



Charles Sturt  
University

# 2023 Annual Report

to the Parliament and  
the community

## Notes on the data in the 2023 Annual Report

This report predominantly uses Charles Sturt University data. Data related to student experience is drawn from the national Quality Indicators for Learning and Teaching (QILT) student data for undergraduate and postgraduate coursework students enrolled in Australian higher education institutions. Rankings referred to in this report are drawn from the Good Universities Guide 2023/24 and the Times Higher Education Rankings 2023.

Data reported here concerning student enrolment, progression, and completion are for the 2023 calendar year.

The data herein covers all higher education qualifications delivered wholly or jointly by Charles Sturt including Bachelor, sub-Bachelor, and microcredentials that are government funded, fee-for-service, delivered offshore by partner institutions.

## Charles Sturt University Annual Report 2023

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A copy of the Charles Sturt University Annual Report 2023 is available at  
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# Submission letter

**For the period 1 January 2023  
to 31 December 2023**

The Hon. Steven Whan MP  
Minister for Skills, TAFE, and Tertiary Education  
52 Martin Place  
Sydney NSW 2000

Dear Minister,

On behalf of the university, I am pleased to submit the Charles Sturt University 2023 Annual Report to you for presentation to Parliament in your capacity as Minister for Skills, TAFE and Tertiary Education.

In accordance with the provisions of the *Government Sector Finance Act 2018* we are pleased to present to Parliament the Annual Report of Charles Sturt University for the year 2023.

Following its tabling in Parliament, the report will be available to the public on the Charles Sturt website at [about.csu.edu.au/our-university/publications-policy/annualreports](http://about.csu.edu.au/our-university/publications-policy/annualreports)

Yours faithfully,



Dr Michele Allan AO  
Chancellor



Professor Renée Leon PSM  
Vice-Chancellor and President

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## Acknowledgement of Country

We respectfully acknowledge the traditional owners and custodians of the lands on which we live and work together. Charles Sturt University and its staff pay respect to Elders within First Nations communities and acknowledge the continuity of cultures, languages, leadership and knowledge systems. We acknowledge First Nations peoples' continuous connection to Country, recognising the unique, diverse identities and cultures of peoples in our communities, regions and nation. As such, we value the collaboration to strongly position First Nations peoples in our university, through languages, leadership, cultures, knowledges, research and ceremonies.



## Chancellor's foreword

Tertiary education's reach and impact extend beyond our campuses, with universities playing an instrumental role in fostering individual growth, disrupting the cycle of poverty, and boosting our shared prosperity – economically, socially and environmentally. This is particularly evident regionally, where universities are deeply embedded in regional communities while also solving the challenges that face the whole nation.

The benefits of a university education return lifelong dividends. These dividends offset the costs associated with teaching, scholarship, and research and is money well spent yielding lifelong benefits to individuals, communities, businesses and the wider economy. Charles Sturt's impact during 2023 delivered growth in knowledge, productivity, and community development – through the research we produce and the graduates we provide to state and national labour markets.

Challenging economic and labour market conditions in Australia have led to skills shortages. Charles Sturt played an important role in graduating more than 2000 students across nursing, education, medicine and allied health programs to respond to these shortages. We continued to produce high-performing graduates through the pursuit of excellence, inspiring our learners to develop professionally and personally.

A focus on equity, diversity and employability remains the hallmarks of our approach. We listened and responded to the needs of our students, with empathy and concern improving their learning experience and creating new pathways for growth for individuals, communities, and the sector. We explored ways of making higher education more accessible,

