operate without that specific software is an integral part of the related hardware and it is treated as property, plant and equipment. When the software is not an integral part of the related hardware, computer software is treated as an intangible asset.

Note 1 Summary of significant accounting policies (continued)

(p) Unfunded superannuation

In accordance with the 1998 instructions issued by the Department of Education, Training and Youth Affairs (DETYA) now known as the Department of Industry, Innovation, Science, Research and Tertiary Education (DIISRTE), the effects of the unfunded superannuation liabilities of the University and its controlled entities were recorded in the Income Statement and the Statement of Financial Position for the first time in 1998, the prior year's practice had been to disclose liabilities by way of a note to the financial statements.

The unfunded liabilities recorded in the Statement of Financial Position under Provision have been determined by Pillar Administration.

Note 34 discloses the methodology and specific treatment.

(q) Trade and other payables

These amounts represent liabilities for goods and services provided to the Group prior to the end of the financial year and which are unpaid. The amounts are unsecured and usually paid within 30 days of recognition.

(r) Borrowings

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any differences between proceeds (net of transaction costs) and the redemption amount is recognised in the Income Statement over the period of the borrowings using the effective interest method. Fees paid on the establishment of loan facilities, which are not an incremental cost relating to the actual draw-down of the facility, are recognised as prepayments and amortised on a straight line basis over the term of the facility.

Borrowings are removed from the statement of financial position when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed is recognised in other income or other expenses.

Borrowings are classified as non-current liabilities as the group has an unconditional right to defer settlement of the liability for at least 12 months after the balance date and does not expect to settle the liability for at least 12 months after the balance date.

(s) Borrowing Costs

Borrowing costs incurred for the construction of any qualifying asset are capitalised during the period of time that is required to complete and prepare the asset for its intended use or sale. Other borrowing costs are expensed. The capitalisation rate used to determine the amount of borrowing costs to be capitalised is the weighted average interest rate applicable to the Group's outstanding borrowings during the year.

(t) Employee Benefits

(i) Wages and salaries

Liabilities for short-term employee benefits including wages and salaries and non-monetary benefits due to be settled within 12 months after the end of the period are measured at the amount expected to be paid when the liability is settled and recognised in other payables. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rate paid or payable.

(ii) Annual leave and sick leave

The liability for long-term employee benefits such as annual leave and accumulating sick leave is recognised in current provisions for employee benefits as it is not due to be settled within 12 months after the end of the reporting period. It is measured at the amount expected to be paid when the liability is settled. Regardless of the expected timing of settlements, provisions made in respect of employee benefits are classified as a current liability, unless there is an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date, in which case it would be classified as a non-current liability.

(iii) Long service leave

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

(iv) Retirement Benefit Obligations

All employees of the Group are entitled to benefits on retirement, disability or death from the Group's superannuation plan. The Group has a defined benefit section (refer Note 34) and a defined contribution section within its plan. The defined benefit section provides defined lump sum benefits based on years of service and final average salary. The defined contribution section receives fixed contributions from the Group and the group's legal or constructive obligation is limited to these contributions. The employees of the parent entity are all members of the defined contribution section of the Group's plan.

A liability or asset in respect of defined benefit superannuation plans is recognised in the statement of financial position, and is measured as the present value of the defined benefit obligation at the reporting date less the fair value of the superannuation fund's assets as at that date and any unrecognised past service cost. The present value of the defined benefit obligation is based on expected future payments which arise from membership of the fund to the reporting date, calculated annually by independent actuaries using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and period of service.

Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur in the income statement.

Past service costs are recognised immediately in income, unless the changes to the superannuation fund are conditional on the employees remaining in service for a specified period of time (the vesting period). In this case, the past service costs are amortised on a straight-line basis over the vesting period.

Note 1 Summary of significant accounting policies (continued)

(t) Employee Benefits (continued)

(vi) Termination benefits

Termination benefits are payable when employment is terminated before the normal retirement date, or when the employee accepts voluntary redundancy in exchange for these benefits. The Group recognises termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after balance date are discounted to present value.

(u) Rounding of amounts

Amounts in the financial statements have been rounded off in accordance with Class Order 98/100 as amended by Class Order 04/667 issued by the Australian Securities and Investment Commission, relating to the 'rounding off' of amounts in the financial statements. Amounts have been rounded off to the nearest thousand dollars, or in certain cases, the nearest dollar.

(v) Comparative amounts

Where necessary, comparative information has been reclassified to enhance comparability in respect of changes in presentation adopted in the current year. Reclassifications have been made in Notes 1.1,2,13,16,17,20,26 and 29 without materially impacting previously reported financial information.

(w) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case, it is recognised as part of the cost acquisition of the asset, or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the statement of financial position. Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows.

(x) New Accounting Standards and Interpretations

Certain new Accounting Standards and Interpretations have been published that are not mandatory for 31 December 2012 reporting periods. The University's assessment of the impact of these new Standards and Interpretations is set out below:

- (i) The University did not early adopt any new accounting standards that are not yet effective.
- (ii) The following new accounting Standards and Interpretations have not yet been adopted and are not yet effective:
AASB 9 Financial Instruments (1 January 2015)
AASB 10 Consolidated Financial Statements (1 January 2013);
AASB 11 Joint Arrangements (1 January 2013);
AASB 12 Disclosure of Interests in Other Entities (1 January 2013);
AASB 13 Fair Value Measurement (1 January 2013);
AASB 119 Employee Benefits (1 January 2013);
AASB 1053 Application of tiers of Australian Accounting Standards (1 July 2013);
AASB 2010 - 7 Amendments to Australian Accounting Standards arising from AASB 9 (1 January 2013)
AASB 2011 - 4 Amendments to Australian Accounting Standards to Remove Individual Key Management Personnel Disclosure Requirements [AASB 124] (1 July 2013);
AASB 2011 - 7 Amendments to Australian Accounting Standards arising from the Consolidation and Joint Arrangement Standards (1 Jan 2013)
AASB 2011 - 8 Amendments to Australian Accounting Standards arising from AASB 13 (1 Jan 2013)
AASB 2011 - 9 Amendments to Australian Accounting Standards - Presentation of Other Comprehensive Income [AASB 101] (1 July 2012)
AASB 2012 -1 Amendments to AASB 119 (September 2011) - Fair Value Measurement - Reduced Disclosure Requirements (1 July 2013)
AASB 2012 -2 Amendments to Australian Accounting Standards -Disclosures-Offsetting Financial Assets & Financial Liabilities [AASB 7 & AASB 132] (1 Jan 2013)
AASB 2012 -3 Amendments to Australian Accounting Standards -Disclosures-Offsetting Financial Assets & Financial Liabilities [AASB 132] (1 Jan 2013)
AASB 2012 -6 Amendments to Australian Accounting Standards - Mandatory Effective Date of AASB 9 and Transition Disclosures (1 Jan 2013)

The University has assessed the impact of these new Standards and Interpretations and considered the impact to be insignificant:

Note 1.1 Related Party transactions

The consolidated financial statements of Charles Sturt University includes the following controlled entities:

	Principal Activities	Country of Incorporation	Class of Shares	Ownership Interest	Net Equity	
					2012	2011
Charles Sturt Campus Services Ltd	Cleaning Services	Australia	Guarantee	100%	-	-
** Charles Sturt Services Ltd	Employment Services	Australia	Guarantee	100%	-	-
Charles Sturt Foundation Trust	Trustee Services	Australia	Guarantee	100%	8,545	7,202

	Total revenue		Operating Result		Contribution to Operating Result	
	2012	2011	2012	2011	2012	2011
Charles Sturt Campus Services Ltd	5,969	5,416	-	-	-	-
** Charles Sturt Services Ltd	-	-	-	-	-	-
Charles Sturt Foundation Trust	1,447	2,098	49	655	49	655

** As at 1st April 2010, CSS Ltd ceased to provide employment services.

The University provided its controlled entities with a number of services free of charge comprising mainly:

- provision of office accommodation facilities;
- provision of accounting and administrative services;
- provision of electricity and other utility services.

The controlled entities do not own any fixed assets. Except for the Foundation, their operating expenses are fully funded by the University. Consequently these controlled entities always have NIL operating result for the year. The total expenditure of the controlled entities in 2012 was \$7,368,159 (2011-\$6,616,102).

Note 1.2 Services received at no cost

The University receives some resources free of charge (such as voluntary workers). Because these services cannot be reliably measured they have not been recognised in the financial statements.

Note 1.3 Infrastructure Levy

The Commonwealth Government / NSW Government's Higher Education Taskforce coordinated a policy position for the Implementation of competitive neutrality in higher education institution upon the implementation of the Australian Government's Competition Principles Agreement.

In response to this policy, Charles Sturt University instigated a maximum 15% levy on all external generated revenue for its trading enterprises commencing in 1997. This levy is designed to recoup the University for the administrative support the University provides to trading enterprises.

Note 1.4 Maintenance and repairs

The costs of maintenance are charged as expenses as incurred, except where they relate to the replacement of a component of an asset, in which case the costs are capitalised and depreciated.

Note 1.5 Insurance

The University holds insurance for industrial special risks (including fidelity / crime), motor vehicle, public liability, malpractice, professional indemnity, workers compensation, personal accident, Directors and officers liability, contract works and business travel. The policies for these insurances are current.

Note 1.6 Presentation in Australian Currency

All amounts are expressed in Australian currency.

Note 2. Disaggregated information

Geographical (Consolidated Entity)

	Revenue		Results		Assets	
	2012	2011	2012	2011	2012	2011
Australia	469,893	509,859	22,205	39,856	1,140,060	1,058,245
Canada	3,982	4,387	755	(1,168)	1,231	1,231
Total	473,875	514,246	22,960	38,688	1,141,291	1,059,476

Note 3 Australian Government financial assistance including HECS-HELP and other Australian Government loan programs

	Notes	Consolidated		Parent Entity	
		2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
a) Commonwealth Grants Scheme and other grants	38.1				
Commonwealth Grants Scheme #1		167,854	138,475	167,854	138,475
Indigenous Support Program		1,492	1,492	1,492	1,492
Partnership & Participation Program #2		3,892	4,458	3,892	4,458
Disability Support Program		856	79	856	79
Capital Development Pool		-	1,037	-	1,037
Diversity & Structural Adjustment Fund #3		2,200	438	2,200	438
Improving the Practical Component of Teacher Education Initiative		-	-	-	-
Transitional Cost Program		283	417	283	417
<i>Total Commonwealth Grants Scheme and Other Grants</i>		176,577	146,396	176,577	146,396
b) Higher Education Loan Programs	38.2				
HECS - HELP		74,880	76,285	74,880	76,285
FEE - HELP #4		16,429	21,366	16,429	21,366
SA-HELP		672	-	672	-
<i>Total Higher Education Loans Programs</i>		91,981	97,651	91,981	97,651
c) Scholarships	38.3				
Australian Postgraduate Awards		1,449	1,292	1,449	1,292
International Postgraduate Research Scholarships		128	123	128	123
Commonwealth Education Costs Scholarships #5		881	1,356	881	1,356
Commonwealth Accommodation Scholarships #5		147	78	147	78
Indigenous Staff Scholarships		38	36	38	36
Indigenous Access Scholarships		234	143	234	143
<i>Total Scholarships</i>		2,877	3,028	2,877	3,028
d) DIISRTE - Research	38.4				
Joint Research Engagement Program #6		1,795	1,827	1,795	1,827
Research Training Scheme		3,654	3,587	3,654	3,587
Research Infrastructure Block Grants		1,424	1,235	1,424	1,235
Implementation Assistance Program		-	-	-	-
Commercialisation Training Scheme		-	44	-	44
Sustainable Research Excellence in Universities		1,068	863	1,068	863
<i>Total DIISR - Research Grants</i>		7,941	7,556	7,941	7,556
e) Other Capital Funding	38.5				
Education Investment Fund		2,000	31,000	2,000	31,000
Other		3,969	-	3,969	-
<i>Total Other Capital Funding</i>		5,969	31,000	5,969	31,000

Note 3 Australian Government financial assistance including HECS-HELP and other Australian Government loan programs (contd)

		Consolidated		Parent Entity	
		2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000
f) Australian Research Council	Notes				
(i) Discovery	38.6 (a)				
Project		410	637	410	637
Fellowships		456	354	456	354
Indigenous Researchers Development		5	-	5	-
<i>Total Discovery</i>		871	991	871	991
(ii) Linkages	38.6 (b)				
Project		403	346	403	346
<i>Total Linkages</i>		403	346	403	346
Total ARC		1,274	1,337	1,274	1,337
(g) Other Australian Government financial assistance					
ATAS and AFB Schemes		1,875	661	1,875	661
Other assistance		356	1,456	356	1,456
<i>Total Other Australian Government financial assistance</i>		2,231	2,117	2,231	2,117
Total Australian Government Financial assistance		288,850	289,085	288,850	289,085

#1 Includes the basic CGS grant amount, CGS-Regional Loading, Maths & Science Transition Loading & Full Fee Places Transition Loading.

#2 Includes Equity Support Program

#3 Includes Collaboration & Structural Adjustment Program

#4 Program is in respect of FEE-HELP for Higher Education only

#5 Includes Grandfathered Scholarships, National Priority and National Accommodation Priority Scholarships respectively

#6 Includes Institutional Grants Scheme

Reconciliation

Australian Government Grant [a+c+d+e+f+g]

HECS-HELP - Australian Government Payments

FEE- HELP Payments

SA- HELP

Total Australian Government Financial Assistance

Notes

		Consolidated		Parent Entity	
		2012	2011	2012	2011
		\$'000	\$'000	\$'000	\$'000
		196,869	191,434	196,869	191,434
		74,880	76,285	74,880	76,285
		16,429	21,366	16,429	21,366
		672	-	672	-
Total Australian Government Financial Assistance		288,850	289,085	288,850	289,085
h) Australian Government Grants received - cash basis					
CGS and Other DIISRT Grants		176,577	146,396	176,577	146,396
Higher Education Loan Programs		91,981	97,651	91,981	97,651
Scholarships		2,877	3,028	2,877	3,028
DIISR Research		7,941	7,556	7,941	7,556
Other Capital Funding		5,969	15,000	5,969	15,000
ARC Grants - Discovery		871	991	871	991
ARC Grants - Linkages		403	346	403	346
Other Australian Government Grants		2,231	2,117	2,231	2,117
Total Australian Government grants received - cash basis		288,850	273,085	288,850	273,085
OS-HELP (Net)	38.8	124	152	124	152
Total Australian Government funding received - cash basis		288,974	273,237	288,974	273,237

**Note 4 State and Local Government financial assistance
Non-Capital**

NSW Department of Community Services (child care)

Total State and Local Government financial assistance

		31	-	31	-
Total State and Local Government financial assistance		31	-	31	-

Note 5 Fees and charges

Course fees and charges

Fee paying overseas students	38,984	34,929	38,984	34,929
Continuing education	1,102	1,300	1,102	1,300
Fee paying domestic postgraduate students	8,473	6,416	8,473	6,416
Fee paying domestic undergraduate students	2,520	2,366	2,520	2,366
Total course fees and charges	51,079	45,011	51,079	45,011

Charles Sturt University
Notes to the Financial Statements

31 December 2012

Note 5 Fees and charges (continued)

	Consolidated		Parent Entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Other non-course fees and charges				
Parking fees	15	28	15	28
Student accommodation	21,592	19,916	21,592	19,916
Other student fees	4,927	1,821	4,927	1,821
Fees for services rendered	6,820	5,380	6,820	5,380
Conference / function charges	1,928	1,965	1,928	1,965
Overseas Health Cover	-	25	-	25
Memberships	262	204	262	204
Other fees	1,631	785	1,631	785
<i>Total other fees and charges</i>	<i>37,175</i>	<i>30,124</i>	<i>37,175</i>	<i>30,124</i>
Total Fees and Charges	88,254	75,135	88,254	75,135

Note 6 Investment revenue and income

Interest	5,515	5,152	5,139	4,660
Distributions Received	2,195	2,441	2,195	2,441
Total investment revenue	7,710	7,593	7,334	7,101
Reversal of impairment losses on available for sale investments in debt instruments	2,522	4,915	2,522	4,915
Total other investment income	2,522	4,915	2,522	4,915
Net investment income	10,232	12,508	9,856	12,016

Note 7 Royalties, trademarks and licences

Royalties, trademarks and licences	38	114	38	114
Total royalties, trademarks and licences	38	114	38	114

Note 8 Consultancies and contracts

Consultancy	568	482	568	482
Contract research	34	109	34	109
NSW Police contract scholarships	6,560	6,400	6,560	6,400
Other contract revenue	2,974	4,908	2,974	4,908
Total consultancy and contracts	10,136	11,899	10,136	11,899

Note 9 Other revenue and income

Other revenue				
Sale of trading stock	5,310	5,735	5,310	5,735
Donations and bequest	706	428	706	428
Scholarships and prizes	1,969	1,878	1,969	1,878
Non-government grants	11,385	10,941	11,385	10,941
Miscellaneous sales	1,873	2,345	1,873	2,345
Capital contributions	5,890	480	5,890	480
Subscriptions	189	163	189	163
Rental	880	1,090	880	1,090
Commissions	258	296	258	296
Reimbursements	2,011	1,524	2,011	1,524
Other revenue	1,153	2,388	82	723
Total other revenue	31,624	27,268	30,553	25,603

Note 10 Net gain / (losses) on disposal of assets

Gain / (loss) on disposal of property, plant and equipment	7	(44)	7	(44)
Gain / (loss) on disposal of available-for-sale financial investments	2,477	1,281	2,477	1,447
Total net gain / (loss) on disposal of assets	2,484	1,237	2,484	1,403

Note 11 Employee related expenses

Academic				
Salaries	93,912	85,854	93,912	85,854
Contributions to superannuation and pension schemes	14,259	12,993	14,259	12,993
Payroll tax	5,346	5,133	5,346	5,133
Worker's compensation	962	574	962	574
Long service leave expense	2,054	3,295	2,054	3,295
Annual leave	94	136	94	136
<i>Total academic</i>	<i>116,627</i>	<i>107,985</i>	<i>116,627</i>	<i>107,985</i>
Non-academic				
Salaries	109,743	99,362	105,098	95,112
Contributions to superannuation and pension schemes	15,896	14,580	15,537	14,239
Payroll tax	6,983	6,839	6,730	6,506
Workers' compensation	1,097	724	1,059	724
Long service leave expense	2,747	4,628	2,726	4,628
Annual leave	(448)	188	(478)	188
<i>Total non-academic</i>	<i>136,018</i>	<i>126,321</i>	<i>130,672</i>	<i>121,397</i>
Total employee related expenses	252,645	234,306	247,299	229,382
Deferred Superannuation expense	27,764	82,400	27,764	82,400
Total employee related expenses, including deferred government employee benefits for superannuation	280,409	316,706	275,063	311,782

Note 12 Depreciation and amortisation

	Consolidated		Parent Entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Depreciation				
Buildings	24,978	20,811	24,978	20,811
Plant and equipment	5,378	4,153	5,378	4,153
Motor Vehicles	1,152	1,132	1,152	1,132
Library collection	3,716	1,312	3,716	1,312
Total depreciation	35,224	27,408	35,224	27,408
Amortisation				
Intangibles - software	695	520	695	520
Total amortisation	695	520	695	520
Total depreciation and amortisation	35,919	27,928	35,919	27,928

Note 13 Repairs and maintenance

Cleaning expenses	5,862	5,421	5,340	4,994
Other repairs and maintenance	8,602	9,311	8,602	9,311
Total repairs and maintenance	14,464	14,732	13,942	14,305

Note 14 Borrowing Costs

Residence Building Loan	1,793	2,037	1,793	2,037
Less: Amount Capitalised	-	-	-	-
Interest Rate Swap	(40)	511	(40)	511
Total Borrowing Cost Expensed	1,753	2,548	1,753	2,548

Note 15 Impairment of assets

Impairment of receivables	239	882	239	882
Impairment of investments	270	7,427	-	7,210
Impairments of SANCS	110	873	110	873
Impairment of fixed assets	-	-	-	-
Total impairment of assets	619	9,182	349	8,965

Note 16 Other expenses

Scholarships, grants and prizes	21,623	19,632	21,623	19,632
Contract tuition services	21,943	15,171	21,943	15,171
Non-capitalised equipment	5,349	4,660	5,349	4,660
Utilities	7,450	6,252	7,450	6,252
Advertising, marketing and promotional expenses	1,367	1,749	1,367	1,749
Audit fees, bank charges, legal costs, insurance and taxes	3,461	2,890	3,461	2,890
General consumables and administration	2,825	2,548	2,825	2,548
Printing and stationery	805	952	805	952
Operating lease and rental expenses	2,521	2,179	2,521	2,179
Telecommunications	3,746	4,684	3,746	4,684
Travel and related staff development and training	9,416	9,908	9,416	9,908
Cost of goods sold	8,722	8,381	8,722	8,381
Conference and Seminars	1,024	980	1,024	980
Equipment Service	3,521	2,069	3,521	2,069
Memberships	651	645	651	645
Publications and general resources	595	920	595	920
Electronic information resources	648	2,971	648	2,971
Consultants	3,597	2,964	3,597	2,964
Contracts	4,104	3,015	4,104	3,015
Services Rendered	10,627	7,590	10,627	7,590
Other	3,763	4,258	8,503	8,400
Total other expenses	117,758	104,418	122,498	108,560

Note 17 Cash and cash equivalents

Cash on hand	23	158	23	158
Cash at bank	6,390	5,469	4,661	3,949
Deposits at call	46,134	9,090	46,134	9,090
Total cash and cash equivalents and balance per cash flow statement	52,547	14,717	50,818	13,197

(b) Cash at bank and cash on hand

Cash at bank and on hand are interest bearing at between 0.5% and 2.85% (2011- 0.5% to 3.85%) and non-interest bearing respectively. Cash at bank includes \$ 1,373,986 (2011 - \$1,375,210) held under trust, which can only be used for the specific purpose of the organisations that provide these funds..