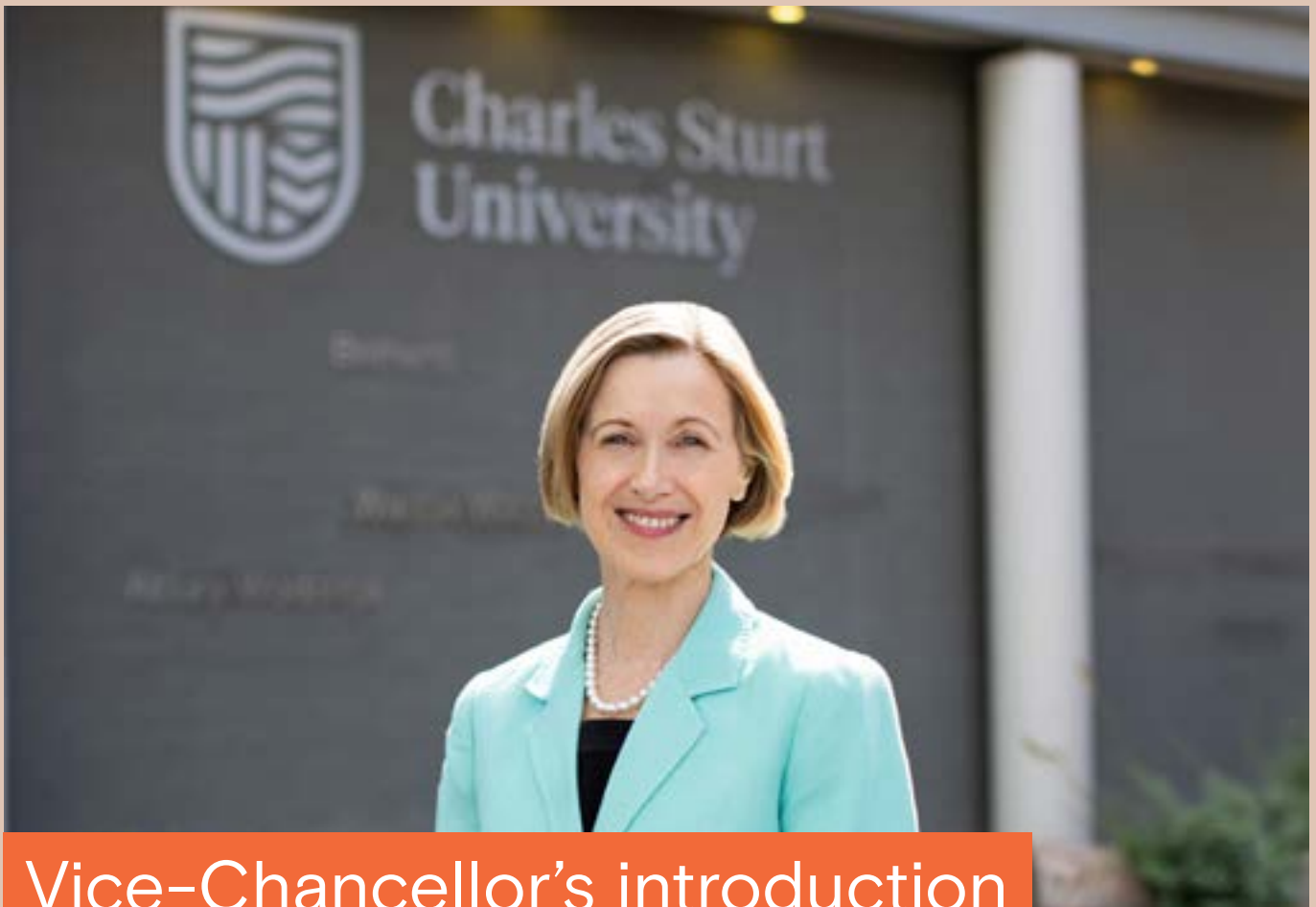
affordable and equitable. Tackling the challenges of broadening access to under-represented groups and the cost of work-integrated learning are among those challenges. Universities have a role to play in a logical and staged approach to reform that supports and contributes to a strong equitable and resilient sector responsive to national and global priorities.

Charles Sturt's role in creating and disseminating new knowledge and ideas is among its greatest value to society. This has led to the establishment of three new research institutes – Rural Health; Agriculture, Water and the Environment; and Artificial Intelligence and Cyber Futures. Collaborations with industry and hiring world-class researchers underpin our research efforts.

I acknowledge and thank the members of the University Council who have supported me in the governance of the university this year. I welcome the four new Council members, Professor Roy Green, Dr Bruce Godfrey, Dr Kyle Turner, and Ms Kristal Kinsela, and look forward to their future contribution to the Council and the university's strategic direction.

Our focus for 2024 is to continue to deliver the tangible benefits of tertiary education in regional and rural communities. This is our strength. I welcome the foundational changes articulated in the Universities Accord around broader participation, excellence, and renewed approaches to investment to futureproof our knowledge economy alongside stakeholders and other providers across the tertiary education system. Expanded opportunities to participate benefit everyone.

Dr Michele Allan AO  
Chancellor



## Vice-Chancellor's introduction

I am pleased to report on the operational and financial performance of Charles Sturt University in 2023.

In 2023, Charles Sturt played its part in the creation and transmission of knowledge for the benefit of the nation. As Australia's largest regionally based university, we supported 36,705 students from Australia and 155 countries to develop the skills, knowledge, understanding and creativity to tackle the social, economic, and environmental challenges we face now, and those ahead.

The human capital and technological and social innovation generated by our universities have been the pillars of our success. The university supported, trained, and graduated the next generation of skilled professionals in health and social assistance, science, and education to contribute to Australia's workforce needs and support active citizenship.

The benefits that university graduates deliver to Australia's economy and society transcend those that manifest in the labour market. The transformative impact of university education on individuals' lives increases social good. Fit-for-purpose research to uncover solutions to the challenges facing our

regions, nation and the world remains vital for our economic prosperity, democracy and environmental sustainability, and to maximise the potential of research as a source of invention.

Charles Sturt looks forward to working collaboratively with governments, partners and other tertiary providers to implement the significant reforms proposed in the Universities Accord. The contribution and the perspectives of regional universities will be critical in reforming the sector to be an agile and responsive education system that provides quality graduates who contribute to Australian society in and beyond their professions.

In 2024, Charles Sturt will continue our advocacy of the life-changing benefits of higher education. Our dedicated staff continue their important work in encouraging aspiration and realising outcomes for our graduates, particularly those from under-represented cohorts, and contributing to the ambitious tertiary attainment targets articulated for the sector.

Professor Renée Leon PSM

Vice-Chancellor and President





# Overview

## Aims and objectives

### Purpose and range of services provided

Charles Sturt is the largest regionally based university in Australia, dedicated to advancing the careers of our students, inspiring research excellence, and driving regional outcomes with global impact.

The university was established as a statutory body by the *Charles Sturt University Act 1989*. Under this legislation, the object of the university is the promotion, within the limits of the university's resources, of scholarship, research, free inquiry, the interaction of research and teaching, and academic excellence.

Charles Sturt performs the following principal functions:

- a. the provision of facilities for education and research of university standard, having particular regard to the needs and aspirations of the residents of western and south-western New South Wales
- b. the encouragement of the dissemination, advancement, development and application of knowledge informed by free inquiry
- c. the provision of courses of study or instruction across a range of fields, and the carrying out of research, to meet the needs of the community
- d. the participation in public discourse
- e. the conferring of degrees, including those of Bachelor, Master and Doctor, and the awarding of diplomas, certificates and other awards
- f. the provision of teaching and learning that engage with advanced knowledge and inquiry
- g. the development of governance, procedural rules, admission policies, financial arrangements and quality assurance processes that are underpinned by the values and goals referred to in the functions set out in this subsection, and that are sufficient to ensure the integrity of the university's academic programs.





Figure 1: Charles Sturt campus locations

## Clientele and community served

Charles Sturt delivers higher education in regional areas of NSW, interstate, nationally, and internationally in on-campus and online delivery modes.

In 2023, our student community comprised of 36,705 on-campus and online students from across Australia and from 155 countries around the world. The university employs 821 Full-Time Equivalent (FTE) of academic and 1,266 FTE of professional/general staff.

Our locations are shown in Figure 1 above. Our main campuses are located in Albury-Wodonga, Bathurst, Canberra, Dubbo, Orange, Port Macquarie and Wagga Wagga, with additional specialist campuses in Goulburn, Parramatta and Wangaratta. In 2023, we established a specialist campus in North Sydney for students commencing study in February 2024.



At Charles Sturt, we pride ourselves on our commitment to diversity and inclusivity, reflected in the composition of our student population:

- 47 per cent of Charles Sturt students are from families where their parents' education did not exceed Year 12.
- 42 per cent of our students come from regional and remote areas.
- 1,306 Australian First Nations students are currently studying at Charles Sturt, meaning 3.5 per cent of students at the university identify as First Nations.
- 71 per cent of our students identify as a gender other than male.
- 18 per cent of all students are from low socio-economic status (SES) backgrounds.

Charles Sturt University claims the premier position among all 42 Australian universities for full-time employment of undergraduates, with an impressive 87 per cent of our undergraduate students securing full-time employment within four months of graduating.<sup>1</sup> Charles Sturt achieves nation-leading outcomes in study areas of agriculture, business and management, education, law, nursing, psychology, science, social work, tourism and hospitality, and sport and leisure.<sup>1</sup>

## Our ethos

Charles Sturt's relationship with our First Nations communities reflects our deep connections to the places and people of regional Australia. The ethos that informs our approach is captured by the Wiradjuri phrase, *yindyamarra winhanganha*, meaning the wisdom of respectfully knowing how to live well in a world worth living in.

Charles Sturt works collaboratively with First Nations communities, to deliver educational services and support to students.

Proudly, Charles Sturt was the first university in Australia to embed Indigenous Australian content and learning into all undergraduate course offerings.

The diversity of our First Nations cohorts requires the university to adopt a multifaceted approach to our education, research and engagement.

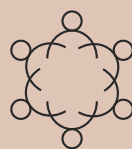
<sup>1</sup>Good Universities Guide 2023/24

This approach acknowledges the diversity of nationhood, politics, histories, economies, services, infrastructure needs, and demographics of the First Nations communities with whom Charles Sturt collaborates.

## Our values

Charles Sturt has an outstanding group of diverse, passionate and engaged staff. Everyone's experience of Charles Sturt is the sum of how we all behave – as colleagues, professionals, and as the 'faces' of our university.

These values guide our behaviour and ways of working and collaborating – to realise our ethos of respectfully knowing how to live well in a world worth living in.



### Inclusive

Stronger together

- Accessible
- Versatile
- Easy, warm and welcoming



### Inspiring

Leading for the future

- Rigorous
- Creative
- Leading, imaginative and solid



### Insightful

Understanding people and the world

- Respectful
- Perceptive
- Knowledgeable, wise and open-minded



### Impactful

Outcome driven

- Consistent
- Constructive
- Student first, practical and useful



## Management and structure

Charles Sturt was led by the Vice-Chancellor and President, Professor Renée Leon, PSM, throughout 2023.

The Executive Officers of the university, as defined in the financial statements, are the members of the Executive Leadership Team (ELT). As of 31 December 2023, ELT comprised the following members.

Table 1: Executive Leadership team (ELT) and qualifications

### Vice-Chancellor and President

#### Professor Renée Leon

BA(ANU), LLB(ANU), LLM(Cambridge UK)

### Deputy Vice-Chancellor (Academic)

#### Professor Graham Brown

BA(Warwick), MA(Nott), PhD(Nott)

### Deputy Vice-Chancellor (Research)

#### Professor Mark Evans

BA Government First Class(Essex UK), MPhil(Essex, UK),  
PhD(Strathclyde UK)

### Chief Operating Officer

#### Ms Michelle Crosby

BBus.ACC(Griffith), MBA(SQld), MHRM(Griffith)

### University Secretary

#### Mr Anthony Heywood

BA DipEd (Macq), GCQA (Melb), GradDipMgt (UWS),  
GradDipAppCorpGov(CSA), MBA(UTS),

### Executive Dean, Faculty of Arts and Education

#### Professor John McDonald

BA(Hons)(LaTrobe), GCert. Tertiary Teaching(Ballarat), PhD(LaTrobe)

### Executive Dean, Faculty of Business, Justice and Behavioural Sciences

#### Professor Lewis Bizo

BSc(Otago NZ), PGDipSc(Otago NZ), PhD(Otago NZ),

### Executive Dean, Faculty of Science and Health

#### Professor Megan Smith

GCert.University Teaching and Learning(CSturt), MAppSc(Syd),  
PhD(Syd)