(c) Deposits at call

Term deposits with interest ranging from 1.4% to 4.5% (2011- 1.4% to 6.05%) and an average maturity of 95 days (2011- 221 days).

Note 18 Receivables

	Consolidated		Parent Entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Current				
Student debtors	1,545	2,914	1,545	2,914
Non-Student debtors	11,035	5,773	11,035	5,773
Less: Allowance for impairment	(335)	(801)	(335)	(801)
	12,245	7,886	12,245	7,886
Other Debtors	1,574	3,764	1,574	3,764
<i>Total current debtors</i>	13,819	11,650	13,819	11,650
Accrued interest	506	379	506	379
Other accrued income	420	16,310	420	16,310
<i>Total accrued income</i>	926	16,689	926	16,689
Prepaid salaries	4	13	4	13
Other prepayments	4,723	2,840	4,723	2,840
<i>Total prepayments</i>	4,727	2,853	4,727	2,853
Total current receivables	19,472	31,192	19,472	31,192
Non-current				
Deferred government contribution for superannuation	285,389	257,625	285,389	257,625
Less: Allowance for impairment	(4,197)	(4,087)	(4,197)	(4,087)
Nursing Superannuation received in advance	(724)	(724)	(724)	(724)
Total non-current receivables	280,468	252,814	280,468	252,814
Total receivables	299,940	284,006	299,940	284,006

(a) Impaired receivables

As at 31 December 2012 current receivables of the group with a nominal value of \$434,100 (2011 \$1,312,271) were impaired. The amount of the provision was \$334,619 (2011 \$800,964). The individually impaired receivables mainly relate to wholesalers which are in unexpectedly difficult economic situations.

It was assessed that a portion of the receivables is expected to be recovered.

The ageing of these receivables is as follows:

0-3 months
3-6 months
Over 6 months

Consolidated	
2012 \$'000	2011 \$'000
38	241
49	39
347	1,032
434	1,312

As of 31 December 2012, receivables of \$12,146,243 (2011 \$7,375,063) were past due but not impaired. These relate to a number of students and non-students for whom there is no recent history of default.

The ageing analysis of these receivables is as follows:

0-3 months
3-6 months
Over 6 months

Consolidated	
2012 \$'000	2011 \$'000
10,133	5,995
1,611	1,214
402	166
12,146	7,375

Movements in the provision for impaired receivables are as follows:

At 1 January
Provision for impairment recognised during the year
Receivables written off during the year as uncollectable
At 31 December

Consolidated	
2012 \$'000	2011 \$'000
4,887	3,388
349	1,756
(704)	(257)
4,532	4,887

The creation and release of the provision for impaired receivables has been included in "impairment of assets" in the income statement.

Amounts charged to the provision account are generally written off when there is no expectation of recovering additional cash. The other amounts within receivables do not contain impaired assets and are not past due. Based on credit history, it is expected that these amounts will be received when due.

Note 19 Inventories

	Consolidated		Parent Entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Current				
Winery stock held for sale	2,093	1,755	2,093	1,755
Mixed farm stock held for distribution	1,338	1,672	1,338	1,672
Cheese factory stock held for sale	-	42	-	42
Other stock on hand held for distribution	1,209	1,263	1,209	1,263
Total current inventories	4,640	4,732	4,640	4,732
Total inventories	4,640	4,732	4,640	4,732

Note 20 Other financial assets

Current				
Financial Assets at fair value through profit or loss	213	177	-	-
Available for sale financial assets	4,028	10,362	4,028	10,362
Held-to-maturity	15,000	14,000	15,000	14,000
Total current other financial assets	19,241	24,539	19,028	24,362
Non current				
Tcorp holdings - designated as available for sale	42,087	35,820	42,087	35,820
Available for sale financial assets	34,333	23,802	27,700	18,278
Total non-current other financial assets	76,420	59,622	69,787	54,098
Total other financial assets	95,661	84,161	88,815	78,460
(a) Movements				
At the beginning of the year	84,160	97,818	78,460	91,557
Additions	14,811	4,862	14,512	4,862
Disposals (sale and redemption)	(15,351)	(14,485)	(15,125)	(14,485)
Transfers	3,595	(1,670)	2,522	(1,670)
Revaluation surplus transfer to equity	8,446	(2,365)	8,446	(1,804)
At end of year	95,661	84,160	88,815	78,460
(b) Fair value				
Other financial assets are held at fair value and include the following:				
Australian listed equity securities	6,512	5,267	-	-
Australian listed income and hybrid securities	44	93	-	-
Unlisted managed investments	290	340	-	-
Floating rate bank notes	44,853	38,116	44,853	38,116
Other long term cash deposits*	43,963	40,344	43,963	40,344
	95,661	84,160	88,815	78,460

Note 21 Non-current assets and disposals groups classified as held for sale

	Consolidated		Parent Entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Current				
Assets held for sale	-	5,750	-	5,750
Total assets held for sale	-	5,750	-	5,750

Note 22 Property, plant and equipment

Consolidated

At 1st January 2011

	Land \$'000	Construction in progress \$'000	Buildings \$'000	Property, plant, and equipment \$'000	Library \$'000	Other property, plant and equipment \$'000	Total \$'000
At cost/valuation	42,858	17,827	525,261	48,044	44,467	13,985	692,442
Accumulated Depreciation	-	-	-	(28,972)	(38,530)	(3,598)	(71,100)
Net book amount	42,858	17,827	525,261	19,072	5,937	10,387	621,342

Year ended 31st December 2011

Opening net book amount	42,858	17,827	525,261	19,072	5,937	10,387	621,342
Revaluation surplus	(419)	-	6,406	-	-	-	5,987
Additions	-	63,631	-	3,262	2,351	7,620	76,864
Assets classified as held for sale and other disposals	(2,272)	-	(3,478)	-	-	-	(5,750)
Transfers	-	(9,196)	8,449	-	-	742	(5)
Disposals	-	-	-	-	-	(6,509)	(6,509)
Depreciation charge	-	-	(20,811)	(4,153)	(1,312)	(1,132)	(27,408)
Closing net book amount	40,167	72,262	515,827	18,181	6,976	11,108	664,521

At 31st December 2011

At cost/valuation	40,167	72,262	515,827	50,511	25,384	14,689	718,840
Accumulated Depreciation	-	-	-	(32,330)	(18,408)	(3,581)	(54,319)
Net book amount	40,167	72,262	515,827	18,181	6,976	11,108	664,521

Year ended 31st December 2012

Opening net book amount	40,167	72,262	515,827	18,181	6,976	11,108	664,521
Revaluation surplus	(11)	-	13,384	-	-	270	13,643
Additions	2,375	34,154	-	5,345	2,073	5,159	49,106
Assets classified as held for sale and other disposals	-	-	-	-	-	-	-
Transfers	-	(88,094)	84,997	3,140	-	-	43
Disposals	(48)	-	(16)	(34)	-	(4,658)	(4,756)
Depreciation charge	-	-	(24,978)	(5,378)	(3,716)	(1,152)	(35,224)
Closing net book amount	42,483	18,322	589,214	21,254	5,333	10,727	687,333

At 31st December 2012

- Cost	-	18,322	-	56,451	27,457	10,602	112,832
- Valuation	42,483	-	589,214	-	-	3,781	635,478
Accumulated Depreciation	-	-	-	(35,197)	(22,124)	(3,656)	(60,977)
Net book amount	42,483	18,322	589,214	21,254	5,333	10,727	687,333

Parent Entity

At 1st January 2011

	Land \$'000	Construction in progress \$'000	Buildings \$'000	Property, plant, and equipment \$'000	Library \$'000	Other property, plant and equipment \$'000	Total \$'000
At cost/valuation	42,858	17,827	525,261	48,044	44,467	13,985	692,442
Accumulated Depreciation	-	-	-	(28,972)	(38,530)	(3,598)	(71,100)
Net book amount	42,858	17,827	525,261	19,072	5,937	10,387	621,342

Year ended 31st December 2011

Opening net book amount	42,858	17,827	525,261	19,072	5,937	10,387	621,342
Revaluation surplus	(419)	-	6,406	-	-	-	5,987
Additions	-	63,631	-	3,262	2,351	7,620	76,864
Assets classified as held for sale and other disposals	(2,272)	-	(3,478)	-	-	-	(5,750)
Transfers	-	(9,196)	8,449	-	-	742	(5)
Disposals	-	-	-	-	-	(6,509)	(6,509)
Depreciation charge	-	-	(20,811)	(4,153)	(1,312)	(1,132)	(27,408)
Closing net book amount	40,167	72,262	515,827	18,181	6,976	11,108	664,521

At 31st December 2011

At cost/valuation	40,167	72,262	515,827	50,511	25,384	14,689	718,840
Accumulated Depreciation	-	-	-	(32,330)	(18,408)	(3,581)	(54,319)
Net book amount	40,167	72,262	515,827	18,181	6,976	11,108	664,521

Year ended 31st December 2012

Opening net book amount	40,167	72,262	515,827	18,181	6,976	11,108	664,521
Revaluation surplus	(11)	-	13,384	-	-	270	13,643
Additions	2,375	34,154	-	5,345	2,073	5,159	49,106
Assets classified as held for sale and other disposals	-	-	-	-	-	-	-
Transfers	-	(88,094)	84,997	3,140	-	-	43
Disposals	(48)	-	(16)	(34)	-	(4,658)	(4,756)
Depreciation charge	-	-	(24,978)	(5,378)	(3,716)	(1,152)	(35,224)
Closing net book amount	42,483	18,322	589,214	21,254	5,333	10,727	687,333

At 31st December 2012

- Cost	-	18,322	-	56,451	27,457	10,602	112,832
- Valuation	42,483	-	589,214	-	-	3,781	635,478
Accumulated Depreciation	-	-	-	(35,197)	(22,124)	(3,656)	(60,977)
Net book amount	42,483	18,322	589,214	21,254	5,333	10,727	687,333

* Property, plant and equipment includes all operations assets.

**Other Property, plant & equipment includes non-operational assets such as artworks

(a)Valuations of land and buildings

Freehold land, buildings and Works of Art are revalued every five years. Details of these valuations are as follows:

Freehold land and buildings and SGARA were revalued as at 31 December 2012 by independent valuation of Egan Valuers, 2011 revaluation as per desk revaluation.

Works of Art revalued as at 31 December 2010 by independent valuation of Digby Hayles Fine Art Service, who is approved to value objects for the Australian

Government's Cultural Gifts and Bequests Programs. Useful life of periodical library asset class has been changed from 10 to 5 years.

Note 23 Intangible assets

	Consolidated		Parent	
	Computer Software \$'000	Total \$'000	Computer Software \$'000	Total \$'000
At 1st January 2011				
At cost	4,441	4,441	4,441	4,441
Accumulated amortisation and impairment	(2,938)	(2,938)	(2,938)	(2,938)
Net book amount	1,503	1,503	1,503	1,503
Year ended 31st December 2011				
Opening net book amount	1,503	1,503	1,503	1,503
Additions	606	606	606	606
Amortisation charge	(520)	(520)	(520)	(520)
Closing net book amount	1,589	1,589	1,589	1,589
At 31st December 2011				
At cost	5,047	5,047	5,047	5,047
Accumulated amortisation and impairment	(3,458)	(3,458)	(3,458)	(3,458)
Net book amount	1,589	1,589	1,589	1,589
Year ended 31st December 2012				
Opening net book amount	1,589	1,589	1,589	1,589
Additions	334	334	334	334
Transfers	(43)	(43)	(43)	(43)
Disposals	(14)	(14)	(14)	(14)
Amortisation charge	(695)	(695)	(695)	(695)
Closing net book amount	1,171	1,171	1,171	1,171
At 31st December 2012				
At cost	5,171	5,171	5,171	5,171
Accumulated amortisation and impairment	(4,000)	(4,000)	(4,000)	(4,000)
Net book amount	1,171	1,171	1,171	1,171
Closing net book amount	1,171	1,171	1,171	1,171

Note 24 Trade and other payables

	Consolidated		Parent Entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Current				
Trade creditors	8,564	11,129	9,130	11,655
Accrued salaries	7,443	5,153	7,443	5,153
Other accrued expenses	4,389	3,322	4,389	3,322
OS - HELP Liability to Australian Government	88	554	88	554
Total current trade and other payables	20,484	20,158	21,050	20,684
Total trade and other payables	20,484	20,158	21,050	20,684

(a) Foreign currency risk

The carrying amounts of the Group's and parent entity's trade and other payables are denominated in the following currencies:

	Consolidated		Parent Entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Australian dollars	20,484	20,158	21,050	20,684
	20,484	20,158	21,050	20,684

A summarised analysis of the sensitivity of trade and other payables to foreign exchange risk can be found at Note 29.

Note 25 Borrowings

	Consolidated		Parent Entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Unsecured				
Unsecured Loan: Student residential facilities	28,000	30,000	28,000	30,000
Total Unsecured Borrowings	28,000	30,000	28,000	30,000
Total Borrowings	28,000	30,000	28,000	30,000
(a) Assets pledged as security				
No assets have been pledged as security for current and non-current borrowings				
(b) Financial arrangements				
Unrestricted access was available at balance date to the following lines of credit				
Bank Loan facilities				
Total facilities	30,000	30,000	30,000	30,000
Used at balance date	28,000	30,000	28,000	30,000
Unused at balance date	2,000	-	2,000	-
(c) Class of Borrowings				

Approval is in place for borrowing up to \$30 million with the ANZ bank for the purpose of constructing new 600 bed residential facilities.

The unsecured loan outstanding with interest payable at 90 day BBSW plus a margin is repayable in full in February, 2014 unless negotiated for a further period.

An option was taken to fix the interest rate for \$15 million of this loan for a period of three years which also expires in February 2014.

Student residences is run as an enterprise and it is proposed that the future income stream of the enterprise will meet the liability and interest expense.

Charles Sturt University
Notes to the Financial Statements

31 December 2012

Note 25 Borrowings (continued)

(d) Fair Value

The carrying amount and fair value of borrowings at balance date are:

	Consolidated		Parent Entity	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
On Balance Sheet				
Non-traded financial liabilities				
Total	28,000	30,000	28,000	30,000

The fair value of current borrowings equals their carrying amount, as the impact of discounting is not significant.

(e) Risk exposures

The exposure of the University's borrowings to interest change and the contractual repricing dates at the balance dates are as follows:

	Consolidated		Parent Entity	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
1-3 years	28,000	30,000	28,000	30,000
Total	28,000	30,000	28,000	30,000
The carrying amounts of borrowings are denominated in the following currencies:				
Australian dollars	28,000	30,000	28,000	30,000
Total	28,000	30,000	28,000	30,000

For an analysis of the sensitivity of borrowings to interest rate risk and foreign exchange risk refer to note 29, financial risk management.

Note 26 Provisions

Current provisions expected to be settled within 12 months

Employee Benefits

Annual Leave	10,477	10,516	10,141	10,210
Long Service Leave	4,087	4,895	4,076	4,895
Employee entitlement oncost	2,763	3,733	2,763	3,733
	17,327	19,145	16,980	18,838

Current provisions expected to be settled after more than 12 months

Employee Benefits

Annual Leave	3,585	3,914	3,585	3,914
Long Service Leave	19,132	17,742	19,132	17,742
Employee entitlement oncost	4,191	3,700	4,191	3,700
	26,908	25,356	26,908	25,356

Total current provisions

	44,236	44,500	43,889	44,194
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Non-current provisions

Employee Benefits

Long Service Leave	5,069	4,477	4,820	4,237
Employee entitlement oncost	876	573	876	573
Defined benefits obligation*	285,389	257,625	285,389	257,625

Total non-current provisions

34

	291,334	262,675	291,085	262,435
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Total provisions

	335,570	307,175	334,974	306,629
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*The estimate for the deferred superannuation liability is calculated on the basis of information provided by Pillar Administration in respect of the State Superannuation Scheme (SSS), the State Authorities Superannuation Scheme (SASS) and the State Authorities Non-Contributory Superannuation Scheme (SANCS). The provision for deferred superannuation of \$285,389,319 (2011 \$257,624,855) is the net unfunded liability of all schemes i.e. The gross liability less the funded liability and balances held in reserve accounts (refer Note 34).

Details of the deferred liability (where applicable), and the increase (/decrease) in unfunded liability are set in Note 34 for each superannuation scheme. The total of all schemes, \$285,389,319 less \$724,000 State Nursing grants already paid to the University, and \$4,196,714 (2011 \$4,086,611) of SANCS which is not recoverable from the Government is shown as \$280,468,605 (2011 \$252,814,017) due from the Australian Government in noncurrent receivables (refer Note 18)

Note 27 Other Liabilities

Current

Income received in advance

Student fees received in advance	9,264	4,215	9,264	4,215
Advances Other	3,722	-	3,722	-
Total income received in advance	12,986	4,215	12,986	4,215

Interest rate swap

	471	511	471	511
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Total current other liabilities

	471	511	471	511
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Total other liabilities

	13,457	4,726	13,457	4,726
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Note 28 Reserves and retained earnings

	Consolidated		Parent	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
(a) Reserves				
Property, plant and equipment revaluation surplus	267,774	254,132	267,774	254,132
Foreign Exchange Translation Surplus	(581)	(602)	(581)	(602)
Available-for-sale financial assets revaluation surplus	11,018	1,278	9,416	970
Total reserves	278,211	254,808	276,609	254,500
Movements				
<i>Property, plant and equipment revaluation surplus</i>				
Balance 1 January	254,132	248,093	254,132	248,093
Revaluation - increment/ (decrement)	13,642	6,039	13,642	6,039
Balance 31 December	267,774	254,132	267,774	254,132
<i>Available-for-sale financial assets revaluation surplus</i>				
Balance 1 January	1,278	3,932	970	3,080
Revaluation - increment/ (decrement)	9,740	(2,654)	8,446	(2,110)
Balance 31 December	11,018	1,278	9,416	970
<i>Foreign Exchange Translation surplus</i>				
Balance 1 January	(602)	(508)	(602)	(508)
Currency translation differences arising during the year	21	(94)	21	(94)
Balance 31 December	(581)	(602)	(581)	(602)
(b) Retained earnings				
Retained earnings	465,569	442,609	458,627	435,716
Total retained earnings	465,569	442,609	458,627	435,716
Movements				
Retained earnings at 1 January	442,609	403,921	435,716	397,593
Operating results for the year	22,960	38,688	22,911	38,123
Retained earnings at 31 December	465,569	442,609	458,627	435,716

(i) *Property, plant and equipment revaluation surplus*

The property, plant and equipment revaluation surplus is used to record increment/(decrement) on the revaluation of non-current assets, as described in note 1(n).