### Chief of Staff, Office of the Vice-Chancellor

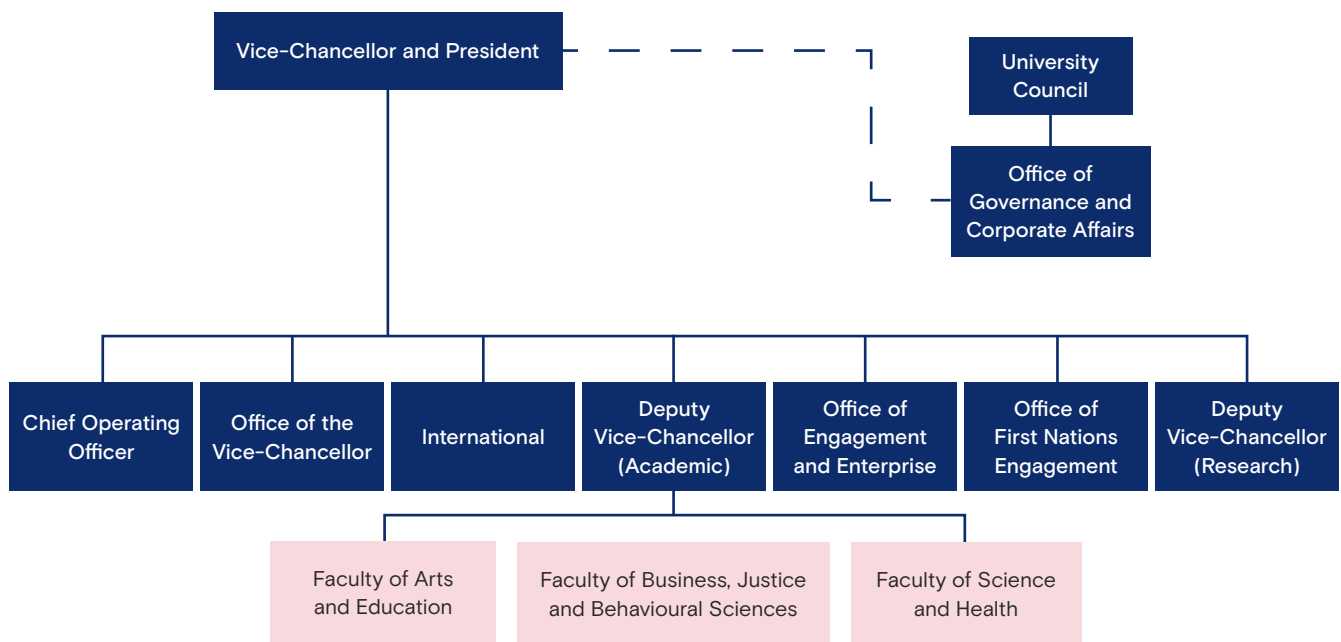
#### Dr Sharon Schoenmaker

BA(CSturt), MBus(CSturt), DComm(CSturt)



The university’s governance model follows the traditional model of Australian universities. In accordance with the *Charles Sturt University Act 1989*, all powers and authorities of the university are vested in the Council. Academic governance matters are delegated to the Academic Senate, with management and operations delegated to the Vice-Chancellor. Executive staff have portfolio responsibilities for key areas that report to the Vice-Chancellor as shown below.

Figure 2: University structure



## Functional responsibilities

The functional responsibilities of the members of the Executive Leadership Team are as follows:

### Vice-Chancellor and President

It is the statutory responsibility of the Vice-Chancellor and President to manage and control the affairs of the university, subject to the direction provided by the University Council and of the Minister responsible for administering the *Charles Sturt University Act 1989*, the Minister for Skills, TAFE and Tertiary Education.

The Vice-Chancellor leads the implementation of the University Strategy 2030 to ensure the effective delivery of the university’s goals and objectives, contributing to the implementation of government policy and its strategic agenda for the higher education sector in NSW and nationally.

The Vice-Chancellor leads the university’s Executive Leadership Team and is a Deputy Convenor of the

NSW Vice-Chancellors’ Committee, a member of the Regional Universities Network (RUN) and a member of the board of Universities Australia.

**Deputy Vice-Chancellor (Academic)** has oversight of the Academic Portfolio, which includes the three Faculties: Arts and Education; Business, Justice and Behavioural Sciences; and Science and Health, as well as the Divisions of Learning and Teaching, Library Services, Student Success, and the Office of Academic Quality and Standards.

**Deputy Vice-Chancellor (Research)** is responsible for research, research training, partnership with industry and end-users to enhance research and maximise research impact, the commercialisation agenda, national and international education partnerships, research ethics and compliance.

**Chief Operating Officer** is responsible for all the enabling services such as finance, people, and information technology, as well as customer experience, student administration and support.



**University Secretary** provides high-level advice and strategic support to the Chancellor and the University Council and oversees and leads university governance and corporate administration functions.

**Executive Deans** are the senior academic officers of the faculty providing strategic and operational leadership to the academic portfolio and report to the Deputy Vice-Chancellor (Academic).

**Chief of Staff** manages the Vice-Chancellor's oversight of strategic projects and initiatives, delivers strategic projects that are the responsibility of the Office of the Vice-Chancellor, and provides institutional direction and leadership to support cross-functional coordination and implementation.

### **Controlled entities and subsidiaries**

This report details the annual operation and financial statements for the year ending 31 December 2023 for Charles Sturt University, and for the following controlled entities and subsidiaries: the Charles Sturt University Foundation Trust, and Charles Sturt Campus Services Limited (CSCS).

### **Extension of time**

There has been no application for extension of time to publish this annual report.







# Strategy

## Charles Sturt University Strategy 2030

The Charles Sturt University Strategy 2030 provides the pathway to achieving our vision – Australia’s leading regional university, committed to advancing the careers of our students, inspiring research excellence, and driving regional outcomes with global impact.