(ii) *Available-for-sale financial assets revaluation surplus*

Changes in the fair value arising on translation of investments classified as available-for-sale financial assets are taken to the available-for-sale financial assets revaluation surplus, as described in note 1 (l)(iv). Amounts are recognised in the income statement when the associated assets are sold or impaired.

(iii) *Foreign currency translation surplus*

Exchange differences arising on translation of the foreign controlled entities are taken to the foreign currency translation surplus, as described in note 1(c)(iii).

Amounts are recognised in the income statement when the net investment is disposed or impaired.

Note 29 Financial risk management

The Group's activities expose it to a variety of financial risk: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The Group's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Group.

The Group uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate, foreign exchange and other price risks, ageing analysis for credit risk and beta analysis in respect of investment portfolios to determine market risk.

Risk management is carried out by a central Investment Committee under policies, governed by NSW Treasury requirements, approved by the University Council. The University's Investment Policy provides written principles for overall risk management. Specific areas, such as the use of derivative and non-derivative financial instruments are not covered, as the nature of the groups investment activities does not expose the Group to such risks.

Investment of funds is in line with the University's investment policy which allows funds to be invested in financial institutions who have earned at least a short term Standard and Poors or Moody's credit rating of A2/P2/F2 and a long term credit rating of at least BBB or is a State Government. The policy also sets a threshold on the amount that can be invested with any one institution.

(a) Market risk

(i) Foreign exchange risk

Foreign exchange risk arises from future commercial transactions and recognised assets and liabilities that are denominated in a currency that is not the entity's functional currency.

The Group has a potential foreign exchange risk exposure due to its operations in Canada. The operations in Canada have been implemented to be self sustaining; there is no intention to supplement the Canadian operation in future years. The impact of the weakening/strengthening of the AUD dollar by 10% all other variables held constant, profit and equity would not have been materially affected.

(ii) Price risk

The Group has no direct equity investments. However, it is exposed to equity securities price risk from investments in the Treasury Corporation held for trading purposes and designated as available for sale financial assets.

To manage its price risk arising from investments in equity securities, the Group has delegated the risk management to Treasury Corporation and has also diversified its portfolio. Diversification of the portfolio is done in accordance with the limits set by the University Investment Policy.

The impact of the increase/decrease of the ASX 300 index on the Group's equity is as disclosed at 29(a)(iv).

The analysis is based on the assumption that the ASX 300 index increased / decreased by 10%, with all other variables held in constant, and the Group's equity portfolio moves according to the historical correlation with the index.

(iii) Cash flow and fair value interest rate risk

Interest rate risk refers to the risk that the value of a financial instrument or cash flows associated with the instrument will fluctuate due to changes in market interest rates.

The Group's interest rate risk arises primarily from investments in long term interest rate bearing financial instruments, due to the potential fluctuations in interest rates. In order to minimise exposure to this risk, the Group invests in a diverse range of instruments with varying degrees of potential returns. The purpose of this is to ensure that any potential interest rate losses are counteracted by guaranteed interest payments.

Note 29 Financial risk management (continued)

(iii) Cash flow and fair value interest rate risk (continued)

At 31 December 2012 if interest rates decreased/ increased by 1% with all other variables held constant, equity would have been \$280,000 higher/ \$280,000 lower (2011 \$300,000 /\$300,000) as a result of an increase/decrease in the fair value of the debt security.

In regards to the movement of the investment interest rate of 1%, equity would have been \$957,000 higher / \$957,000 lower (2011 \$702,000 / \$702,000) as a result of an increase/decrease in the fair value of the investment security.

(iv) Summarised sensitivity analysis

The following table summarises the sensitivity of the Group's financial assets and financial liabilities to interest rate risk, and other price risk.

At 31st December 2012

Carrying amount		Interest Rate Risk				Other Price Risk			
		-1%		1%		-10%		10%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity
Financial assets	\$'000								
Cash and cash equivalents	52,547	(525)	(525)	525	525				
Held-to-maturity	15,000	(150)	(150)	150	150				
Accounts Receivable	506	(5)	(5)	5	5				
Available for sale investments	80,660	(807)	(807)	807	807	(8,066)	(8,066)	8,066	8,066
Financial liabilities									
Trade payables	20,484								
Borrowings	28,000	280	280	(280)	(280)				
Total increase / (decrease)		(1,207)	(1,207)	1,207	1,207	(8,066)	(8,066)	8,066	8,066

At 31st December 2011

Carrying amount		Interest Rate Risk				Other Price Risk			
		-1%		1%		-10%		10%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity
Financial assets	\$'000								
Cash and cash equivalents	28,717	(287)	(287)	287	287				
Accounts Receivable	379	(4)	(4)	4	4				
Available for sale investments	70,161	(702)	(702)	702	702	(7,016)	(7,016)	7,016	7,016
Financial liabilities									
Trade payables	19,604								
Borrowings	30,000	300	300	(300)	(300)				
Total increase / (decrease)		(693)	(693)	693	693	(7,016)	(7,016)	7,016	7,016

(b) Credit risk

Credit risk is the risk that a contracting party will not complete its obligations under a financial instrument, leading to financial loss for the group. Credit risk arises largely from outstanding receivables and to a lesser degree from cash and cash equivalents. To assist in managing this risk, the Group assesses the credit quality of the potential non-student debtor, based on information obtained during the credit application process. Despite not being material in nature, a credit assessment is performed on the guarantor for a student loan prior to the loan being granted by the University. The carrying amount of financial assets represents the group's maximum exposure to credit risk.

(c) Liquidity risk

Liquidity risk refers to the risk that, as a result of operational liquidity requirements, the Group:

- will not have sufficient funds to settle a transaction on the due date;
- will be forced to sell financial assets at a value which is less than their worth;
- may be unable to settle or recover a financial asset at all.

To mitigate these risks, the Group has in its investment policy targets for minimum and average level of cash and cash equivalents to be maintained. The University generally use instruments that are tradeable in highly liquid markets and have readily accessible standby facilities in place. The table in 29(g) summarises the maturity of the Group's financial assets and financial liabilities.

(d) Fair value estimation

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

The fair value of financial instruments traded in active markets is based on quoted market prices at the balance date. The quoted market price used for financial assets held by the Group is the current bid price.

The carrying value less impairment provision of trade receivables and payables is a reasonable approximation of their fair values due to the short-term nature of trade receivables. All financial assets and liabilities at balance date are carried at fair value.

Other price risk - T-corp Hour-Glass facilities

Exposure to "other price risk" primarily arises through the investment in T-Corp Hour-Glass Investments Facilities, which are held for strategies rather than trading purposes. The Group has no direct equity investments. The Group holds units in the following Hour-Glass investment trusts:

Facility	Investment Sectors	Investment Horizon	2012 \$'000	2011 \$'000
Medium term growth facility	Cash, money market instruments, Australian and international bonds, listed property, Australian and international shares.	3 years to 7 years	4,218	3,839
Long-term growth facility	Cash, money market instruments, Australian and international bonds (international property, Australian and international shares.	7 years and over	7,123	6,209

Note 29 Financial risk management (continued)

Facility	Investment Sectors	Investment Horizon	2012	2011
			\$'000	\$'000
Australian Shares (Active) Fund	Australian Shares	7 years and over	26,018	21,837
Australian Shares (Indexed) Fund	Australian Shares	7 years and over	4,728	3,936
			44,099	37,832

The unit price of each facility is equal to the total fair value of the net assets held by the facility divided by the number of units on issue for that facility. Unit prices are calculated and published daily.

NSW Tcorp is trustee for each of the above facilities and is required to act in the best interests of the unit holders and to administer the trusts in accordance with the trust deeds. As trustee, Tcorp has appointed external managers to manage the performance and risks of each facility in accordance with a mandate agreed by the parties. However, Tcorp acts as manager for the part of the Cash and Strategic Cash Facilities and also manages the Australian Bond portfolio. A significant portion of the administration of the facilities is outsourced to an external custodian.

Investment in the Hour-Glass facilities limits the Group's exposure to risk, as it allows diversification across a pool of funds with different investment horizons and a mix of investments.

NSW Tcorp provides sensitivity analysis information for each of the investment facilities, using historically based volatility information collected over a ten year period, quoted at two standard deviations (i.e. 95% probability). The Tcorp Hour-Glass Investment facilities are designated as available-for-sale financial assets and therefore any changes in unit price impacts directly on equity. (rather than profit).

(e) Fair value recognised in the statement of financial position

The group uses the following hierarchy for disclosing the fair value of financial instruments by valuation technique:

Level 1 - Derived from quoted prices in active markets for identical assets / liabilities

Level 2 - Derived from inputs other than quoted prices that are observable directly or indirectly.

Level 3 - Derived from valuation techniques that include inputs for the asset / liability not based on observable market data (unobservable inputs)

Financial assets at fair value	Parent Entity				Parent Entity			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Available-for-sale	3,881	3,771	24,076	31,728	3,743	6,727	18,170	28,640
Tcorp Hour-Glass Facilities	-	42,087	-	42,087	-	35,820	-	35,820
Shares	-	-	-	-	-	-	-	-
Managed Funds	-	-	-	-	-	-	-	-
	3,881	45,858	24,076	73,815	3,743	42,547	18,170	64,460

Financial assets at fair value	Consolidated				Consolidated			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Available-for-sale	3,881	3,771	24,076	31,728	3,743	6,727	18,170	28,640
Tcorp Hour-Glass Facilities	-	42,087	-	42,087	-	35,820	-	35,820
Shares	6,556	-	-	6,556	5,360	-	-	5,360
Managed Funds	290	-	-	290	340	-	-	340
	10,727	45,858	24,076	80,661	9,443	42,547	18,170	70,160

The table above only includes financial assets, no financial liabilities were measured at fair value in the statements of financial position.

There were no transfers between level 1 and 2 during the period ended 31 December 2012.

(f) Reconciliation of Financial Assets categorised as level 3.

	2012		2011	
	Consolidated \$'000	Parent \$'000	Consolidated \$'000	Parent \$'000
Opening balance 1 January 2012	18,170	18,170	28,690	28,690
Total gains or losses				
In profit or loss	2,522	2,522	717	717
In other comprehensive income	4,190	4,190		
Purchases	7,998	7,998	(11,237)	(11,237)
Sales	(8,404)	(8,404)		
Closing balance 31 December 2012	24,476	24,476	18,170	18,170

Of total gains or losses included in operating surplus, nil relates to assets held at the end of the reporting period.

(g) Maturity of Financial Assets and Liabilities

At 31st December 2012	Average Interest Rate %	Variable Interest Rate	Less than 1 Year	1 to 5 Years	5+ years	Non Interest	Total
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets							
Cash and cash equivalents	5.70%	52,524				23	52,547
Held-to-maturity	4.80%		15,000				15,000
Receivables		-				14,745	14,745
Available for sale financial assets		-	-	18,973	54,841	6,846	80,660
Total financial assets		52,524	15,000	18,973	54,841	21,614	162,952
Financial liabilities							
Payables		-	20,484				20,484
Borrowings	7.65%	-		28,000			28,000
Total financial liabilities		-	20,484	28,000	-	-	48,484

Note 29 Financial risk management (continued)

At 31st December 2011	Average Interest Rate %	Variable Interest Rate	Less than 1 Year	1 to 5 Years	5+ years	Non Interest	Total
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets							
Cash and cash equivalents	5.35%	14,559				158	14,717
Receivables						28,339	28,339
Available for sale financial assets			10,362	9,870	44,228	5,700	70,160
Total financial assets		14,559	10,362	9,870	44,228	34,197	113,216
Financial liabilities							
Payables			19,604				19,604
Borrowings	7.65%			30,000			30,000
Total financial liabilities		-	19,604	30,000	-	-	49,604

Note 30 Key management personnel disclosures

(a) Names of responsible persons and executive offices

The following persons were responsible persons and executive officers of the University during the financial year:

Lawrence Willett, Kathryn Pitkin, Andrew Vann, Ben Bradley, David Tien, Antonio Catanzariti, Richard Hattersley, Gerard Martin, Patricia Murphy, Angelos Frangopoulos, Neville Page, Patricia Logan, Rowan O'Hagan, Peter Hayes, Susan Wood, Saba Nabi, Carmen Frost and David Bates.

(b) Other key management personnel

The following persons also had authority and responsibility for planning, directing and controlling the activities of the University during the financial year:

Andrew Vann, Ross Chambers, Garry Marchant, Sue Thomas, Ken Dillon, Paul Dowler, Michael Knight, Shirley Oakley and Lyn Gorman

All of the above persons were also key management persons during the year ended 31 December 2012

(c) Remuneration of Council members

Remuneration of Council Members	Consolidated		Parent	
	2012	2011	2012	2011
	Number		Number	
\$0 to \$14,999	12	13	12	13
\$45,000 to \$59,999	3		3	
\$75,000 to \$89,999				
\$90,000 to \$104,999	1	2	1	2
\$105,000 to \$119,999		1		1
\$135,000 to \$149,999				
\$150,000 to \$164,999		1		1
\$165,000 to \$179,999				
\$180,000 to \$189,999	1		1	
\$300,000 and above	1	1	1	1

As the other Members of Charles Sturt University Council do not receive remuneration from the University or its related entities no disclosures are required for responsible persons.

(d) Remuneration of Key Management Personnel

Remuneration of Key Management Personnel	Consolidated		Parent	
	2012	2011	2012	2011
	Number		Number	
\$30,000 to \$44,999		1		1
\$75,000 to \$89,999	1		1	
\$90,000 to \$104,999	1		1	
\$105,000 to \$119,999	1	1	1	1
\$120,000 to \$134,999	1		1	
\$135,000 to \$149,999	1		1	
\$150,000 to \$164,999	1	1	1	1
\$165,000 to \$179,999		1		1
\$195,000 to \$209,999	1		1	
\$210,000 to \$224,999	1	1	1	1
\$240,000 to \$254,999				
\$255,000 to \$269,999		1		1
\$270,000 to \$284,999	1		1	
\$285,000 to \$299,999				
\$300,000 and above	1	2	1	2

(e) Key Management personnel compensation

	Consolidated		Parent	
	2012	2011	2012	2011
	\$'000	\$'000	\$'000	\$'000
Short-term employee benefits	2728	2759	2728	2759
Post-employment benefits	0	0	0	0
Other long-term benefits	446	402	446	402
Termination benefits	798	342	798	342
Share-based payments	0	0	0	0
	3972	3503	3972	3503

Note 31 Remuneration of auditors

During the year, the following fees were paid for services provided by the auditor of the parent entity, its related practices and non-related audit firms:

Audit and review of the Financial Statements.

Fees paid to NSW Audit Office:

Audit and review of financial reports and other audit work
Total remuneration for all audit services

Fees paid to other firms

Fees paid to other firms:

Total remuneration for other assurance services

Total remuneration

Fees paid to other firms were for consulting and assurance services. It is the consolidated entity's policy to employ NSW Audit Office on assignments additional to their statutory audit duties where NSW AO's expertise and experience with the consolidated entity are important. It is the consolidated entity's policy to seek competitive tenders for all major consulting projects.

Consolidated		Parent Entity	
2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
322	314	290	301
322	314	290	301
43	22	43	22
43	22	43	22
365	336	333	323

Note 32 Contingencies

(a) Contingent Assets

There are no known contingent assets at balance date. (2011: Nil)

(b) Contingent Liabilities

There are no known contingent liabilities at balance date. (2011: Nil)

Note 33 Commitments

(a) Capital Commitments

Capital expenditure contracted for at the reporting date but not recognised as liabilities is as follows:

Property, Plant and Equipment

Within one year

Total capital commitments (including GST)

(b) Operating leases

Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:

Within one year

Between one and five years

Later than five years

Total future minimum lease payments

Consolidated		Parent Entity	
2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
79,915	33,307	79,915	33,307
79,915	33,307	79,915	33,307
1,803	1,300	1,803	1,300
4,332	2,935	4,332	2,935
-	-	-	-
6,135	4,235	6,135	4,235

Note 34 Defined Benefit Plans

The University contributes to the following superannuation schemes:

- State Superannuation Scheme (SSS)
- State Authorities Superannuation Scheme (SASS)
- State Authorities Non-Contributory Superannuation Scheme (SANCS)
- UniSuper

The University incurs an obligation for deferred contributions which become payable on and after retirement of staff. The deferred liability at 31 December 2012 was determined by Pillar Administration for the State schemes. An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for the University's beneficiaries of the State Superannuation Scheme on an emerging cost basis. This arrangement is evidenced by the Higher Education Funding Act 1988 and subsequent amending legislation.

Accordingly the unfunded liabilities have been recognised in the Statement of Financial Position under Provisions with a corresponding asset recognised under Receivables. The recognition of both the assets and liability consequently does not affect the year end net position of the University and its controlled entity. The difference between the provision in Note 26 and the Receivable in Note 18 was previously funded by the State Government under an arrangement relating to nurse education, and also the unfunded component of SANCS. Information relating to the SSS, SASS and SANCS funds based on the latest actuarial assessment and financial statements of the Funds for the year ended 31 December 2012 is set out below.

Assets invested

All Fund assets are invested by STC at arm's length through independent fund managers.

The University expects to make a contribution of \$2,148,562 (2011 \$2,326,280) to the defined benefit plan during the next financial year.

The principal assumptions used for the purposes of the actuarial valuations were as follows (expressed as weighted averages):

Note 34 Defined Benefit Plans (continued)

Discount rate	3.3%	3.7%
Expected return on plan assets	8.6%	8.6%
Expected rate of salary increase - SASS	2.5%	2.5%
Expected rate of salary increase - SSS & SANCS	3.5%	2.5%
Rate of CPI increase	2.5%	2.5%

2012	2011
%	%
3.3%	3.7%
8.6%	8.6%
2.5%	2.5%
3.5%	2.5%
2.5%	2.5%

The analysis of the plan assets and the expected rate of return at the balance sheet date is as follows:

Australian Equities	31.0%	32.1%
Overseas Equities	24.3%	29.0%
Australian Fixed Interest Securities	6.2%	5.6%
Overseas Fixed Interest Securities	2.4%	2.6%
Property 9.5%	8.7%	9.5%
Cash	13.4%	6.6%
Other	14.0%	14.6%
Weighted average expected return	100.0%	100.0%

2012	2011
%	%
31.0%	32.1%
24.3%	29.0%
6.2%	5.6%
2.4%	2.6%
8.7%	9.5%
13.4%	6.6%
14.0%	14.6%
100.0%	100.0%

The overall expected rate of return is a weighted average of the expected returns of the various categories of plan assets held.

The University's assessment of the expected returns is based on historical return trends and actuarial predictions of the market for the asset in the next twelve months.

The history of experience adjustments is as follows:

Present value of defined benefit obligation	382,178	358,849	290,961	282,293	321,889
Fair value of fund assets	(96,789)	(101,223)	(115,737)	(125,846)	(131,863)
Surplus / (Deficit) in Fund	285,389	257,626	175,225	156,447	190,027
Experience adjustment on plan liabilities	24,992	65,237	7,649	(38,965)	73,675
Experience adjustment on plan assets	(2,105)	11,148	5,394	2,249	44,162

2012	2011	2010	2009	2008
\$'000	\$'000	\$'000	\$'000	\$'000
382,178	358,849	290,961	282,293	321,889
(96,789)	(101,223)	(115,737)	(125,846)	(131,863)
285,389	257,626	175,225	156,447	190,027
24,992	65,237	7,649	(38,965)	73,675
(2,105)	11,148	5,394	2,249	44,162

Present value obligations - 2012

Opening defined benefit obligation	316,867	34,666	7,317	358,850
Current service costs	571	1,216	304	2,091
Interest cost	11,452	1,230	254	12,936
Contributions by plan participants	674	579	-	1,253
Actuarial (gains)/losses	22,280	2,525	187	24,992
Benefits paid	(12,773)	(3,891)	(1,280)	(17,944)

SSS	SASS	SANCS	Total
\$'000	\$'000	\$'000	\$'000
316,867	34,666	7,317	358,850
571	1,216	304	2,091
11,452	1,230	254	12,936
674	579	-	1,253
22,280	2,525	187	24,992
(12,773)	(3,891)	(1,280)	(17,944)
339,071	36,325	6,782	382,178

Closing defined benefit obligation

Present value of plan assets - 2012

Opening fair value of plan assets	69,456	28,538	3,230	101,224
Expected return on plan assets	5,342	2,332	331	8,005
Actuarial gains/(losses)	1,135	940	30	2,105
Employer contributions	621	1,250	275	2,146
Contributions by plan participants	674	579	-	1,253
Benefits Paid	(12,773)	(3,891)	(1,280)	(17,944)

SSS	SASS	SANCS	Total
69,456	28,538	3,230	101,224
5,342	2,332	331	8,005
1,135	940	30	2,105
621	1,250	275	2,146
674	579	-	1,253
(12,773)	(3,891)	(1,280)	(17,944)
64,455	29,748	2,586	96,789

Closing fair value of plan assets

Reimbursement rights - 2012

Opening value of reimbursement rights	246,688	6,127	-	252,815
Expected return on reimbursement rights	6,059	(1,135)	-	4,924
Actuarial losses / (gains) recognised in year	21,145	1,585	-	22,730
Closing value of reimbursement rights	273,892	6,577	-	280,469

SSS	SASS	SANCS	Total
246,688	6,127	-	252,815
6,059	(1,135)	-	4,924
21,145	1,585	-	22,730
273,892	6,577	-	280,469

Net liability - 2012

Defined benefit obligation	339,071	36,325	6,782	382,178
Fair value of plan assets	(64,455)	(29,748)	(2,586)	(96,789)
Total net liability/(asset) in the Statement of Financial Position	274,616	6,577	4,196	285,389

SSS	SASS	SANCS	Total
339,071	36,325	6,782	382,178
(64,455)	(29,748)	(2,586)	(96,789)
274,616	6,577	4,196	285,389

Expense recognised - 2012

Current service cost	571	1,216	304	2,091
Interest cost	11,452	1,230	254	12,936
Expected return on fund assets (net expenses)	(5,342)	(2,332)	(331)	(8,005)
Actuarial losses / (gains) recognised in year	21,145	1,585	158	22,888
Expense / (Income) recognised	27,826	1,699	385	29,910

SSS	SASS	SANCS	Total
571	1,216	304	2,091
11,452	1,230	254	12,936
(5,342)	(2,332)	(331)	(8,005)
21,145	1,585	158	22,888
27,826	1,699	385	29,910

Actual return - 2012

Actual return on plan assets	7,951	3,343	361	11,655
------------------------------	-------	-------	-----	--------

SSS	SASS	SANCS	Total
7,951	3,343	361	11,655

Present value obligations - 2011

Opening defined benefit obligation	250,862	32,925	7,175	290,962
Current service costs	455	1,183	312	1,950
Interest cost	13,639	1,767	374	15,780
Contributions by plan participants	832	550	-	1,382
Actuarial (gains)/losses	62,524	2,038	675	65,237
Benefits Paid	(11,445)	(3,798)	(1,219)	(16,462)

SSS	SASS	SANCS	Total
250,862	32,925	7,175	290,962
455	1,183	312	1,950
13,639	1,767	374	15,780
832	550	-	1,382
62,524	2,038	675	65,237
(11,445)	(3,798)	(1,219)	(16,462)
316,867	34,665	7,317	358,849

Closing defined benefit obligation

Charles Sturt University
Notes to the Financial Statements

31 December 2012

Note 34 Defined Benefit Plans (continued)

Present value of plan assets - 2011

Opening fair value of plan assets

Expected return on plan assets

Actuarial gains/(losses)

Employer contributions

Contributions by plan participants

Benefits Paid

Closing fair value of plan assets

Reimbursement rights - 2011

Opening value of reimbursement rights

Expected return on reimbursement rights

Actuarial losses / (gains) recognised in year

Closing value of reimbursement rights

Net liability - 2011

Defined benefit obligation

Fair value of plan assets

Total net liability/(asset) in the Statement of Financial Position

Expense recognised - 2011

Current service cost

Interest cost

Expected return on fund assets (net expenses)

Actuarial losses / (gains) recognised in year

Expense / (Income) recognised

Actual return - 2011

Actual return on plan assets

SSS	SASS	SANCS	Total
\$'000	\$'000	\$'000	\$'000
80,790	30,986	3,961	115,737
6,357	2,552	400	9,309
(7,801)	(2,868)	(479)	(11,148)
722	1,116	567	2,405
832	550	-	1,382
(11,445)	(3,798)	(1,219)	(16,462)
69,455	28,538	3,230	101,223

SSS	SASS	SANCS	Total
169,348	1,939	-	171,287
7,015	(718)	-	6,297
70,325	4,906	-	75,231
246,688	6,127	-	252,815

SSS	SASS	SANCS	Total
316,867	34,665	7,317	358,849
(69,455)	(28,538)	(3,230)	(101,223)
247,412	6,127	4,087	257,626

SSS	SASS	SANCS	Total
455	1,183	312	1,950
13,639	1,767	374	15,780
(6,357)	(2,552)	(400)	(9,309)
70,325	4,906	1,154	76,385
78,062	5,304	1,440	84,806

SSS	SASS	SANCS	Total
(1,569)	(599)	(79)	(2,247)

UniSuper

As at 30 June 2012 the assets of the Defined Benefits Division (DBD) in aggregate were estimated to be \$2010.8 million in deficiency of vested benefits. The vested benefits are benefits which are not conditional upon continued membership (or any other factor other than leaving the service of the participating institution) and include the value of CPI indexed pensions being provided by DBD.

As at 30 June 2012 the assets of the DBD in aggregate were estimated to be \$906.8 million in deficiency of accrued benefits.

The accrued benefits are calculated as the present value of expected future benefits payments to members and CPI indexed pensioners which arise from membership of UniSuper up to the reporting date.

The vested benefit and accrued benefit liabilities were determined by the Fund's actuary, Russell Employee Benefits, using the actuarial demographic assumptions outlined in their report dated 15 November 2012 on the actuarial of the DBD as at 31 June 2012.

The financial assumptions used were:

	Vested Benefits	Accrued Benefits
	% p.a.	% p.a.
Gross of tax investment return - DBD pensions	5.85	7.50
Gross of tax investment return - commercial rate indexed pensions	3.40	3.40
Net of tax investment return	5.25	6.70
Consumer Price Index	2.75	2.75
Inflationary salary increases short term (1 year)	5.00	5.00
Inflationary salary increases long term	3.75	3.75

Clause 34 of the UniSuper Trust Deed outlines the process UniSuper must undertake (including employer notifications and notice periods) in order to request additional contributions from employers of the UniSuper assets are considered by the Trustee to be insufficient to provide benefits payable under the Deed. At least four years notice that such a request may be made was required. If such a request was agreed to by all employers then members had to also contribute additional contributions. If all employers did not agree to increase contributions the Trustee had to reduce benefits on a fair and equitable basis. The Trustee notified employers during 2010 that such a request may be made in the future but it considered this was unlikely at that time.

Should the balance of the UniSuper Fund become deficient the Group is not liable to make payments to UniSuper unless all the universities (including Charles Sturt University) who are members of the UniSuper Fund unanimously agree to make additional contributions to the Fund. It is only on this basis that the Group would be liable for the agreed additional contribution. Management of the parent entity believes it is unlikely that any additional contribution will be required in the foreseeable future.

Historically, surpluses in UniSuper have been used to improve members' benefits and have not affected the amount of participating employers contributions.

Note 35 Events occurring after reporting date

The University has not identified any events after the reporting date that would require adjustment to the amounts recognised or disclosures in the financial statements.

Charles Sturt University
Notes to the Financial Statements

31 December 2012

Note 36 Reconciliation of operating result to net cash inflow provided by operating activities

	Consolidated		Parent Entity	
	2012 \$'000	2011 \$'000	2012 \$'000	2011 \$'000
Operating result for the period	22,960	38,688	22,911	38,123
Depreciation and amortisation	35,919	27,928	35,919	27,928
Gain on disposal of available-for-sale financial investments	(2,487)	(1,281)	(2,477)	(1,447)
(Gain)/loss on disposal of property, plant & equipment	(7)	44	(7)	44
Gains transferred from available-for-sale investments through income statement	(10)	-	-	-
Gain in Financial Assets through income statement	(2,559)	(4,915)	(2,522)	(4,915)
Loss on interest rate swap	(40)	511	(40)	511
Impairment of financial assets	619	9,182	349	8,965
<i>Change in operating assets and liabilities</i>				
(Increase)/ decrease in accrued interest	(127)	(43)	(127)	(42)
(Increase) decrease in other accrued income	-	(16,052)	-	(16,052)
(Increase) decrease in debtors and provision for doubtful debts	13,697	(1,914)	13,721	(2,526)
(Increase) decrease in prepaid salaries	9	3	9	3
(Increase) decrease in other prepayments	(1,883)	(295)	(1,883)	(295)
(Increase) decrease in inventory	92	(289)	92	(289)
Increase (decrease) in Student fees received in advance	8,771	(1,676)	8,771	(1,676)
Increase (decrease) in other income received in advance	-	152	-	152
Increase (decrease) in accrued salaries	-	782	-	-
Increase in accrued expenses	351	1,753	367	3,129
Increase (decrease) in provision for leave and employee entitlements	631	5,681	580	5,672
Net cash provided by operating activities	75,936	58,259	75,663	57,285

Note 37 Assets and Liabilities of trusts for which the University is trustee

Current assets				
Receivables	2,495	2,497	2,495	2,497
Investments	5	5	5	5
Total Current assets	2,500	2,502	2,500	2,502
Total assets	2,500	2,502	2,500	2,502
Current liabilities				
Provisions	347	306	347	306
Trade and other payables	137	79	137	79
Total Current liabilities	484	385	484	385
Non-Current liabilities				
Provisions	249	240	249	240
Total Non-Current liabilities	249	240	249	240
Total Liabilities	733	625	733	625

The University receives funds in a trustee capacity for various trusts. The University performs a custodial role in respect of these funds.

Note 38 Acquittal of Australian Government financial assistance

38.1 DIISRTE - CGS and Other DIISRTE Grants

		Notes	
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Program)			
Net accrual adjustments			
Revenue for the period	3(a)		
Surplus / (deficit) from previous year			
Total Revenue including accrued revenue			
Less Expenses including accrued expenses			
Surplus / (Deficit) for reporting period			

Commonwealth Grants Scheme #1		Indigenous Support Program		Partnership & Participation Program #2		Disability Support Program	
2012	2011	2012	2011	2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
167,854	138,475	1,492	1,492	3,892	4,458	856	79
167,854	138,475	1,492	1,492	3,892	4,458	856	79
167,854	138,475	1,492	1,492	3,892	4,458	856	79
167,854	138,475	1,492	1,492	3,892	4,458	856	79
-	-	-	-	-	-	-	-

#1 Includes the basic CGS grants amount, CGS -Regional Loading and CGS-Enabling Loading, Maths and Science Transition

Loading and Full Fee Places Transition loading

#2 Equity Support Program

38.1 DIISRTE - CGS and Other DIISRTE Grants (continued)

Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Program)	
Net accrual adjustments	
Revenue for the period	3(a)
Surplus / (deficit) from previous year	
Total Revenue including accrued revenue	
Less Expenses including accrued expenses	
Surplus / (Deficit) for reporting period	

Diversity & Structural Adjustment Fund #3		Capital Development Pool		Transitional Cost Program		Total	
2012	2011	2012	2011	2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
2,200	438		1,037	283	417	176,577	146,396
2,200	438	-	1,037	283	417	-	-
2,200	438	-	1,037	283	417	176,577	146,396
2,200	438	-	1,037	283	417	176,577	146,396
-	-	-	-	-	-	-	-

#3 Includes Collaboration and Structural Adjustment Program

38.2 Higher Education Loan Programs

(excl OS-HELP)

Cash Payable/(Receivable) at beginning of year	
Financial assistance received in CASH during the reporting period	
Cash available for period	
Revenue earned	3(b)

HECS - HELP (Aust Govt Payments Only)		FEE - HELP #4		SA-HELP		Total	
2012	2011	2012	2011	2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
-	-	-	-	-	-	-	-
74,880	76,285	16,429	21,366	672	-	91,981	97,651
74,880	76,285	16,429	21,366	672	-	91,981	97,651
74,880	76,285	16,429	21,366	672	-	91,981	97,651
-	-	-	-	-	-	-	-

Cash Payable/(Receivable) at end of year

#4 Program is in respect of FEE-HELP for Higher Education only and excludes funds received in respect of VET FEE-HELP

38.3 Scholarships

Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)	
Net accrual adjustments	
Revenue for the period	3(c)
Surplus / (deficit) from previous year	
Total Revenue including accrued revenue	
Less Expenses including accrued expenses	
Surplus / (Deficit) for reporting period	

Australian Postgraduate Awards		International Postgraduate Research		Commonwealth Education Cost Scholarships #5		Commonwealth Accommodation Scholarships #5	
2012	2011	2012	2011	2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
1,449	1,292	128	123	881	1,356	147	78
1,449	1,292	128	123	881	1,356	147	78
662	399	(28)	(3)	-	-	-	-
2,111	1,691	100	120	881	1,356	147	78
1,374	1,029	95	148	881	1,356	147	78
737	662	5	(28)	-	-	-	-

#5 Includes Grandfathered Scholarships, National Priority and National Accommodation Priority Scholarships

Note 38 Acquittal of Australian Government financial assistance (continued)

38.3 Scholarships (continued)

Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)
Net accrual adjustments
Revenue for the period 3(c)
Surplus / (deficit) from previous year
Total Revenue including accrued revenue
Less Expenses including accrued expenses
Surplus / (Deficit) for reporting period

Indigenous Access Scholarships		Indigenous Staff Scholarships		Total	
2012	2011	2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
234	143	38	36	2,877	3,028
				-	-
234	143	38	36	2,877	3,028
-	21	-	36	634	453
234	164	38	72	3,511	3,409
234	164	17	-	2,748	2,775
-	-	21	72	763	634

38.4 DIISRTE Research

Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Program)
Net accrual adjustments
Revenue for the period 3(d)
Surplus / (deficit) from previous year
Total Revenue including accrued revenue
Less Expenses including accrued expenses
Surplus / (Deficit) for reporting period

Joint Research Engagement Program #6		Research Training Scheme		Research Infrastructure Block Grants	
2012	2011	2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
1,795	1,827	3,654	3,587	1,424	1,235
1,795	1,827	3,654	3,587	1,424	1,235
1,795	1,827	3,654	3,587	1,424	1,235
1,795	1,827	3,654	3,587	1,424	1,235
-	-	-	-	-	-

38.4 DIISRTE Research (continued) #7

Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Program)
Net accrual adjustments
Revenue for the period 3(d)
Surplus / (deficit) from previous year
Total Revenue including accrued revenue
Less Expenses including accrued expenses
Surplus / (Deficit) for reporting period
#6 Includes Institutional Grants Scheme

Commercialisation Training Scheme		Sustainable Research Excellence in		Total	
2012	2011	2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
-	44	1,068	863	7,941	7,556
				-	-
-	44	1,068	863	7,941	7,556
44		-	348	44	348
44	44	1,068	1,211	7,985	7,904
-	-	1,068	1,211	7,941	7,860
44	44	-	-	44	44

#7 The reported surplus for Commercialisation Training Scheme of \$0.044mil are expected to be rolled over for future use by DIISRTE.

38.5 Other Capital Funding

Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Program)
Net accrual adjustments
Revenue for the period 3(e)
Surplus / (deficit) from previous year
Total Revenue including accrued revenue
Less Expenses including accrued expenses
Surplus / (Deficit) for reporting period

Better Universities Renewal Fund		Education Investment Fund		Other		Total	
2012	2011	2012	2011	2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
	-	2,000	15,000	3,969	-	5,969	15,000
		-	16,000	-	-	-	16,000
-	-	2,000	31,000	3,969	-	5,969	31,000
-	7,596	4,529	-	-	-	4,529	7,596
-	7,596	6,529	31,000	3,969	-	10,498	38,596
-	7,596	6,529	26,471	448	-	6,977	34,067
-	-	-	4,529	3,521	-	3,521	4,529

Note 38 Acquittal of Australian Government financial assistance (continued)

38.6 Australian Research Council Grants

(a) Discovery

Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Program)
Net accrual adjustments
Revenue for the period 3(f)(i)
Surplus / (deficit) from previous year
Total Revenue including accrued revenue
Less Expenses including accrued expenses
Surplus / (Deficit) for reporting period

Projects		Future Fellowship		Indigenous Researchers Dev		Total	
2012	2011	2012	2011	2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
410	637	456	354	5	-	871	991
-	-	-	-	-	-	-	-
410	637	456	354	5	-	871	991
204	288	200	235	-	-	404	523
614	925	656	589	5	-	1,275	1,514
351	721	345	389	-	-	696	1,110
263	204	311	200	5	-	579	404

(b) Linkages

Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Program)
Net accrual adjustments
Revenue for the period 3(f)(ii)
Surplus / (deficit) from previous year
Total Revenue including accrued revenue
Less Expenses including accrued expenses
Surplus / (Deficit) for reporting period

Projects		Total	
2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000
403	346	403	346
-	-	-	-
403	346	403	346
134	198	134	198
537	544	537	544
409	410	409	410
128	134	128	134

38.7 Student Services and Amenities Fee

Unspent/(overspent) revenue from previous period
SA - HELP Revenue Earned 3(b)
Student Services Fees direct from Students
Total Revenue expendable in period
Student Services expenses during period
Unspent/(overspent) Student Services Revenue

SA - HELP		Total	
2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000
-	-	-	-
672	-	672	-
3,336	-	3,336	-
4,008	-	4,008	-
730	-	730	-
3,278	-	3,278	-

38.8 OS - HELP

CASH recovered during the reporting period
CASH spent during the reporting period
Net Cash Recieved
Cash Surplus / (deficit from the previos period
Cash Surplus / (deficit for reporting period

OS - HELP		Total	
2012	2011	2012	2011
\$'000	\$'000	\$'000	\$'000
124	152	124	152
(590)	-	(590)	-
(466)	152	(466)	152
554	402	554	402
88	554	88	554

END OF AUDITED FINANCIAL STATEMENTS

Charles Sturt University Foundation Trust

ABN 31 158 135 157

Audited Financial Statements for the year ended 31 December 2012



INDEPENDENT AUDITOR'S REPORT

Charles Sturt University Foundation Trust

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of Charles Sturt University Foundation Trust (the Trust), which comprise the statement of financial position as at 31 December 2012, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Trustee's statement.

Basis for Qualified Opinion

Donations are a significant source of funding revenue for the Trust. The Trust has determined that it is impracticable to establish control over the collection of donations prior to their entry into its financial records. Accordingly, as the evidence available to me regarding fundraising revenue from this source was limited, my audit procedures with respect to donations were restricted to the amounts recorded in the financial records. I am therefore unable to express an opinion on whether donations to the Trust as recorded are complete.