In December 2022, the University Council approved the 2023–2025 Strategic Plan, which outlined the key initiatives that will progress Charles Sturt towards its 2030 vision. Throughout 2023, these initiatives have been implemented, and Charles Sturt has continued to mature and grow its strategic planning and implementation capability.

The University Strategy 2030 establishes four strategic focus areas: Students, Research, People and Social Responsibility.

### Students

Our goal for our students is to connect them with the knowledge and wisdom to shape their world through a sector-leading course profile, designing leading-edge learning experiences, striving for excellence in teaching and graduate outcomes, and supporting student pathways for aspiration, equity and diversity.

### Research

Our goal for our research is to collaborate with our partners on impactful research by building world-class research institutes, supporting and delivering excellence in research, establishing enduring partnerships, and developing the next generation of leading scholars and researchers.

### People

Our goal for our people is to support, empower and inspire each other to deliver excellence by creating opportunities for our people to excel; developing capability; recognising achievements; and building a healthy, equitable and inclusive university culture.

### Social responsibility

Our goal for social responsibility is to meaningfully engage regionally and globally to drive sustainable prosperity by supporting vibrant communities and regional development; fostering strong industry, government and community partnerships; promoting environmental and financial sustainability; and prioritising First Nations engagement and cultural safety.

Charles Sturt’s approach to tracking progress towards meeting its 2030 strategic goals occurs through quarterly progress reporting and the implementation of a tiered key performance indicator (KPI) framework to monitor nine university-wide KPIs. The strategy is delivered through imperatives detailed and tracked in portfolio operational plans. Resource allocation to implement strategic plans occurs through the annual planning cycles of budgeting, workforce management, and operational planning aligned with milestones detailed within portfolio operational plans.

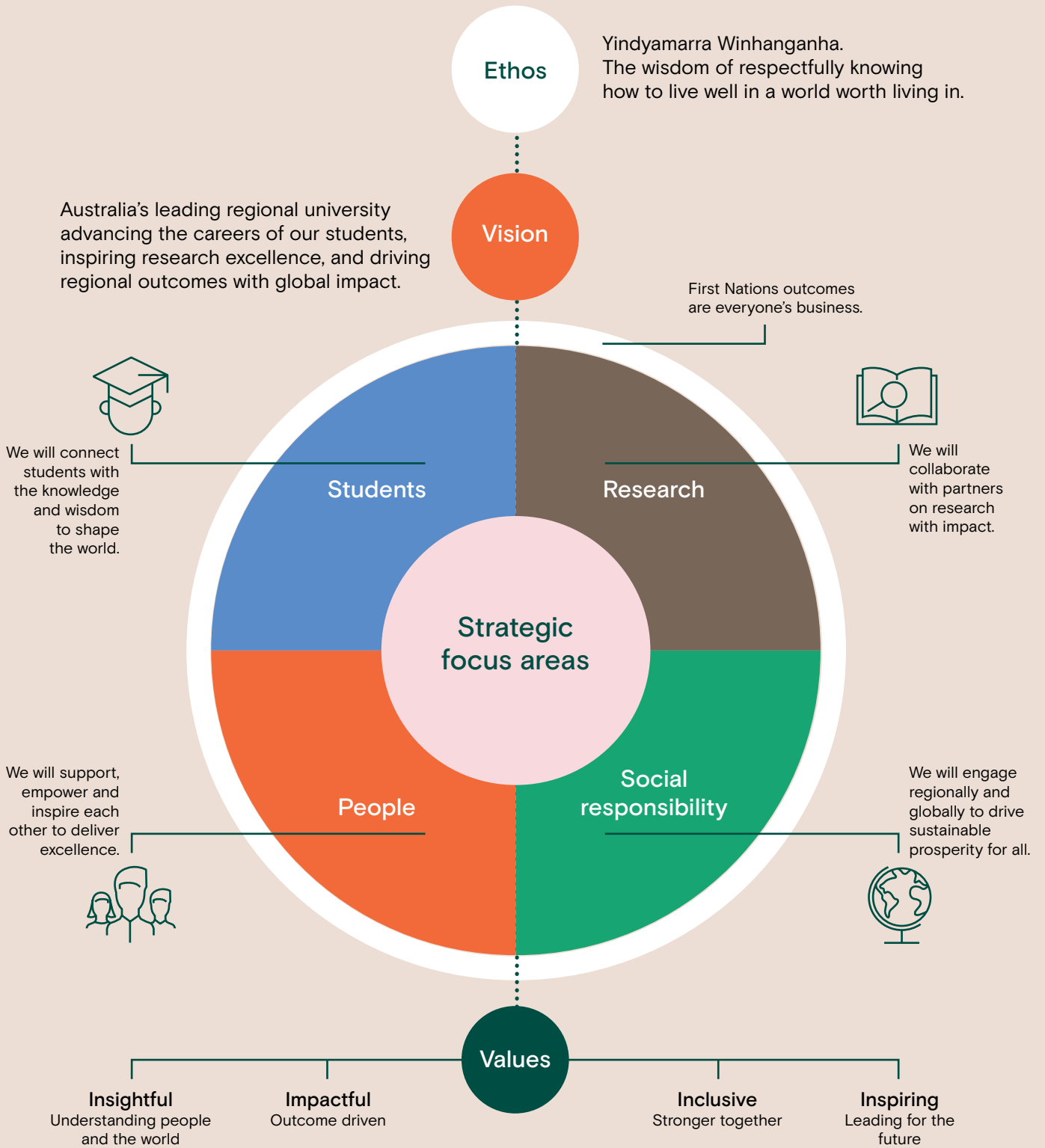


Figure 3: Charles Sturt University Strategy 2030



# Operations and performance

## Management and activities



**Students**

We connect our students with the knowledge and wisdom to shape the world through quality education and engaging experiences.