Qualified Opinion

In my qualified opinion, except for the effects of such adjustments, if any, as might have been determined to be necessary had I been able to satisfy myself as to the completeness of donated and fundraising revenue, the financial statements:

- give a true and fair view of the financial position of the Trust as at 31 December 2012, and its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2010

My opinion should be read in conjunction with the rest of this report on the financial statements.

The Trustee's Responsibility for the Financial Statements

The Trustee is responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards, the PF&A Act, and for such internal control as the Trustee determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I conducted my audit in accordance with Australian Auditing Standards. Those Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Trust's preparation of the financial statements that give a true and fair view in order to design audit procedures appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Trustee, as well as evaluating the overall presentation of the financial statements.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified audit opinion.

My qualified opinion does *not* provide assurance:

- about the future viability of the Trust
- that it has carried out its activities effectively, efficiently and economically
- about the effectiveness of its internal control
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements

Independence

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards, Standards on Assurance Engagements and other relevant ethical pronouncements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their role by the possibility of losing clients or income.



Peter Achterstraat
Auditor-General

22 April 2013
SYDNEY

Trustee's Report

for the year ended 31 December 2012

Trustee

The Trust was established by deed dated 17th March 1994. Under that deed the Charles Sturt Foundation Limited was appointed as Trustee until 2010 when Charles Sturt University became Trustee.

Review Of Operations

The surplus for the Trust for the year was \$134,338 (2011 \$655,105).

Significant Changes In The State Of Affairs

There were no significant changes in the state of affairs of the Trust.

Principal Activities

The principal activities of the Trust during the year were as follows:

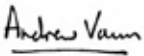

- (a) to attract and encourage donations, gifts, bequests, endowments, trusts and other forms of financial assistance to or for the benefit of the University through fundraising activities;
- (b) to invest and deal with the money of the Trust;
- (c) to make contributions for tertiary scholarships, academic staff positions and infrastructure to the University

Significant Post Balance Date Events

The Trustee is not aware of any matter or circumstance other than that reported in Note 18 that has arisen since the end of the financial year and that has significantly affected or may significantly affect:

- The operation of the trust;
- The results of those operations; and
- The state of affairs of the trust in subsequent years.

By resolution of the Charles Sturt University, as Trustee of the Charles Sturt University Foundation Trust

Name	<u>Andrew Vann</u>	Name	<u>Paul Dowler</u>
Signed		Signed	
Date	18 th April 2013	Date	18 th April 2013

Statement by Trustee

for the year ended 31 December 2012

In the opinion of the Trustees of the Charles Sturt University Foundation Trust:

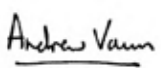
1. The financial statements and notes present a true and fair view of the financial position of the Trust at 31 December 2012 and the results of its operations for the year then ended;
2. The financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983* and Public Finance and Audit Regulation 2010;
3. The financial statements and notes have been prepared in accordance with Australian Accounting Standards and Interpretations;
4. We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate; and
5. There are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

This statement is in accordance with a resolution of the Trustee made on .

By resolution of Charles Sturt University, as Trustee of the Charles Sturt University Foundation Trust

Name Andrew Vann

Name Paul Dowler

Signed 

Signed 

Date 18th April 2013

Date 18th April 2013

CHARLES STURT UNIVERSITY FOUNDATION TRUST

STATEMENT OF COMPREHENSIVE INCOME

For the Year Ended 31 December 2012

	Note	2012	2011
Revenue		\$	\$
Fundraising	2(a)	965,610	1,494,089
Investment Income	2(b)	375,952	433,794
Other		105,874	170,837
Fair value gain on financial assets at fair value through profit or loss	7	36,673	-
Gain/ (Loss) on disposal of investment	5	20,250	11,488
Total Revenue		<u>1,504,359</u>	<u>2,110,208</u>
Expenses			
Administrative expenses		92,029	109,312
Contributions	3	1,093,658	1,101,187
Fair value loss on financial assets at fair value through profit or loss	7	-	27,904
Impairment of Available-for-sale financial assets	4	184,334	216,700
Total Expenses		<u>1,370,021</u>	<u>1,455,103</u>
Surplus for the Year		<u>134,338</u>	<u>655,105</u>
Other Comprehensive Income			
Net fair value gains / (losses) on available-for-sale financial asset		1,244,913	(573,226)
Gains / (losses) in fair value of available-for-sale financial asset transferred to profit or loss		(10,700)	(60,319)
Other Comprehensive income for the year		<u>1,234,213</u>	<u>(633,545)</u>
Total comprehensive income for the year		<u>1,368,551</u>	<u>21,560</u>

The statement of comprehensive income should be read in conjunction with the accompanying notes.

CHARLES STURT UNIVERSITY FOUNDATION TRUST

STATEMENT OF FINANCIAL POSITION

As at 31st December 2012

	Note	2012 \$	2011 \$
Current Assets			
Cash and Cash Equivalents	6	1,728,955	1,519,662
Receivables		-	45,407
Financial Assets at fair value through the profit or loss	7	213,066	176,394
Available-for-sale financial assets	8	-	-
Total Current Assets		1,942,021	1,741,463
Non-current Assets			
Available -for-sale financial assets	8	6,658,326	5,524,386
Total Non-current Assets		6,658,326	5,524,386
Total Assets		8,600,347	7,265,849
Current Liabilities			
Payables	9	29,583	63,636
Total Current Liabilities		29,583	63,636
Total Non-current Liabilities			
Total Liabilities		29,583	63,636
Net Assets		8,570,764	7,202,213
Equity			
Accumulated Funds		7,119,078	6,984,740
Available-for -sale financial assets reserve	10	1,451,686	217,473
Total Equity		8,570,764	7,202,213

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

CHARLES STURT UNIVERSITY FOUNDATION TRUST

STATEMENT OF CHANGE IN EQUITY

For the Year Ended 31 December 2012

	Note	Accumulated Funds \$	Available - for - sale financial assets Reserve \$	Total \$
As at 1 January 2011				
Surplus / (Deficit) for the year		6,329,635	851,020	7,180,655
Other comprehensive income		655,105		655,105
Net fair value gains/(losses) on available-for-sale financial assets			(573,226)	(573,226)
Gain /(Loss) in fair value of available-for-sale financial asset transferred to profit or loss			(60,321)	(60,321)
Total Comprehensive income for the period		<u>655,105</u>	<u>(633,547)</u>	<u>21,558</u>
Transactions with Owners as at 31 December 2011		<u>-</u>	<u>-</u>	<u>-</u>
As at 31 December 2011		<u>6,984,740</u>	<u>217,473</u>	<u>7,202,213</u>
As at 1 January 2012		6,984,740	217,473	7,202,213
Surplus / (Deficit) for the year		134,338		134,338
Other comprehensive income				
Net fair value gains/(losses) on available-for-sale financial assets			1,244,913	1,244,913
Gain /(Loss) in fair value of available-for-sale financial asset transferred to profit or loss			(10,700)	(10,700)
Total Comprehensive income for the period		<u>134,338</u>	<u>1,234,213</u>	<u>1,368,551</u>
Transactions with Owners as at 31 December 2012		<u>-</u>	<u>-</u>	<u>-</u>
As at 31 December 2012		<u>7,119,078</u>	<u>1,451,686</u>	<u>8,570,764</u>

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

CHARLES STURT UNIVERSITY FOUNDATION TRUST
STATEMENT OF CASH FLOW
For the Year Ended 31 December 2012

	Note	2012 \$	2011 \$
Cash flows from operating activities			
Fundraising		1,002,009	1,533,519
Interest		54,432	55,151
Dividends and distributions		366,927	346,590
Other		<u>105,874</u>	<u>170,837</u>
Total Receipts		1,529,242	2,106,097
Payments			
Contributions		(1,093,658)	(1,101,187)
Suppliers		(145,787)	(68,151)
Australian Tax Office		<u>(16,700)</u>	<u>(24,971)</u>
Total Payments		(1,256,145)	(1,194,309)
Net Cash flow from operating activities	14	273,097	911,788
Cash flows from investing Activities			
Disposal of available-for-sale financial asset		235,697	264,254
Purchases of available-for-sale financial assets	8	(299,501)	(570,359)
Net Cash flow from Investing Activities		<u>(63,804)</u>	<u>(306,105)</u>
Net Increase (decrease) in cash & cash equivalents		209,293	605,683
Cash & cash equivalents at the beginning of the year		<u>1,519,662</u>	<u>913,979</u>
Cash & cash equivalents at the end of the year	6	<u><u>1,728,955</u></u>	<u><u>1,519,662</u></u>

The statement of cash flow should be read in conjunction with the accompanying notes.

The Charles Sturt University Foundation Trust

ABN: 31 158 135 157

Notes to and Forming Part of the Financial Statements
for the year Ended 31 December 2012

Note 1. Summary of Significant Accounting Policies

1 (a) Reporting Entity

The Charles Sturt University Foundation Trust is a reporting entity and was established by deed of settlement on 17th March 1994 and is recognised as a not for profit organisation.

Charles Sturt University acts as trustee to the Trust. The Trust is for the benefit of the Charles Sturt University. The Trust holds authority to fundraise CFN 17910 under the provision of the Charitable Fundraising Act 1991.

The financial statements have been authorised for release by the Trustee on the 18th April 2013.

1 (b) Basis of Preparation

The financial statements is a general purpose financial statement having been prepared in accordance with:

- (i) Australian Accounting Standards and Interpretations
- (ii) *Public Finance and Audit Act 1983, and Public Finance and Audit Regulation 2010*

Judgements, key assumption and estimations management has made are disclosed in the relevant notes to the financial statement

The Financial report has been prepared on the basis of accrual accounting and in accordance with historical cost convention except for Financial Assets at fair value through profit and loss and Available-for-sale financial assets which have been measured at fair value. All amounts are expressed in Australian dollars.

The accounting policies adopted are consistent with those of the previous year unless otherwise specified.

1 (c) New Accounting Standards and Interpretations

The following lists applicable new and amended Australian Accounting Standards issued but are not yet operative. The Trust has not adopted any of these standards.

It is considered that adoption of these Standards and Interpretations in future periods will have no material impact on the financial statements of the Trust.

- * AASB 9 Financial Instruments
- * AASB 2010-7 Amendments to Australian Accounting arising from AASB 9 (December 2010)
- * AASB 1053 Application of Tiers of Accounting Standards
- * AASB 2010-2 Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements
- * AASB 7 Financial Instruments: Disclosures
- * AASB 13 Fair Value Measurement
- * AASB 101 Presentation of Financial Statements
- * AASB 132 Financial Instruments: Presentation
- * AASB 2011-8 Amendments to Accounting Standards arising from AASB 13
- * AASB 2011-9 Amendments to Australian Accounting Standards - Presentation of Items of Other Comprehensive Income
- * AASB 2012-6 Amendments to Australian Accounting Standards - Mandatory Effective Date of AASB 9 and Transition Disclosures

1 (d) Revenue Recognition

- (i) The Trust receives a principal part of its income from donations by way of cheques, direct deposits and electronic funds transfers. Amounts donated are recognised as revenue when the Trust gains control, economic benefits are probable and the amounts can be measured reliably.
- (ii) Interest revenue is recognised on an accrual basis.

Notes to and Forming Part of the Financial Statements
for the year Ended 31 December 2012

Note 1. Summary of Significant Accounting Policies (cont)

1 (d) Revenue Recognition (cont)

- (iii) Dividends and distributions are recognised as revenue when the Trust's right to receive payment is established. Refunds of imputation credits arising from investment income received, are recognised as revenue when the application for refund is lodged with the Australian Taxation Office.
- (iv) Gains and losses on realisation of investments are taken to the statements of comprehensive income when the investment is disposed of. The gain or loss is the difference between the net proceeds of disposal and the carrying value of the investment.

1 (e) Financial Instruments

Financial instruments give rise to positions that are a financial asset the Trust or its counterparty and a financial liability (or equity instrument) of the other party. For the Trust these include cash and cash equivalents, investments, receivables and payables.

In accordance with AASB 132 "Financial Instruments: Presentation" and AASB 7 "Financial Instruments: Disclosure" information is disclosed in Note 13 in respect of the risks associated with and financial instruments. All such amounts are carried in the accounts at fair value unless otherwise stated. The specific accounting policy in respect of each class of such financial instruments is stated hereunder:

- (i) Cash and cash equivalents
Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of four months or less that are readily convertible to know amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts.
- (ii) Investments

The Trust designates its investments in the following categories: Financial assets at fair value through profit or loss, loans and receivables, held to maturity investments, and available-for-sale financial assets. The designation depends on the nature and purpose of the investments and is determined at the time of initial recognition.

Financial assets classified as held for trading are included in the category "financial assets acquired at fair value through profit or loss". Financial assets are classified as held for trading if they are acquired for the purpose of selling in the near term with the intention of making a profit. Financial assets at fair value through profit or loss are stated at fair value, with any resultant gain or loss recognised in profit or loss. Gains or losses are recognised in profit or loss and the related assets are classified as current in the statement of financial position.

Available-for-sale financial assets, comprising principally marketable equity securities, are non-derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless management intends to dispose of the investment in 12 months of the balance date.

Purchases and sales of investments are recognised on trade date - the date on which the Trust commits to purchase or sell the asset. Investments are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through profit or loss. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Trust has transferred substantially all the risks and rewards of ownership.

Available-for-sale financial assets are subsequently carried at fair value. Unrealised gains and losses arising from changes in the fair value of non monetary securities are recognised in equity as investments revaluation reserve. When securities classified as available-for-sale are sold or impaired, the accumulated fair value adjustments are included in the statement of comprehensive income as gains or losses from investment securities.

Notes to and Forming Part of the Financial Statements
for the year Ended 31 December 2012

Note 1. Summary of Significant Accounting Policies (cont)

(ii) Investments (cont)

The fair values of quoted investments are based on current bid prices. If the market for a financial asset is not active (and for unlisted securities), the Trust establishes fair value by using valuation techniques. These include reference to the fair value of recent arm's length transactions, involving the same instruments or other instruments that are substantially the same, discounted cash flow analysis, and option pricing models refined to reflect the issuer's specific circumstances. The fair values of unlisted managed investments are based on the exit prices advised by the investment fund managers.

(iii) Impairment of available-for-sale financial assets

The Trust assesses at each balance date whether there is objective evidence that a financial asset or group of financial assets is impaired. In the case of equity securities classified as available-for-sale, a significant or prolonged decline in the fair value of a security below its cost is considered in determining whether the security is impaired. If any such evidence exists for available-for-sale financial assets, the cumulative loss - measured as the difference between the acquisition cost and the current fair value less any impairment loss on that financial asset previously recognised in profit and loss - is removed from equity and recognised in the income statement. Impairment losses recognised in the statement of comprehensive income on equity instruments are not reversed through the statement of comprehensive income.

The Trust has determined that the decline in value for certain Available-for-sale investments was considered significant or prolonged. The Trust had incurred an impairment loss of \$184,334 (\$239,044 in 2011) being the transfer of the accumulated fair value adjustments recognised in equity on the impaired available-for-sale financial assets to the statement of comprehensive income. In making this judgement the Trust assessed the duration and extent to which the fair value is less than cost.

During the period various previously impaired financial assets recovered in valuation \$299,441 (\$22,344 in 2011) and this amount was recognised as Other Comprehensive Income.

(iv) Financial Instruments at amortised cost

Receivables and payable are non derivative financial instruments with fixed or determinable payments that are not quoted in an active market. These instruments are recorded at amortised cost.

All revenue and expenses arising from financial instruments are recognised on an accrual basis.

1 (f) **Payables**

Payables represent liabilities for goods and services provided to the Trust prior to the end of the financial year and which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition. Payables are carried at amortised cost and due to their short term nature are not discounted.

1 (g) **Receivables**

Receivables are recognised on an accrual basis initially at fair value and subsequently measured at amortised cost using effective interest method, less allowance for impairment.

1 (h) **Non-current assets held for sale**

The Trust holds no non-current assets classified as held for sale.

1 (i) **Income Tax**

The Trust is exempt from income tax, being designated as a registered charity.

The Charles Sturt University Foundation Trust

ABN: 31 158 135 157

Notes to and Forming Part of the Financial Statements
for the year Ended 31 December 2012

	2012 \$	2011 \$
Note 2. Income		
<i>(a) Fundraising</i>		
Donations	574,026	999,199
Annually funded Scholarships	366,584	389,890
Other Programs	25,000	105,000
	<u>965,610</u>	<u>1,494,089</u>
<i>(b) Investment Income</i>		
Interest	54,432	55,151
Dividends	269,700	319,562
Distributions	51,820	59,081
	<u>375,952</u>	<u>433,794</u>
Note 3. Contributions		
Scholarships - annually funded	525,391	542,613
Scholarships - other	407,414	385,254
Grants	160,853	173,320
	<u>1,093,658</u>	<u>1,101,187</u>
Note 4. Impairment of Available-for-sale financial assets		
Net Impairment of Available for Sale assets	<u>184,334</u>	<u>216,700</u>
Note 5. Other Gains / Losses		
Gain / (Loss) on sale of financial assets at fair value through profit or loss	-	-
(Loss)/Gain on sale of Available-for-sale investments	9,550	(48,832)
Gain / (loss) realised from Available-for-sale financial assets reserve	10,700	60,320
Gain on Sale of Asset	-	-
	<u>20,250</u>	<u>11,488</u>
Note 6. Cash and Cash Equivalents		
Cash at Bank	1,310,102	1,117,962
Term Deposit	418,853	401,700
	<u>1,728,955</u>	<u>1,519,662</u>
Note 7. Financial Assets at fair value through Profit or loss		
At fair value:		
Australian listed Equity securities	<u>213,066</u>	<u>176,394</u>
Reconciliation		
At beginning of year	176,393	204,298
Fair value Gain /(loss) on financial assets at fair value through profit or loss	36,673	(27,904)
At end of Year	<u>213,066</u>	<u>176,394</u>
Classified as:		
Current	<u>213,066</u>	<u>176,394</u>

The Charles Sturt University Foundation Trust

ABN: 31 158 135 157

Notes to and Forming Part of the Financial Statements
for the year Ended 31 December 2012

Note 8. Available-for-sale financial Assets

At fair value:		
Australian listed Equity securities	6,324,320	5,091,074
Australian listed income and hybrid securities	44,280	92,842
Unlisted managed investments	289,726	340,470
	<u>6,658,326</u>	<u>5,524,386</u>
Reconciliation		
At beginning of year	5,524,386	6,057,038
Purchases	299,501	570,359
Disposals	(226,143)	(313,086)
Gain /(loss) in fair value of available-for-sale financial assets transferred to profit or loss	1,060,582	(789,925)
At end of Year	<u>6,658,326</u>	<u>5,524,386</u>
Classified as:		
Current	-	-
Non-current	6,658,326	5,524,386
	<u>6,658,326</u>	<u>5,524,386</u>

Note 9. Payables

Creditors and accrued expenses	20,602	55,864
GST Payable	8,981	7,772
Total current payables	<u>29,583</u>	<u>63,636</u>

Note 10. Reserves

Available-for-sale Investment Revaluation Reserve Reconciliation:		
Balance at start of financial year	217,473	851,019
Revaluation (Decrement) / Increment	1,060,579	(789,926)
Impairment Available-for -sale financial assets	184,334	216,700
Transfer to Income statement on disposal	(10,700)	(60,320)
Balance at end of financial year	<u>1,451,686</u>	<u>217,473</u>

Note 11. Auditor Remuneration

Fees payable in respect of the audit of the financial statements for the Trust to the Audit Office of NSW for the financial year ended 31 December 2012 was \$21,000 (\$20,000 in 2011). The auditors did not receive any other benefits.

Note 12. Related Parties

- (a) Charles Sturt University is the Trustee.