The Students strategic focus area encompasses student-facing activities, including teaching and learning activities and governance, student progress, retention and satisfaction, pathways to university, work integrated learning, teaching excellence and approaches to the cost-effective delivery of teaching for on-campus, online, and international cohorts. All major imperatives for 2023 were achieved, with the strong performance contributing significantly toward the achievement of the objectives in the University Strategy 2030.

Employment results for undergraduate and postgraduate students provide one measure of success. For the seventh consecutive year, Charles Sturt ranked first for undergraduate employment, with 87 per cent of our undergraduates and 90 per cent of our graduate students being employed full-time within four months of completion of their studies<sup>2</sup>. Charles Sturt's student satisfaction was rated at 77.55 per cent, the fourth year of consecutive increase in this indicator<sup>3</sup>.

<sup>2</sup>Good Universities Guide 2023/24

<sup>3</sup>Quality Indicators for Learning and Teaching (QILT) survey

### Student load

Total student enrolments across all courses were 36,705, including 3,434 international students.

### Student retention and progression

Charles Sturt's retention pilot program delivered significant uplifts in student progress in target subjects, which is expected to contribute to improved retention of students for target courses. Insights from the retention pilot program will be applied in all undergraduate course offerings in 2024 through our new Subject Expectations for Student Success checklist.

### Student Pathways

Charles Sturt developed principles to coordinate efforts regarding student pathways. The principles will be applied to current opportunities throughout 2024 in vocational education and training and First Nations pathways. External relationships are also being cultivated to develop formal pathways aligned with the university's goals.

### Education Strategy Vision

The university launched the Education Strategy Vision (ESV) to inform and direct learning and teaching activities including alignment with our First Nations and research strategies. The ESV will be implemented from January 2024 and reviewed in December 2024.



## Teaching Academy

The Teaching Academy was launched in 2023 to develop outstanding teaching practices and align with the Education Strategy Vision. In 2023, \$100,000 in funding awarded by the Academy supported staff to engage in scholarly activities and projects in learning and teaching. The Teaching Capability Framework was developed to support improvements in teaching for implementation in the 2024 academic year.

## Microcredential subjects

Nine new microcredential subjects and one short course were developed and launched in 2023, informed by the Microcredentials and Short Courses Framework designed in 2022. These credentials were developed in consultation with the NSW Department of Education and Training, the Australian Nuclear Science and Technology Organisation, IBM, Albury City Council, and the Rural Alliance in Nuclear Scintigraphy.

In 2023, sixty scholarships were offered across our four new data analytics microcredentials, and five scholarships were offered for First Nations students completing our four new information technology microcredentials. A further 20 microcredentials are under development for delivery in 2024.

## Work Integrated Learning Pilots

Funding awarded by the National Priorities and Industry Linkage Fund (NPILF) delivered the following milestones through multiple work-integrated learning (WIL) pilots: refinement of WIL data, the establishment of an InPlace framework and supporting framework, and a comprehensive student review process. Professional development was also delivered to support the ongoing expansion and range of WIL opportunities. The NPILF funding amplified WIL activities, supporting the development of best-practice exemplars and eradicating the significant backlog in student placements post-pandemic.

## International students

Charles Sturt's International Strategy seeks to enhance the university's global reputation, grow and diversify international student revenue, and deliver a sector-leading international student experience.

The International Strategy achieved positive outcomes in 2023. The strong operational performance delivered a record number of international students enrolled at the university's regional campuses. Other key achievements were the establishment of a strategic partnership with Navitas to establish Charles Sturt University Sydney with the opening of a campus in North Sydney planned for early 2024 and the signing of several new collaboration agreements with international universities, most notably in India following a delegation led by the Honourable Jason Clare MP, Minister for Education accompanied by the Vice-Chancellor and other higher education leaders in November 2023. Significant work to deliver the international strategy to facilitate the university's long-term growth will continue into 2024 and 2025.

## Service Delivery

The Division of Student Experience was established in 2023 to prioritise student engagement and empowerment. Leading innovative non-academic services, the division streamlines processes and enhances interactions by integrating student experience functions across the university, facilitating a seamless journey from initial inquiry to alumni status. Serving as the primary student contact point, the division advocates for student needs and collaborates closely with university leadership to optimise the student lifecycle.

Deliverables from the Division of Student Experience in 2023 included:

- easing cost-of-living pressures for students by awarding 323 first-year accommodation scholarships, increasing the conversion of applications to acceptances by 10 per cent with a flow-on uplift of 30 per cent of students living in on-campus accommodation
- awarding grants totalling \$436,750 to support First Nations students in attending intensives, purchasing equipment or resources, and managing cultural obligations
- delivering pilots in Albury-Wodonga, Orange, Port Macquarie and Wagga Wagga to provide increased flexibility in examination arrangements for students
- implementing process improvements that reduced manual processing of grades by 90 per cent

- introducing the Graduate Planning System to enable one-click subject enrolment for Bachelor of Nursing students, thereby reducing enrolment queries
- implementing AI technology to automatically process email inquiries and direct workflow to the relevant service area
- transferring scholarship responses to the service centre, resulting in over 80 per cent of calls being resolved at the first point of contact, increasing one-to-one support by 30 per cent, and reducing resolution times by 66 per cent
- commencing the implementation of a student management system to redesign processes with students at the centre, embed self-service opportunities across the student lifecycle, utilise AI for processing automatically and enhance data integrity for real-time tracking and reporting.