Council members who held office at the University during the year were:

Mr Lawrence Willett, AO	Professor Andrew Vann	Professor Ben Bradley	Ms Kathryn Pitkin
Mr Tony Catanzariti	Mr Richard Hattersley	Mr Gerard Martin	Ms Patricia Murphy
Mr Angelos Frangopoulos	Mr Neville Page	Mr Peter Hayes	Dr Susan Wood
Ms Carmen Frost	Ms Saba Nabi	Dr Rowan O'Hagan	Dr David Tien
Dr Patricia Logan	Mr David Bate		

Council has delegated responsibility to the Vice-Chancellor to act as Trustee on behalf of the University.

The Charles Sturt University Foundation Trust

ABN: 31 158 135 157

Notes to and Forming Part of the Financial Statements
for the year Ended 31 December 2012

Note 12. Related Parties (cont)

(b) Related Party - Controlling entity

Charles Sturt University is the Trustee of the Trust.

Related Party Transactions

Charles Sturt University provided the Trust with a range of administrative support services. These services have been provided at no charge to the Trust and comprised the provision of:

- office accommodation facilities
- accounting and administrative services
- electricity and other utility services
- Personnel Services

The value of these services has not been quantified or reported in the financial statements.

Note 13. Financial Instruments and Risk Management

The Trust's principal financial instruments and the main risks arising from are outlined below. These financial instruments arise directly from the Trust's operations.

Charles Sturt University foundation Trust's activities expose it to a variety of financial risks; market risk (including price risk, currency risk, cash flow and fair value interest rate risk), credit risk and liquidity risk. The Foundation's overall risk management strategy focus is on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Trust.

Risk management is carried out by an Investment Committee under policies consistent and approved by the parent entity, Charles Sturt University. The Trust's Investment Policy provides written principles for overall risk management. Specific areas such as foreign exchange risk and the use of derivative and non-derivative financial instruments are not covered as the nature of the Trust's investment activities does not expose the Trust to such risks.

(a) Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices.

(i) Price Risk

The Charles Sturt University Foundation Trust is exposed to equity securities price risk for the majority of its investments classified as available for sale financial assets.

To manage its price risk arising from investments in equity securities, the Charles Sturt University Foundation Trust actively engages with its investment advisor. Diversification of the equity securities is done in accordance with the limits set by the Trust's Investment Policy.

(ii) Foreign Exchange Risk

Foreign exchange risk arises from future commercial activities that use denominated in a currency that is not the entity's function currency. The Charles Sturt University Foundation Trust recognises all transactions, assets and liabilities in Australian dollars only. Less than 5% of the value of all investments has exposure to international financial markets and therefore there is minimal exposure to foreign exchange risk.

The Charles Sturt University Foundation Trust
ABN: 31 158 135 157

Notes to and Forming Part of the Accounts
for the year Ended 31 December 2012

Note 13. Financial Instruments and Risk Management (cont)

(iii) Summarised sensitivity analysis

The following table summaries the sensitivity of the available for sale financial investments to price and other risks.

2012	Carrying Amount	Foreign Exchange Risk				Price Risk				Interest Rate Risk			
		-1%		+ 1%		-10%		+ 10%		-1%		+ 1%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
Financial Assets													
Cash & Cash Equivalents	1,728,955	-	-	-	-	-	-	-	-	(17,290)	(17,290)	17,290	17,290
Financial assets at fair value through profit or loss	213,066	-	-	-	-	(21,307)	(21,307)	21,307	21,307	-	-	-	-
Available for sale investments	6,658,326	(1,997)	(1,997)	1,997	1,997	(665,833)	(665,833)	665,833	665,833	(1,343)	(1,343)	1,343	1,343
Total increase / (decrease)	8,600,346	(1,997)	(1,997)	1,997	1,997	(687,139)	(687,139)	687,139	687,139	(18,633)	(18,633)	18,633	18,633

2011	Carrying Amount	Foreign Exchange Risk				Price Risk				Interest Rate Risk			
		-1%		+ 1%		-10%		+ 10%		-1%		+ 1%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
Financial Assets													
Cash & Cash Equivalents	1,519,662	-	-	-	-	-	-	-	-	(15,197)	(15,197)	15,197	15,197
Financial assets at fair value through profit or loss	176,393	-	-	-	-	(17,639)	(17,639)	17,639	17,639	-	-	-	-
Available for sale investments	5,524,388	(2,143)	(2,143)	2,413	2,413	(552,439)	(552,439)	552,439	552,439	(7,245)	(7,245)	7,245	7,245
Total increase / (decrease)	7,220,443	(2,143)	(2,143)	2,413	2,413	(570,078)	(570,078)	570,078	570,078	(22,442)	(22,442)	22,442	22,442

(iv) Cash flow and fair value interest rate risk

Interest rate risk is the risk that the value of the financial instrument will fluctuate due to changes in market interest rates. The Trust's interest rate risk arises primarily from investments in long term interest bearing financial instruments. In order to minimise exposure to this risk, the Trust invests in a diverse range of financial instruments with varying degrees of potential return. The purpose of this is to ensure that any potential interest losses are counteracted by guaranteed interest rate payments.

The Trust's exposure to interest rate risks and the effective interest rates of financial assets and liabilities both recognised and unrecognised at the balance sheet date are as follows:

2012	Weighted Av. Interest rate (pa)	Fixed interest rate	Floating interest rate	Non-interest Bearing	Total
Financial assets		\$	\$	\$	\$
Cash	3.18%	418,853	1,310,102	-	1,728,955
Receivables		-	-	-	-
Financial assets at fair value through profit or loss		-	-	213,066	213,066
Available-for-sale financial assets	4.91%	-	44,280	6,614,046	6,658,326
		<u>418,853</u>	<u>1,354,382</u>	<u>6,827,112</u>	<u>8,600,346</u>
Financial liabilities					
Payables		-	-	29,583	29,583

2011	Weighted Av. Interest rate (pa)	Fixed interest rate	Floating interest rate	Non-interest Bearing	Total
Financial assets		\$	\$	\$	\$
Cash	4.00%	401,700	1,117,962	-	1,519,662
Receivables		-	-	45,407	45,407
Financial assets at fair value through profit or loss		-	-	176,394	176,394
Available-for-sale financial assets	5.47%	-	92,842	5,431,544	5,524,386
		<u>401,700</u>	<u>1,210,804</u>	<u>5,653,345</u>	<u>7,265,850</u>
Financial liabilities					
Payables		-	-	63,636	63,636

The Charles Sturt University Foundation Trust
ABN: 31 158 135 157

Notes to and Forming Part of the Accounts
for the year Ended 31 December 2012

Note 13. Financial Instruments and Risk Management (cont)

(b) Credit Risk

Credit Risk is the risk of financial loss arising from another party to a contract or financial position failing to discharge a financial obligation there under. The Trust's maximum exposure to credit risk is represented by the carrying amount of the financial assets and liabilities included in the balance sheet.

(c) Liquidity Risk

Liquidity risk is the risk that the Trust will be unable to meet its payment obligations when they fall due. It refers to the risk of having insufficient funds to settle a transaction on its due date and as a consequence, may be forced to dispose of financial assets at a value less than fair value. The Trust continuously manages risk through monitoring future cash flows and maintaining sufficient cash and cash equivalents to meet the annually projected cash outgoings. The Trust's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

(d) Fair Value

The Trust uses various methods in estimating the fair value of a financial instrument. The methods comprise:

Level 1 the fair value is calculated using quoted prices in active markets

Level 2 the fair value is estimated using inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices).

Level 3 the fair value is estimated using inputs for the asset or liability that are based on observable market data.

The fair value of the financial instruments as well as the methods used to estimate the fair value are summarised in the table below.

	Year Ended 31 December 2012				Year ended 31 December 2011			
	Valuation technique - market		Valuation technique - non market		Valuation technique - market		Valuation technique - non market	
	Quoted market Price	observable inputs	observable inputs	Total	Quoted market Price	observable inputs	observable inputs	Total
	Level 1	Level 2	Level 3		Level 1	Level 2	Level 3	
Financial assets at fair value through profit or loss	213,066	-	-	213,066	176,394	-	-	176,394
Available-for-sale financial assets								
Listed investments	6,368,600	-	-	6,368,600	5,183,916	-	-	5,183,916
Unlisted managed funds	289,726	-	-	289,726	340,470	-	-	340,470
	<u>6,871,392</u>	<u>-</u>	<u>-</u>	<u>6,871,392</u>	<u>5,700,780</u>	<u>-</u>	<u>-</u>	<u>5,700,780</u>

Quoted market price represents the fair value determined based on active markets as at the reporting date without any deductions for transaction costs. The fair value of the listed equity investments and unlisted managed funds are based on quoted market prices.

Note 14. Reconciliation of Cash flows provided by operating Activities to Surplus for the Year

	2012 \$	2011 \$
Surplus for the Year	134,338	655,105
(Gain) / Loss on sale of available-for-sale investments	(9,550)	48,832
Gain/(loss) in fair value of available for sale financial asset transferred to profit or loss	(10,700)	(60,320)
Fair Value Gain /(loss) on financial assets at fair value through profit or loss	(36,673)	27,904
Impairment of assets	184,334	216,700
Decrease / (increase) in receivables	45,407	(32,053)
Increase / (Decrease) in payables	(34,058)	55,620
Net cash provided by / (used in) operating activities	<u>273,097</u>	<u>911,788</u>

The Charles Sturt University Foundation Trust
ABN: 31 158 135 157

Notes to and Forming Part of the Accounts
for the year Ended 31 December 2012

Note 15. Charitable Fundraising Appeals

Donations and sponsorship are sought for various purposes and for the general benefit of the Charles Sturt University and its campuses.

	2012		2011
	\$		\$
Results of Fundraising Appeals			
Donation	574,026		999,199
Sponsorship revenue	391,584		494,890
Gross Proceeds from Fundraising Appeals	<u>965,610</u>		<u>1,494,089</u>
Cost of Fundraising Appeals	92,029		109,312
Net Surplus obtained from Fundraising Appeals	<u><u>873,581</u></u>		<u><u>1,384,777</u></u>

Comparisons of certain monetary figures and percentages in accordance with the requirements of the Charitable Fundraising Act, 1991 are set out below with clarifications.

Total cost of services represents the total contribution to the University and complies with the Charitable Fundraising Regulation 2008.

	2012		2011	
	\$		\$	
Ratios	<u>92,029</u>		<u>109,312</u>	
(a) Total cost of fundraising / gross proceeds from fundraising	965,610	9%	1,494,089	7%
	<u>873,581</u>		<u>1,384,777</u>	
(b) Net surplus from fundraising / gross proceeds from fundraising	965,610	90%	1,494,089	93%
	<u>1,093,658</u>		<u>1,101,187</u>	
(c) Total cost of services / total expenditure	1,185,687	92%	1,210,499	91%
	<u>1,093,658</u>		<u>1,101,187</u>	
(d) Total cost of services / total income received	1,504,359	73%	2,098,720	52%

Note 16. Commitments

The Trust is not aware of any outstanding commitments as at 31 December 2012 (2011 \$Nil).

Note 17. Contingent Assets and Liabilities

The Trust is not aware of any contingent Assets of Liabilities (2011: No contingent Assets of Liabilities)

Note 18. Events after the reporting date

The Foundation has not identified any events after the reporting date that would require adjustment to the amounts recognised or disclosures in the financial statements.

END OF TRUST FINANCIAL STATEMENTS

Charles Sturt Campus Services Limited

ABN 37 063 446 864
(a company limited by guarantee)

Audited Financial Statements for the year ended 31 December 2012



INDEPENDENT AUDITOR'S REPORT

Charles Sturt Campus Services Limited

To Members of the New South Wales Parliament and Members of Charles Sturt Campus Services Limited

I have audited the accompanying financial statements of Charles Sturt Campus Services Ltd (the Company), which comprise the statement of financial position as at 31 December 2012, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the directors' declaration.

Opinion

In my opinion the financial statements:

- are in accordance with the *Corporations Act 2001*, including:
 - giving a true and fair view of the Company's financial position as at 31 December 2012 and its performance for the year ended on that date
 - complying with Australian Accounting Standards and the Corporations Regulations 2001
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010.

My opinion should be read in conjunction with the rest of this report.

Directors' Responsibility for the Financial Statements

The directors of the Company are responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards, the PF&A Act and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial statements that give a true and fair view and that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I conducted my audit in accordance with Australian Auditing Standards. Those Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial statements.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

My opinion does *not* provide assurance:

- about the future viability of the Company
- that it has carried out its activities effectively, efficiently and economically
- about the effectiveness of its internal control
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about other information that may have been hyperlinked to/from the financial statements.

Independence

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards, the *Corporations Act 2001* and relevant ethical pronouncements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies, but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by the possibility of losing clients or income.

I confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of the Company on 11 March 2013, would be in the same terms if provided to the directors as at the time of this auditor's report.



M T Spriggins
Director, Financial Audit Services

19 March 2013
SYDNEY

CHARLES STURT CAMPUS SERVICES LIMITED

(a company limited by guarantee)

Directors' Report for the Year Ended
31 December 2012

The Directors of the Company present their report on the Company for the year ended 31 December 2012:

1. The directors in office during or since the end of the financial year are:

Directors:

Mr P W Dowler	BBus <i>Mitchell CAE</i> , CPA, MBA <i>Charles Sturt</i> , Executive Director, Finance, Aged 48, appointed 18th May 2011
Mr S Butt	GradDipEng <i>Monash</i> , MEngMgt <i>TechnolSyd</i> , Executive Director, Aged 51, joined the Board in 2010, appointed 20th April 2010
Mr B Cameron	Trainer & Consultant, aged 59, joined the Board in 2007
Mr J Kelly	Manager, aged 40, joined the Board in 2008
Mr AK Lindner	BBus Accounting <i>RCAE</i> , BHA <i>UNSW</i> , Grad Cert Uni Leadership & Management <i>CSU</i> , Director, Commercial Services, Aged 54, appointed 2 nd March 2012
Mr D P Griffin	BBus(Acc) <i>Charles Sturt</i> , MBA <i>Charles Sturt</i> , Grad Cert University Leadership & Management <i>Charles Sturt</i> , Director, Student Life, age 45, appointed 18 th May 2011
Dr G A Walker	MCom, DipEd <i>UNSW</i> , PhD <i>Macquarie</i> Adjunct Professor, aged 65, joined the Board in 2001, resigned 9 th October 2012
Ms S Cohalan	Manager, Employer Relations, aged 51, joined the Board in 2009, passed away 18 th September 2012

The directors have been in office since the start of the financial year unless otherwise indicated.

Company Secretary:

Miss C M von Brockhusen, B Bus (Acc), Grad Dip BA, CPA, Accountant, appointed on 20 October 2011.

2. The principal activities of Charles Sturt Campus Services Limited in the course of the financial period were cleaning and courier services to Charles Sturt University. There was no change in the nature of these activities during the financial year.

The long term and short term objectives of the company are to provide cleaning and courier services to Charles Sturt University in a cost effective manner. In order to achieve this objective, the company has implemented controls to monitor its services provided to the University by effective monthly reporting to the board of directors of its financial and operational performances. The financial performances are measured in relation to the approved budget. The operational performances are measured in relation to the timely performances of its services, quality and complaints received from the University. The University has the full control of the Board.

3. The operating result for the year was \$nil.
4. Charles Sturt Campus Services Limited did not pay any dividends during the year.
5. No significant change in the state of affairs of the Company has occurred during the financial year.
6. There have not been any significant matters affecting the Company which have arisen subsequent to the end of the financial year and to the date of this report.
7. There are no significant developments or changes in the Company's operations which have been proposed for the immediate future.
8. There are no known environmental issues affecting the Company.
9. During and since the end of the financial year, no Director of Charles Sturt Campus Services Limited has received or has become entitled to receive, a benefit because of a contract made by Charles Sturt Campus Services Limited, or a related company, with the Director, or with a firm of which the Director is a member, or an entity in which the Director has a substantial financial interest. The Directors and officers are covered by the following insurance policy:

Management Liability Policy
WR Berkley
Policy No: DK010D7H430
Expiry Date: 31 October 2013


10. During the year ended 31 December 2012 six (6) Directors' meetings were held. The number of meetings at which Directors were in attendance is as follows:


<u>Name of Director</u>	<u>No. of meetings held while in Office</u>	<u>Meetings Attended</u>
Mr P W Dowler	6	5
Mr S Butt	6	4
Mr B Cameron	6	1
Mr J Kelly	6	5
Mr AK Lindner	6	6
Mr DP Griffin	6	5
Dr G A Walker	5	4
Ms S Cohalan	5	0

11. The Company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the company or related corporate:
 - (a) Indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings; or
 - (b) Paid or agreed to pay a premium in respect of a contract insuring against a liability incurred as an officer for the costs or expenses to defend legal proceedings.
12. No person has applied for leave of the court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or part of any proceedings. The Company was not a party to any such proceedings during the year.
13. The Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 is attached.
- 14. Charles Sturt Campus Services Limited, a not for profit entity, incorporated in Australia as a company limited by guarantee on 11 February 1994 (ABN number 37 063 446 864). In accordance with the Constitution, the liability of each member, in the event of the company winding up, is limited to \$20.00.
15. In accordance with the constitution, the total liability of the members, in the event of the company winding up, is \$100.00

Dated this 12th March 2013

Signed in accordance with a resolution of the Board of Directors.

Name Paul W Dowler
Director
Signed 

Name Adrian K Lindner
Director
Signed 

CHARLES STURT CAMPUS SERVICES LIMITED

(a company limited by guarantee)

Directors' Declaration for the Year Ended
31 December 2012

In the Directors' opinion:

(a) The financial statements and notes of Charles Sturt Services Ltd are in accordance with the *Corporations Act 2001* and Section 41 C (1b) and (1c) of the *Public Finance and Audit Act, 1983* including:

- i. Complying with Australian Accounting Standards, the Public Finance and Audit Regulations, 2010, the Corporations Regulations 2001 and other mandatory professional reporting requirements.
- ii. Giving a true and fair view of the company's financial position as at 31 December 2012 and of its performance for the financial year ended on that date, and

(b) There are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable, and


Further, we are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.

This declaration is made in accordance with a resolution of the directors.

Name Paul W Dowler
Director

Signed 

Name Adrian K Lindner
Director

Signed 

Wagga Wagga
12th March 2013



To the Directors
Charles Sturt Campus Services Limited

Auditor's Independence Declaration

As auditor for the audit of the financial statements of Charles Sturt Campus Services Limited for the year ended 31 December 2012, I declare, to the best of my knowledge and belief, there have been no contraventions of:

- the auditor independence requirements of the *Corporations Act 2001* in relation to the audit
- any applicable code of professional conduct in relation to the audit.

M T Spriggins
Director, Financial Audit Services

11 March 2013
SYDNEY

CHARLES STURT CAMPUS SERVICES LIMITED
(a company limited by guarantee)
ABN 37 063 446 864
STATEMENT OF COMPREHENSIVE INCOME
for the Year Ended 31 December 2012

	Note	2012 \$	2011 \$
Revenue	2a	5,969,604	5,416,653
Expense	2b	5,969,604	5,416,653
Profit from continuing operations before income tax		-	-
Income Tax Expense		-	-
Loss from discontinued operations after income tax		-	-
Operating Result for the period		-	-
Other comprehensive Income		-	-
Total comprehensive income for the year, net of tax		-	-

The above statement of Comprehensive Income should be read in conjunction with the accompanying notes

CHARLES STURT CAMPUS SERVICES LIMITED
(a company limited by guarantee)
ABN 37 063 446 864
STATEMENT OF FINANCIAL POSITION
As at 31 December 2012

	Note	2012 \$	2011 \$
CURRENT ASSETS			
Receivables	5e	677,554	608,380
TOTAL CURRENT ASSETS		<u>677,554</u>	<u>608,380</u>
NON CURRENT ASSETS		<u>-</u>	<u>-</u>
TOTAL ASSETS		<u>677,554</u>	<u>608,380</u>
CURRENT LIABILITIES			
Payables	7	81,317	63,251
Provisions	8	463,625	305,514
TOTAL CURRENT LIABILITES		<u>544,942</u>	<u>368,765</u>
NON CURRENT LIABILITES			
Provisions	8	<u>132,612</u>	<u>239,615</u>
TOTAL NON CURRENT LIABILITIES		<u>132,612</u>	<u>239,615</u>
TOTAL LIABILITIES		<u>677,554</u>	<u>608,380</u>
NET ASSETS		<u>-</u>	<u>-</u>
EQUITY			
Accumulated Funds		<u>-</u>	<u>-</u>
TOTAL EQUITY		<u>-</u>	<u>-</u>

The above statement of Financial Position should be read in conjunction with the accompanying notes

CHARLES STURT CAMPUS SERVICES LIMITED
(a company limited by guarantee)
ABN 37 063 446 864
STATEMENT OF CASH FLOWS
for the Year Ended 31 December 2012

		2012	2011
Cash Flows from Operating Activities	Note	\$	\$
Reciepts from Customers		5,962,653	5,439,245
Payments to Employees		(5,296,258)	(4,915,594)
Payments to Suppliers		(666,396)	(523,651)
Net Cash flows from Operating Activities	9	-	-
Net Cash flows from Investing Activities		-	-
Net Cash flows from Financing Activities		-	-
Net Increase / (Decrease) in cash and cash equivalents		-	-
Net foreign exchange differences		-	-
Cash and cash equivalents at 1 January 2012		-	-
Cash and cash equivalents at 31 December 2012		-	-

The above statement of Cash Flows should be read in conjunction with the accompanying notes

CHARLES STURT CAMPUS SERVICES LIMITED
(a company limited by guarantee)
ABN 37 063 446 864
STATEMENT OF CHANGES IN EQUITY
for the Year Ended 31 December 2012

	Note	2012 \$	2011 \$
Equity at 1 January 2012		-	-
Total Comprehensive income for the year		-	-
Transactions with the owners in their capacity as owners		-	-
Equity at 31 December 2012		-	-

The above statement of Changes in Equity should be read in conjunction with the accompanying notes

CHARLES STURT CAMPUS SERVICES LIMITED

(a company limited by guarantee)

ABN 37 063 446 864

Notes to the Financial Statements
for the Year Ended 31 December 2012

Note 1 Summary of significant Accounting Policies

(a) Reporting Entity

Charles Sturt Campus Services Limited, a not for profit entity, incorporated in Australia as a company limited by guarantee on 11 February 1994 (ABN number 37 063 446 864). In accordance with the Constitution, the liability of each member, in the event of the company winding up, is limited to \$20.00.

The registered office for Charles Sturt Campus Services Limited is Phillips Building, Charles Sturt University, Panorama Avenue, Bathurst. The principal activities of Charles Sturt Campus Services Limited in the course of the financial period were cleaning and courier services to Charles Sturt University at the Bathurst Campus, Albury-Wodonga Campus, Orange Campus and Wagga Wagga Campus.

In 2012 Charles Sturt Campus Services Limited, has 5 members (2011 - 5 Members).
If upon the winding up or dissolution of the Company there remains after satisfaction of all its debts and liabilities any property whatsoever the same shall not be paid to or distributed among the members of the Company but shall be given or transferred to some other institution or institutions having similar to the objects of the Company and which shall prohibit the distribution of its or their income and property amongst its or their members to an extent at least as great as is imposed on the Company, or failing that to some charitable objects.

The financial statements have been authorised for issue by the Board of Directors on the 12th March 2012.

(b) Basis of Preparation

The financial statements are a general purpose financial statement having been prepared in accordance with:

- (i) *The Corporations Act, 2001;*
- (ii) *Australian Accounting Standards and Australian Accounting Interpretations;*
- (iii) *The requirements of the NSW Public Finance and Audit Act 1983 ; and*
- (iv) *The NSW Public Finance and Audit Regulation 2010.*

Judgements, key assumptions and estimations management made are disclosed in the relevant notes to the financial statements.

The financial statements have been prepared on the basis of accrual accounting and in accordance with historical cost convention. All amounts are expressed in Australian dollars and rounded to the nearest dollar.

The accounting policies adopted are consistent with those of the previous year unless otherwise specified.

(c) Going concern

The financial statements have been prepared on a going concern basis. The ability of the Company to continue its activities is dependant on the continued financial support of Charles Sturt University. The University has undertaken to provide financial support for at least twelve months from the date of these financial statements were approved by the Directors.

Note 1 Summary of significant Accounting Policies (continued)

(d) Revenue Recognition

Revenue is recognised to the extent it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured, regardless of when the payment is made. Revenue is measured at the fair value of the consideration received or receivable, taking in account contractually defined terms of payment and excluding taxes or duty. The Company assesses its revenue arrangements against specific criteria to determine if it is acting as principal or agent. The group has concluded that it is acting as a principal in all of its revenue arrangements.

Rendering of Services

Revenue from employment services is recognised by reference to the stage of completion. Stage of completion is measured by reference to labour hours incurred to date as a percentage of total estimated labour hours for each contract. When the contract outcome cannot be measured reliably, revenue is recognised only to the extent that the expenses incurred are eligible to be recovered.

(e) Employee Benefits and Other Provisions

(i) Salaries and Wages, Annual Leave, Sick Leave and On-Costs

Liabilities for salaries and wages (including non-monetary benefits), annual leave and paid sick leave that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when liabilities are settled.

Long-term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with AASB 119 *Employee benefits*.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

(ii) Long service Leave and Post Employment Benefits

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

(ii) Long service Leave and Post Employment Benefits (cont)

All employees of the company are entitled to benefits on retirement, disability or death from the Company's superannuation plan. The employees of the company are all members of the defined contributions section of the company's plan.

Contributions to the defined contribution fund are recognised as an expense as they become payable. Prepaid contributions are recognised as an asset to the extent that a cash refund or reduction in future payments is available.

Note 1 Summary of significant Accounting Policies (continued)

(e) Employee Benefits and Other Provisions (continued)

(iii) Other Provisions

Other provisions exist when there is a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources embodying economic benefits will be required to settle the obligations; and a reliable estimate can be made of the amount of the obligation. The expense relating to any provision is presented in the Statement of Comprehensive Income net of any reimbursements.

(f) Cash and Cash equivalents

The company did not have any cash or cash equivalents.

(g) Income Tax

The company is exempt from income tax under *Income Tax Assessment Act 1997* s11.5 and accordingly no provision for income tax liability has been included in the Company's financial statements.

(h) Goods and services

Revenues, expenses, assets and liabilities are recognised net of the amount of goods and services tax (GST) except;

- when the GST incurred on a purchase of goods and services is not recoverable from the taxation authority. In which case the GST is recognised as part of the acquisition of the asset or as part of the expense item as applicable; and
- Receivables and payables, which are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the statement of financial position. Cash flows are included in the statement of cash flows on a gross basis and the GST component of cash flows arising from investing and financial activities, which is recoverable from, or payable to, the taxation authority is classified as part of operating cash flows.

(i) Financial instruments

Financial instruments give rise to a financial asset of either the Company or its counterparty and a financial liability (or equity instrument) of the other party. For the Company's financial assets comprise of receivables and financial liabilities comprising of payables. Information is disclosed in Note 6 in respect of the risks associated with financial instruments.

(j) Equity

Charles Sturt Campus Services Ltd members contributed no equity, as it is a company limited by guarantee. Therefore, there is no equity balance at the balance date.

(k) Receivables

Receivables represent the amount owing from the University. Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are recognised on an accrual basis. After initial measurement at fair value, they are subsequently measured at amortised cost using effective interest rate (EIR) method, less impairment. The Company will assess whether objective evidence of impairment exists on an ongoing basis.

Note 1 Summary of significant Accounting Policies (continued)**(l) Payables**

Payables represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. These amounts are unsecured and are usually paid on creditor payment terms. After initial measurement at fair value, they are subsequently measured at amortised cost. Due to their short term nature they are not discounted.

(m) Comparative amounts

Where the presentation or reclassification of items in the financial statements is amended, comparable amounts shall be reclassified unless reclassification is impractical.

(n) New Australian Accounting Standards and Interpretations

The following standards, amendments to standards and interpretations have been identified as those which may impact the company in the period of initial application:

- AASB 9 Financial Instruments
- AASB 2010-7 Amendments to Australian Accounting arising from AASB 9 (December 2010)
- AASB 1053 Application of Tiers of Accounting Standards
- AASB 2010-2 Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements

The Company has not early adoption of any standard, interpretation or amendment the has been issued but is not yet effective. The adoption of these in future periods is not expected.

Note 2a Revenue

	2012	2011
	\$	\$
Fees for services	5,866,900	5,381,496
Reimbursements	102,704	23,367
Long Service Leave		11,050
Other	-	740
Total Revenue	<u>5,969,604</u>	<u>5,416,653</u>

Note 2b Expenses

	2012	2011
	\$	\$
Salaries	4,644,984	4,241,675
Annual Leave	29,823	19,017
Long Service Leave	21,284	-
Superannuation	359,310	341,146
Payroll Tax	253,679	247,062
Workers Compensation	38,286	85,711
Buildings Grounds and Services	87,999	43,962
Motor Vehicle Expenses	13,917	2,130
Audit Fees	9,790	8,500
Fees for Services Rendered	23,863	14,262
Stores and Provisions	427,291	376,448
Insurance	180	1,092
Communication	16,877	14,224
Maintenance of Equipment	7,592	7,100
Travel	34,729	14,324
Total Revenue	<u>5,969,604</u>	<u>5,416,653</u>

Note 3 Remuneration of Auditors

Audit fees payable in respect of the audit of the financial statements to the Audit Office of NSW for the financial Year Ended 31 December 2012 was \$8,900 (\$8,500 in 2011). The auditors did not receive any other benefits.

Note 4 Remuneration of Directors

No Directors of the Company had during the financial period received any income from the Company in connection with the management of the affairs of the Company, whether as Executive Officer or otherwise. Detail of Director salary from a related entity, as at the date of this report, is: -

		No. Of Directors	
		2012	2011
10,000 to	19,999	1	-
80,000 to	89,999	-	1
90,000 to	99,999	1	1
110,000 to	119,999	1	-
130,000 to	139,999	-	1
160,000 to	169,999	1	-
170,000 to	179,999	-	2
220,000 to	229,999	1	-
230,000 to	239,999	1	-
240,000 to	249,999	1	-

Note 5 Related Parties**(a) Names of Directors**

The names of Directors who have held office during the financial period are:

Name	Appointments and Cessations
Mr P W Dowler	
Mr A K Lindner	Appointed 2nd March 2012
Mr B Cameron	
Ms S Cohalan	Ceased 18th September 2012
Mr D P Griffin	
Dr G A Walker	Ceased 9th October 2012
Mr J Kelly	
Mr S Butt	

(b) Remuneration

Information on remuneration of Directors is disclosed at Note 4.

(c) Controlling Entity

Charles Sturt University is the controlling entity of Charles Sturt Campus Services Limited.

(d) Transactions with Charles Sturt University and its related entities

The University meets the expenses of the Company principally in return for cleaning services provide to the University. The Company does not have a separate bank account. Its transactions are processed through inter entity accounts with the University in a manner similar to a bank account. These are treated as payments and receipts for the purpose of the statement of cash flows.

Note 5 Related Parties (continued)**(d) Transactions with Charles Sturt University and its related entities (cont)**

The following table provides the total amount of transactions that have been entered into with related parties Year Ended 31 December 2012:

	Sales to related parties	Purchases from related parties	Amounts owed by related parties*	Amounts owned to related parties
	\$	\$	\$	\$
Charles Sturt University	5,866,900	-	677,554	-

** The amounts are classified as receivables or payables, respectively.*

(e) Aggregate amounts receivable from related parties at balance date are as follows:

	2012	2011
	\$	\$
Receivables		
Controlling Entity	677,554	608,380
	<u>677,554</u>	<u>608,380</u>

(f) Charles Sturt University provided Charles Sturt Campus Services Limited with a range of administrative support services. The value of services has not been recognised in the financial statements:

- office accommodation facilities
- accounting and administrative services
- electricity and other utility services

Note 6 Financial Risk Management Objectives and Policies

The Company's principal financial instruments are outlined below. These financial instruments arise directly from the Company's operation or are required to finance the Company's operations. The Company does not enter into or trade in financial instruments for speculative purposes.

The Company's main risks arising from financial instruments are outlined below together with the Company's objectives, policies and processes for measuring and managing risk. The Board of Directors has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Compliance with policies is reviewed on a continuous basis.

Note 6 Financial Risk Management Objectives and Policies (continued)

(a) Categories of Financial Instruments

Financial Assets	Notes	Category	Carrying amount	Carrying amount
			2012	2011
Class			\$	\$
Receivables	5(e)	Loans and receivables (at amortised cost)	677,554	608,380
Financial Liabilities	Notes	Category	Carrying amount	Carrying amount
			2012	2011
Class			\$	\$
Payables	7	Financial liabilities measured at amortised cost	81,317	63,251

Notes:

1. Excludes statutory receivables and prepayments (i.e. Not within the scope of the AASB 7)

2. Excludes statutory payables and unearned revenue (i.e. Not within the scope of AASB 7)

(b) Credit Risk

Credit risk is the risk of financial loss arising from another party to a contract or financial position failing to discharged a financial obligation thereunder. The Company's maximum exposure to credit risk is represented by the carrying amounts of the financial assets included in the statement of financial position.

The entire concentration of credit risk arises in respect of receivables due from Charles Sturt University.

(c) Liquidity Risk

Liquidity risk is the risk that the Company will be able to meet it payment obligations when they fall due. The Company manages risk through its parent entity's cash flows.

(d) Interest Rate Risk

Maturity analysis and interest rate exposure of financial liabilities

	Nominal amount	\$ Interest rate exposure			Maturity Dates		
Weighted Average Effective Interest rate		Fixed Interest rate	Variable Interest rate	Non interest bearing	< 1 year	1 - 5 yrs	> 5 yrs
2012							
Payable: Creditors	81,317	-	-	81,317	-	-	-
N/A							
2011							
Payable: Creditors	63,251	-	-	63,251	-	-	-
N/A							

Note 6 Financial Risk Management Objectives and Policies (continued)**(e) Market risk**

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Company's exposure to market risks is minimal as it has no borrowings or other price risks. The Company has no exposure to currency risk.

Note 7 <u>Payables</u>	2012	2011
	\$	\$
Accrued salaries, wages and on-costs	71,527	53,901
Other payable	<u>9,790</u>	<u>9,350</u>
Total Payables	81,317	63,251

Note 8 <u>Provisions</u>	2012	2011
	\$	\$
Current		
<i>Current Provisions expected to be settled within next 12 months</i>		
Recreation Leave	223,559	-
Long Service Leave	<u>11,439</u>	<u>-</u>
	234,998	-
<i>Current Provisions expected to be settled after more than 12 months</i>		
Recreation Leave	111,779	305,514
Long Service Leave	<u>116,848</u>	<u>-</u>
	228,627	305,514
Total Current Provisions	463,625	305,514
Non Current		
Long Service Leave	<u>132,612</u>	<u>239,615</u>
Total Provisions	596,237	545,129

Note 9 Reconciliation of Net Result Provided by Operating Activities to Result for the year

Result for the year	<u>-</u>	<u>-</u>
(Increase)/Decrease in Receivables	(69,173)	(14,563)
Increase / (Decrease) in Provision for Annual Leave	29,823	19,018
Increase / (Decrease) in Provision for Long Service Leave	21,284	(11,050)
Increase/ (Decrease) in Payables	18,066	6,595
Net Cash Provided from Operating Activities	<u>-</u>	<u>-</u>

Note 10 Commitments

The Company has no commitment at 31 December 2012 (2011: Nil)

Note 11 Contingencies

(a) Contingent Assets

There are no known contingent assets at balance date. (2011: Nil)

(b) Contingent Liabilities

There are no known contingent liabilities at balance date. (2011: Nil)

Note 12 Events after the Reporting Period

There have not been any significant events in the interval between the end of the financial year and the date of this report that may affect the operations, the result of the company, or require disclosure in the financial statements or their accompanying notes.

END OF AUDITED FINANCIAL STATEMENTS

Charles Sturt Services Limited

ABN 64 085 727 288
(a company limited by guarantee)

Audited Financial Statements for the year ended 31 December 2012



INDEPENDENT AUDITOR'S REPORT

Charles Sturt Services Limited

To Members of the New South Wales Parliament and Members of Charles Sturt Services Limited

I have audited the accompanying financial statements of Charles Sturt Services Limited (the Company), which comprise the statement of financial position as at 31 December 2012, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the directors' declaration.

Opinion

In my opinion the financial statements:

- are in accordance with the *Corporations Act 2001*, including:
 - giving a true and fair view of the Company's financial position as at 31 December 2012 and its performance for the year ended on that date
 - complying with Australian Accounting Standards and the Corporations Regulations 2001
- are in accordance with section 41C of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010

My opinion should be read in conjunction with the rest of this report.

Directors' Responsibility for the Financial Statements

The directors of the Company are responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards, the PF&A Act and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial statements that give a true and fair view and that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I conducted my audit in accordance with Australian Auditing Standards. Those Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial statements.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

My opinion does *not* provide assurance:

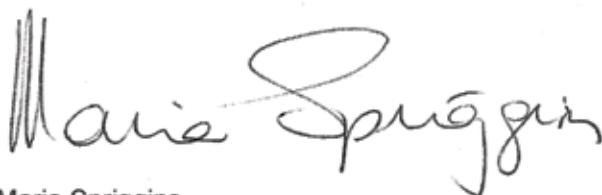
- about the future viability of the Company
- that it has carried out its activities effectively, efficiently and economically
- about the effectiveness of its internal control
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about other information that may have been hyperlinked to/from the financial statements.

Independence

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards, the *Corporations Act 2001* and relevant ethical pronouncements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies, but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by the possibility of losing clients or income.

I confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of Charles Sturt Services Limited on 15 February 2013, would be in the same terms if provided to the directors as at the time of this auditor's report.

A handwritten signature in black ink, reading 'Maria Spriggins'. The signature is written in a cursive style with a large, stylized 'M' and 'S'.

Maria Spriggins
Director, Financial Audit Services

26 February 2013
SYDNEY

CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

Directors' Report for the Year Ended
31 December 2012

The Directors of the Company present their report on the Company for the year ended 31 December 2012:

1. The Officers at the date of this report are:

Directors

The directors in office during or since the end of the financial year are:

Mr AK Lindner	BBus Accountancy <i>RCAE</i> , BHA <i>UNSW</i> , Grad Cert Uni Leadership & Management <i>CSU</i> , FCPA Accountant, aged 54, joined the Board in 2011
Prof JE Pratley	PhD, <i>Uni NSW</i> , BSc (hons) (<i>Uni NSW</i>) Academic, aged 66, joined the Board in 1999
Mr J N C Hamilton,	BBus Accountancy <i>CSU</i> , CPA Accountant, aged 62, joined the Board in 2005
M/s B G Waites	BBus Accountancy/Public Administration, <i>CSU</i> , CPA Administrator, aged 37, joined the Board in 2009
Mr Paul Dowler	BBus Mitchell CAE, CPA, MBA Charles Sturt, Executive Director, Aged 48, appointed 2012

The directors have been in office since the start of the financial year unless otherwise indicated.

Company Secretary

The following person held the position of the Company Secretary at the end of the financial year.

Miss C von Brockhusen, BBus Accounting / Legal Studies, Grad Dip Business Administration, was appointed on 16th February 2011.

2. The principal activities of Charles Sturt Services Limited in the course of the financial period was to continue providing registered training organisational status for Charles Sturt University and employment services to the enterprise activities of Charles Sturt University predominately at the Wagga Wagga campus. The Company ceased employment services on 1 April 2010.
3. The operating result for the year was \$Nil.