## Marketing

The Division of Customer Experience was established in 2023 to attract students to the university and deliver an outstanding student experience from their application through to their study. Highlights included:

- processing more than 48,000 applications to study at Charles Sturt
- responding to student feedback indicating a preference for chat as a communication channel, we increased access to chat across our web environment and expanded our training program. This resulted in a significant increase in students opting to engage in chat with us compared to last year, which is also playing a positive role in converted enrolments
- playing an integral role in the development and launch of the new prospective student website
- meeting with more than 80,175 school students and visiting over 181 schools across regional NSW, thereby raising study aspirations of students from equity backgrounds. This represents a 10 per cent increase in school engagement year-on-year
- achieving a 15 per cent year-on-year increase in attendance at our Explore Days, as more students took the opportunity to sample the learning experience first-hand.









## Research

We collaborate with our partners on research with impact, particularly focusing on agriculture, water and the environment; rural and regional health; and cybersecurity and data science.

The Research strategic focus area includes activities focussed on improving the quantity, quality and impact of our research outputs, improving our world rankings, attracting scholarly researchers, and improving the experience of postgraduate student cohorts.

The Charles Sturt Research Strategy 2030 outlines our vision to be a sustainable research-driven university in the study and practice of rural health, cyber, food and water security, and environmental and social justice. Two key measures of research impact and quality are to generate world-standard research in the majority of our fields of education and to achieve research and development income of \$100 million by 2030. The focus on delivering research aligned to fields of education relates to a requirement in federal legislation, the Higher Education Standards Framework (Threshold Standards). A new standard introduced in the Australian university provider category in 2021 is to be undertaking research at world standard or higher in at least 50 per cent of the broad (2-digit) fields of education in which the university delivers courses of study, by 2030.

The Research Focus Area performed strongly in 2023 and delivered the following outcomes.

### Establishment of three research Institutes

Significant progress in the establishment of three new research institutes which bring together existing and new research talent in concentrated areas of research strength. The university is investing substantially upfront in research and development to grow the research institutes over the next five years.

#### Gulbali Institute for Agriculture, Water and Environment

The Gulbali Institute aims to be the leading regional provider of impactful research in agriculture, water

and the environment. It seeks to lead research to better understand Country and drive global water, food, and ecosystem security and innovation. The five Gulbali Institute research programs are Biosecurity, Agriculture Innovation, New Food and Beverages, Sustainable Aquatic Systems, and Cultural Connection and Environmental Stewardship.

Gulbali is the most established of the three institutes and in 2023 has significantly increased its grant activity. In 2023, Gulbali has been the lead on more than one-third of all Charles Sturt grant submissions, and more than half the total value of all grant submissions. Gulbali authors contributed to more than half of Charles Sturt's research outputs, which were of a high quality.

#### Rural Health Research Institute

The Rural Health Research Institute (RHRI) aims to transform health outcomes in regional Australia and beyond. To achieve this, RHRI will deliver world-class discovery research and drive its translation locally, nationally, and internationally. The establishment of the RHRI was underpinned by an \$18 million Commonwealth Grant with six objectives for regional health outcomes:

1. Addressing First Nations' health inequity and Close the Gap aspirations
2. Improving the experience of ageing and aged care in rural communities
3. Improving child development health outcomes
4. Improving health and medical service delivery in regional communities
5. Boosting rural, consumer-driven health and medical research capability
6. Enhancing clinical research capacity.

The Rural Health Research Institute will support the achievement of world-standard research. The impact of these publications is already being seen as the university's Field-Weighted Citation Impact for Medicine moved to 1.85 from 0.93 in the last Excellence in Research Australia (ERA) quality assessment.



## AI and Cyber Futures Institute

The AI and Cyber Futures Institute (AICF) aims to be a world-class institute for data science, artificial intelligence (AI), and cybersecurity, which pursues an agenda of regional discovery. The AICF will demonstrate how AI developed 'off the beaten track' and 'in the wild' can better serve rural and regional communities as well as society, creating a new comparative advantage for Australia internationally. The four AICF research programs are Defence Cybersecurity and Biosecurity, Sustainable Behaviours, Smart Supply Chains, and Responsible AI.

In 2023, the AICF produced 28 research outputs with a high h-index of 57. The university's Field-Weighted Citation Impact for Computer Science moved to 1.71 from 1.14 at the last ERA quality assessment. The AICF developed two microcredentials for delivery to students in 2024 and is developing a range of executive education programs.

### Research outputs and impact

Charles Sturt's investment in research is reaping rewards. We have performed among the best in the world for sustainable practices according to the latest figures in the 2023 Times Higher Education (THE) Impact Rankings. The 2023 rankings, which involved more than 1,500 universities from across 112 countries, evaluates progressive research, stewardship, outreach and teaching impacts on the United Nations' 17 Sustainable Development Goals. Charles Sturt is ranked 79th out of 1,591 universities. We have also increased the volume of international refereed journal outputs to 93 per cent and lifted our field-weighted citation impact to 1.65 – this bodes well for the next Excellence in Research Australia exercise.

In general, Charles Sturt has improved its position in both the Times Higher Education (THE) and QS World Rankings by approximately 200 places and achieved a QS 5 Star Rating. We have recruited 78 new researchers, many with strong Category 1 research track records which will enable better ARC and NHMRC performance and grew total research income by 49 per cent in 2022, doubled HERDC income and witnessed a historic record in the number of processed grant applications (of the value of \$165.5 million).