4. Charles Sturt Services Limited did not pay any dividends during the year.
5. The employment services provided by the Company ceased on 1 April 2010.
6. There have not been any significant matters affecting the Company which have arisen subsequent to the end of the financial year and to the date of this report.
7. There will be no operating activities for future reporting periods.
8. The company's short term objective in 2013 is to have a smooth transition of the Registered Training Organisation Status from the Company to the Charles Sturt University. The long term objective is to close in 2014.
9. The Company has no active role in transferring the Registered Training Organisation Status, it will be notified of the result by the Charles Sturt University
10. The Company has no activities during the year, other than holding the Registered Training Organisation status of CSU Training.
11. The Company has no Key Performance Indicators to be measured.
12. There are no environmental issues affecting the Company.
13. During and since the end of the financial year, no Director of Charles Sturt Services Limited has received or has become entitled to receive, a benefit because of a contract made by Charles Sturt Services Limited, or a related company, with the Director, or with a firm of which the Director is a member, or an entity in which the Director has a substantial financial interest. The Directors and Officers are covered by the following insurance policy held by Charles Sturt University:

Management Liability Policy
 WR Berkley
 Policy No: DK010D7H430
 Expiry Date: 31 October 2013

14. During the year ended 31 December 2012 two (2) Directors' meetings were held. The number of meetings at which Directors were in attendance is as follows:

<u>Name of Director</u>	<u>No. of Meetings Held while in Office</u>	<u>Meetings Attended</u>
Prof J E Pratley	2	2
Mr J N C Hamilton	2	1
Ms B Waites	2	1
Mr AK Lindner	2	2
Mr Paul Dowler	1	1

15. The Company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the Company or related corporate:
- (a) indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings; or
 - (b) paid or agreed to pay a premium in respect of a contract insuring against a liability incurred as an officer for the costs or expenses to defend legal proceedings.
16. No person has applied for leave of the court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or part of those proceedings.
- The Company was not a party to any such proceedings during the year.
17. The Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 is attached.
18. In accordance with the constitution, the liability of each member, in the event of the company winding up, is limited to \$10.00.
19. In accordance with the constitution, the total liability of the members, in the event of the company winding up, is \$50.00

Dated at Wagga Wagga this 19th day of February 2013

Signed in accordance with a resolution of the Board of Directors.

Name: A. K. Lindner
Director (Chair)

Name: Paul W Dowler
Director

Signed 

Signed 

CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

Directors' Declaration for the Year Ended
31 December 2012

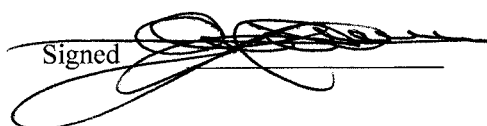
In the Directors' opinion:

- (a) The financial statements and notes of Charles Sturt Services Ltd are in accordance with the *Corporations Act 2001* and Section 41 C (1b) and (1c) of the *Public Finance and Audit Act, 1983* including:
- i. Complying with Australian Accounting Standards, the Public Finance and Audit Regulations, 2010, the Corporations Regulations 2001 and other mandatory professional reporting requirements.
 - ii. Giving a true and fair view of the company's financial position as at 31 December 2012 and of its performance for the financial year ended on that date, and
- (b) There are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable, and

Further, we are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.

This declaration is made in accordance with a resolution of the directors.

Name: A. K. Lindner
Director (Chair)

Signed 

Name: Paul W Dowler
Director

Signed 

Wagga Wagga
19th February 2013



To the Directors
Charles Sturt Services Limited

Auditor's Independence Declaration

As auditor for the audit of the financial statements of Charles Sturt Services Limited for the period ended 31 December 2012, I declare, to the best of my knowledge and belief, there have been no contraventions of:

- the auditor independence requirements of the *Corporations Act 2001* in relation to the audit
- any applicable code of professional conduct in relation to the audit.

Maria Spriggins
Director, Financial Audit Services

15 February 2013
SYDNEY

CHARLES STURT SERVICES LIMITED
(a company limited by guarantee)
ABN 64 085 727 288
STATEMENT OF COMPREHENSIVE INCOME
for the Year Ended 31 December 2012

	Note	2012 \$	2011 \$
Revenue	2 (a)	-	-
Expense	2 (b)	-	-
Results for the Year		<u>-</u>	<u>-</u>
Other comprehensive Income		<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u><u>-</u></u>	<u><u>-</u></u>

The above statement of Comprehensive Income should be read in conjunction with the accompanying notes

CHARLES STURT CAMPUS SERVICES LIMITED
(a company limited by guarantee)
ABN 64 085 727 288
STATEMENT OF FINANCIAL POSITION
As at 31 December 2012

	Note	2012 \$	2011 \$
ASSETS			
CURRENT ASSETS			
Trade and other receivables		-	-
TOTAL CURRENT ASSETS		-	-
NON CURRENT ASSETS			
TOTAL ASSETS		-	-
LIABILITIES			
CURRENT LIABILITIES			
Payables	7	-	-
Provisions	8	-	-
TOTAL CURRENT LIABILITIES		-	-
NON CURRENT LIABILITIES			
Provisions	8	-	-
TOTAL NON CURRENT LIABILITIES		-	-
TOTAL LIABILITIES		-	-
NET ASSETS		-	-
EQUITY			
Retained Surplus		-	-
TOTAL EQUITY		-	-

The above statement of Financial Position should be read in conjunction with the accompanying notes

CHARLES STURT SERVICES LIMITED
(a company limited by guarantee)
ABN 64 085 727 288
STATEMENT OF CASH FLOWS
for the Year Ended 31 December 2012

		2012	2011
	Note	\$	
Cash Flows from Operating Activities			
Cash Receipts from Operations		-	-
Payments to Employees		-	-
Other Payments		-	-
Net Cash flows from Operating Activities	9	-	-
Net Cash flows from Financing Activities		-	-
Net Cash flows from Investing Activities		-	-
Net Increase / (Decrease) in cash and cash equivalents		-	-
Net foreign exchange differences		-	-
Cash and cash equivalents at 1 January 2012		-	-
Cash and cash equivalents at 31 December 2012		-	-

The above statement of Cash Flows should be read in conjunction with the accompanying notes

CHARLES STURT SERVICES LIMITED
(a company limited by guarantee)
ABN 64 085 727 288
STATEMENT OF CHANGES IN EQUITY
for the Year Ended 31 December 2012

	Note	2012 \$	2011 \$
Equity at 1 January		-	-
Total Comprehensive income for the year		-	-
Transactions with the owners in their capacity as owners		-	-
Equity at 31 December		-	-

The above statement of Changes in Equity should be read in conjunction with the accompanying notes

CHARLES STURT SERVICES LIMITED
(a company limited by guarantee)
ABN 64 085 727 288
Notes to the Financial Statements
for the Year Ended 31 December 2012

Note 1 Summary of significant Accounting Policies

(a) Reporting Entity

Charles Sturt Services Limited, a not for profit entity, incorporated in Australia as a company limited by guarantee on 4 January 1999 (ABN number 64 085 727 288). In accordance with the Constitution, the liability of each member, in the event of the company winding up, is limited to \$10.00.

The registered office for Charles Sturt Services Limited is James Hagan Court, Charles Sturt University, Tooma Way, Wagga Wagga. The principal activities of Charles Sturt Services Limited in the course of the financial period were the provision of registered training organisation status for Charles Sturt University primarily at Wagga Wagga.

The financial statements are not prepared on a going concern basis and all assets and liabilities are stated at net realisable value. The employment services provided by the company ceased on 1 April 2010 and it is intended that the company will be deregistered at the end of 2013 after Registered Training Organisation has been transferred to Charles Sturt University.

If upon the winding up or dissolution of the Company there remains after satisfaction of all its debts and liabilities any property whatsoever the same shall not be paid to or distributed among the members of the Company but shall be given or transferred to some other institution or institutions having similar to the objects of the Company and which shall prohibit the distribution of its or their income and property amongst its or their members to an extent at least as great as is imposed on the Company, or failing that to some charitable objects.

The financial statements have been authorised for issue by the Board of Directors on the 19th February 2013.

(b) Basis of Preparation

The financial statements have been prepared on the basis of accrual accounting and in accordance with historical cost convention. All amounts are expressed in Australian dollars and rounded to the nearest dollar.

Judgements, key assumptions and estimations management made are disclosed in the relevant notes to the financial statements.

The accounting policies adopted are consistent with those of the previous year unless otherwise specified.

The financial statements are a general purpose financial statement having been prepared in accordance with:

- (i) Australian Accounting Standards and Australian Accounting Interpretations;
- (ii) The requirements of the *NSW Public Finance and Audit Act 1983* ; and
- (iii) The *NSW Public Finance and Audit Regulation 2010*.
- (iv) The Corporations Act, 2001;

Note 1 Summary of significant Accounting Policies (continued)

(c) Going concern

The financial statements are not prepared on a going concern basis and all assets and liabilities are stated at net realisable value. The employment services provided by the company ceased on 1 April 2010 and it is intended that the company will be deregistered at the end of 2013 after Registered Training Organisation has been transferred to Charles Sturt University.

(d) Revenue Recognition

Revenue is measured at fair value of the consideration or contributions received or receivable. Revenue is recognised when the Company obtains control of the good or right to receive, or it is probable that economic benefits will flow to the Company and the amount of revenue can be measured reliably.

(e) Employee Benefits and Other Provisions

(i) Salaries and Wages, Annual Leave, Sick Leave and On-Costs

Liabilities for salaries and wages (including non-monetary benefits), annual leave and paid sick leave that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when liabilities are settled.

Long-term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with AASB 119 *Employee benefits*.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

(ii) Long service Leave and Post Employment Benefits

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

All employees of the company are entitled to benefits on retirement, disability or death from the Company's superannuation plan. The employees of the company are all members of the defined contributions section of the company's plan.

Contributions to the defined contribution fund are recognised as an expense as they become payable. Prepaid contributions are recognised as an asset to the extent that a cash refund or reduction in future payments is available.

(iii) Other Provisions

Other provisions exist when there is a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources embodying economic benefits will be required to settle the obligations; and a reliable estimate can be made of the amount of the obligation. The expense relating to any provision

is presented in the Statement of Comprehensive Income net of any reimbursements.

Note 1 Summary of significant Accounting Policies (continued)

(f) Cash and Cash equivalents

The company did not have any cash or cash equivalents.

(g) Income Tax

The company is exempt from income tax under *Income Tax Assessment Act 1997* s11.5 and accordingly no provision for income tax liability has been included in the Company's financial statements. The Company has Charitable Institution Status.

(h) Goods and services

Revenues, expenses, assets and liabilities are recognised net of the amount of goods and services tax (GST) except;

- when the GST incurred on a purchase of goods and services is not recoverable from the taxation authority. In which case the GST is recognised as part of the acquisition of the asset or as part of the expense item as applicable; and
- Receivables and payables, which are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the statement of financial position. Cash flows are included in the statement of cash flows on a gross basis and the GST component of cash flows arising from investing and financial activities, which is recoverable from, or payable to, the taxation authority is classified as part of operating cash flows.

(i) Financial instruments

Financial instruments give rise to a financial asset of either the Company or its counterparty and a financial liability (or equity instrument) of the other party. For the Company's financial assets comprise of receivables and financial liabilities comprising of payables. Information is disclosed in Note 6 in respect of the risks associated with financial instruments.

(j) Equity

Based on an agreement with Charles Sturt University, the Company earns neither any surplus nor deficit from its operations. In addition, its members contributed no equity, as it is a company limited by guarantee. Therefore, there is not equity balance at the balance date.

(k) Receivables

Receivables represent the amount owing from the University. Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are recognised on an accrual basis. After initial measurement at fair value, they are subsequently measured at amortised cost using effective interest rate (EIR) method, less impairment. The Company will assess whether objective evidence of impairment exists on an ongoing basis.

Note 1 Summary of significant Accounting Policies (continued)**(l) Payables**

Payables represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. These amounts are unsecured and are usually paid on creditor payment terms. After initial measurement at fair value, they are subsequently measured at amortised cost. Due to their short term nature they are not discounted.

(m) Comparative amounts

Where the presentation or reclassification of items in the financial statements is amended, comparable amounts shall be reclassified unless reclassification is impractical.

(n) Certain new accounting standards and interpretations have been published that are not mandatory for 31 December 2012 reporting periods and have not yet been applied to the financial statements. The Company's' assessment of the impact of these new standards and interpretations is that they will not materially affect any amounts recognised in the financial statements or significantly impact the disclosures in relation to the Company.**Note 2a Revenue**

	2012 \$	2011 \$
Revenue Services to Charles Sturt University	-	-
	-	-
Other contribution	-	-
Total Revenue	<u>-</u>	<u>-</u>

Note 2b Expenses

	2012 \$	2011 \$
Salaries	-	-
Superannuation	-	-
Payroll Tax	-	-
Workers Compensation	-	-
Audit Fees	-	-
Fees for Services Rendered	-	-
Total Expense	<u>-</u>	<u>-</u>

Note 3 Remuneration of Auditors

Audit fees payable in respect of the audit of the financial statements to the Audit office of NSW for the financial year ended 31 December 2012 was \$3,000 (\$3,000 in 2011). The fee for 31 December 2012 and 31 December 2011 is met by Charles Sturt University. The auditors did not receive any other benefits.

Note 4 Remuneration of Directors

No Director of the Company had during the financial period received any income from the Company in connection with the management of the affairs of the Company,

whether as Executive Officer or otherwise. Details of Directors' salary from a related entity, as at the date of this report, is: -

Note 4 Remuneration of Directors (cont)

Remuneration of Directors (\$)			No. Of Directors	
			2012	2011
50,000	to	79,998	1	-
80,000	to	89,999	-	1
90,000	to	99,999	1	-
100,000	to	109,999	-	4
200,000	to	209,999	-	1
230,000	to	239,999	1	-
240,000	to	249,999	1	-

Note 5 Related Parties

(a) Names of Directors

The names of Directors who have held office during the financial period are:

Name	Appointments and Cessations
Prof J Pratley	
Mr JNC Hamilton	
Ms BG Waites	
Mr AK Lindner	
Mr P Dowler	Appointed 22nd August 2012

(b) Remuneration

Information on remuneration of Directors is disclosed at Note 4.

(c) Controlling Entity

Charles Sturt University is the controlling and ultimate parent entity of Charles Sturt Services Limited.

(d) Transactions with Charles Sturt university and its related entities

Aggregate amounts transacted from related parties at balance date are as follows:

	2012 \$	2011 \$
Revenue	-	-
Expenses	-	-

(e) Aggregate amounts transacted from related parties at balance date are as follows:

	2012 \$	2011 \$
Current Receivables	-	-
Controlling Entity	-	-

Other Assets

Note 5 Related Parties (cont)

- (f) Charles Sturt University provided Charles Sturt Services Limited with a range of administrative support services. The value of services has not been recognised in the financial statements:

- office accommodation facilities
- accounting and administrative services
- electricity and other utility services
- Audit Fee
- Registration costs

Note 6 Financial Risk Management Objectives and Policies

The Company's principal financial instruments are outlined below. These financial instruments arise directly from the Company's operation or are required to finance the Company's operations. The Company does not enter into or trade in financial instruments for speculative purposes.

The Company's main risks arising from financial instruments are outlined below together with the Company's objectives, policies and processes for measuring and managing risk. The Board of Directors has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Compliance with policies is reviewed on a continuous basis.

- (a) Categories of Financial Instruments

Financial Assets	Notes	Category	Carrying amount	Carrying amount
			2012	2011
Class			\$	\$
Trade and other Receivables	5(e)	Loans and receivables (at amortised cost)	-	-
Financial Liabilities	Notes	Category	Carrying amount	Carrying amount
			2012	2011
Class			\$	\$
Trade and other payables	7	Financial liabilities measured at amortised cost	-	-

Notes:

1. Excludes statutory receivables and prepayments (i.e. Not within the scope of the AASB 7)
2. Excludes statutory payables and unearned revenue (i.e. Not within the scope of AASB 7)

Note 6 Financial Risk Management Objectives and Policies (cont)**(b) Credit Risk**

Credit risk is the risk of financial loss arising from another party to a contract or financial position failing to discharged a financial obligation there under. The Company's maximum exposure to credit risk is represented by the carrying amounts of the financial assets included in the statement of financial position.

The entire concentration of credit risk arises in respect of receivables due from Charles Sturt University.

(c) Liquidity Risk

Liquidity risk is the risk that the Company will be able to meet it payment obligations when they fall due. The Company manages risk through its parent entity's cash flows.

(d) Interest Rate Risk**Maturity analysis and interest rate exposure of financial liabilities**

	Weighted Average Effective Interest rate	Nominal amount	\$ Interest rate exposure			Maturity Dates		
			Fixed Interest rate	Variable Interest rate	Non interest bearing	< 1 year	1 - 5 yrs	> 5 yrs
2012								
Payable:								
Creditors	N/A	-	-	-	-	-	-	-
2011								
Payable:								
Creditors	N/A	-	-	-	-	-	-	-

(e) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Company's exposure to market risks is minimal as it has no borrowings or other price risks. The Company has no exposure to currency risk.

Note 7 Payables

	2012 \$	2011 \$
Current	-	-
Salaries, wages and on-costs payable		
Audit Fee payable	-	-
Total trade and other payables	-	-

Note 8 **Provisions**

	2012 \$	2011 \$
Current	-	-
Non Current	-	-
	<hr/>	<hr/>
Total Provisions	-	-

Note 9 **Reconciliation of Net Result Provided by Operating Activities to Result for the year**

Result for the year	<hr/> -	<hr/> -
(Increase)/Decrease in Receivables	-	-
Increase / (Decrease) in Provision for Annual Leave	-	-
Increase / (Decrease) in Provision for Long Service Leave	-	-
Increase/ (Decrease) in Payables	-	-
	<hr/>	<hr/>
Net Cash Provided from Operating Activities	<hr/> -	<hr/> -

Note 10 **Commitments**

The Company has no commitment at 31 December 2012 (2011: Nil)

Note 11 **Contingencies****(a)** Contingent Assets

There are no known contingent assets at balance date. (2011: Nil)

(b) Contingent Liabilities

There are no known contingent liabilities at balance date. (2011: Nil)

Note 12 **Events after the Reporting Period**

There have not been any significant events in the interval between the end of the financial year and the date of this report that may affect the operations, the result of the company, or require disclosure in the financial statements or their accompanying notes.

END OF AUDITED FINANCIAL STATEMENTS

CONTACT DETAILS

CHARLES STURT UNIVERSITY IN AUSTRALIA

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The Grange Chancellery
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Web enquiry: www.csu.edu.au/contacts

Office hours 9am to 5pm weekdays
(excluding public holidays)

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THURGOONA NSW 2640

Charles Sturt University in Bathurst

Panorama Avenue
BATHURST NSW 2795

Charles Sturt University in Canberra

15 Blackall Street
BARTON ACT 2600

Charles Sturt University in Dubbo

Tony McGrane Place
DUBBO NSW 2830

Charles Sturt University in Goulburn

NSW Police College
McDermott Drive
GOULBURN NSW 2580

Charles Sturt University in Orange

Leeds Parade
ORANGE NSW 2800

Charles Sturt University in Port Macquarie

Suite 1, 21-27 Grant Street
PORT MACQUARIE NSW 2444

Charles Sturt University in Sydney

Suite 1.01, Quad 3
102 Bennelong Parkway
SYDNEY OLYMPIC PARK NSW 2127

16 Masons Drive
NORTH PARRAMATTA NSW 2151

Charles Sturt University in Wagga Wagga

Boorooma Street
NORTH WAGGA WAGGA NSW 2650

Charles Sturt University Study Centres

MELBOURNE

399 Lonsdale Street
MELBOURNE VIC 3000

SYDNEY

Level 1, 61-65 Oxford Street
SYDNEY NSW 2000

Other Locations

MANLY

Charles Sturt University
Australian Graduate School of Policing
and Security
Collins Beach Road
MANLY NSW 2095

CHARLES STURT UNIVERSITY IN ONTARIO

860 Harrington Court
BURLINGTON ONTARIO L7N 3N4

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(excluding public holidays)