## Distinguished Professors Scheme

Three Distinguished Professors were appointed in 2023 across nanotechnology, eDNA, and the environment to lead the development of research capability within the institutes and to work collaboratively with researchers across the university.

Progress in delivering the objectives within strategic plans for the institutes will continue to be the focus in 2024 and 2025. Charles Sturt has invested heavily in building our research strength and capability and will be achieving operational efficiencies and new revenue to offset this investment.

## Higher Degree by Research

Student enrolments in Higher Degree by Research (HDR) programs across all three faculties performed well in 2023 with 98 commencing students in a total student body of 527 students – an overall increase of 56 students from the last year. The implementation of the online platform Microsoft Dynamics streamlined administrative processes for HDR students and aligned to the critical stages of the student lifecycle. A collaboration with the university library developed a suite of online modules related to planning research studies, ethical and effective research, and sustainable study practices to support student completions. Professional development for new and experienced supervisors supported supervisory capability building across the university.





## People

We are capable, inspired and empowered to deliver excellence by creating a compelling and authentic employee value proposition, developing capability, recognising excellence and developing an employer brand to attract, develop and retain high value talent.

The People strategic focus area underpins the development of policies and practices to enhance staff capability and engagement.

Priorities in this area include workforce planning, development, and capacity building to support the realisation of the university's strategic goals. This area performed strongly in 2023.

Staff engagement significantly increased, leadership capability was strengthened, and the First Nations Employment Strategy was launched. The Staff Voice survey, benchmarked against the sector, showed substantial increases in staff engagement, wellbeing, and progress, including uplifts among First Nations staff. These improvements resulted in the university being awarded a Change Champion Award.

Continued investment in building the capability of our people and the establishment of several plans and frameworks – the Workplace Diversity and Inclusion Plan, First Nations Employment Strategy, and the Staff Wellbeing, Capability, and Leadership Frameworks – have contributed to substantial increases in staff engagement and wellbeing. Efforts and resources to embed these plans as business as usual and to continue to increase leadership effectiveness will remain a focus for 2024.

### Workplace Diversity and Inclusion Plans

The Workplace Diversity and Inclusion Plan (2023–2025), developed in 2023, outlines the university's plans for continuing to foster an inclusive workplace and workforce. The 2023 Times Higher Education Impact Rankings ranked the university's approach to gender equality in the top three per cent globally.

The First Nations Employment Strategy (2023–2025), co-developed with First Nations staff and stakeholders, builds upon past successes

and learnings providing a blueprint for action and engagement through till 2025.

### Staff Wellbeing Framework

The Staff Wellbeing Framework (2023–2025) was implemented in 2023 to provide a holistic approach to supporting the health and wellbeing of our staff. An annual calendar of professional development opportunities supports the implementation of the framework.

The university prioritised a range of safety and security initiatives aligned with changes to work health and safety legislation to proactively manage psychological hazards and physical risks to university staff. Continued efforts will assist the university in aligning its Lost Time Injury Frequency Rate (LTIFR) with industry benchmarks.

### Enterprise Bargaining Agreement

The Enterprise Agreement was negotiated with the National Tertiary Education Union (NTEU) and the Community and Public Section Union (CPSU) throughout 2023. Significantly, 94.87 per cent of staff who participated in the vote endorsed the proposed Charles Sturt University Enterprise Agreement 2023–2025, which has since been approved by the Fair Work Commission and is now being implemented.

### Capability Framework

In October 2023, Charles Sturt launched its Capability Framework, strategically aligned with the employee lifecycle to provide support for professional development planning, fostering a common language across the organisation, and identifying career pathway opportunities. In the same year, the university initiated a series of fully funded professional development courses that were aligned with staff performance plans. The courses encompassed leadership coaching, effective governance, and communication skills enhancement.

### Leadership Framework and Programs

A comprehensive leadership framework was developed to uplift the leadership and management capability of leaders across the university. This framework includes a range of professional development opportunities, such as short courses in Leading at the Speed of Trust, Leading Mentally Healthy Teams, Effective Workplace Conversations and an Emerging Leaders Program.



## Social responsibility

We engage regionally and globally to drive sustainable prosperity, solidifying our university as an anchor institution in our regions.

The Social Responsibility strategic focus area guides Charles Sturt to be socially, academically, environmentally and financially responsible, leading by example for our students, staff and stakeholders.

This area focused on building the university's reputation as an ethical, safe and professional higher education provider for students and staff looking to deliver a positive impact on regional, national and global agendas. This area performed strongly in 2023 and delivered the following outcomes.

### First Nations

The university launched its First Nations Strategy in April 2023, with a strong commitment to learn from and work with First Nations staff, students and stakeholders. The focus areas below are a result of extensive collaboration with our First Nations networks.

- Increase First Nations peoples' success in higher education as students, graduates, researchers and staff.
- Create a culturally safe university environment and implement measures to ensure continuous improvement.
- Commit to appropriate and diverse involvement of First Nations people in decision-making.
- Promote university-wide understanding and engagement of First Nations ways of knowing, being, and doing.
- Develop sustainable frameworks for First Nations research, engagement, and ethical conduct.
- Integrate Indigenous Australia studies and content into all courses.

The university also released its First Nations Employment Strategy in February which outlines three key priority areas:

1. **Attract and recruit:** We will enhance how we attract and recruit First Nations people across academic, research, professional and senior positions.
2. **Develop and progress:** We will support our First Nations staff to develop their progression skills and provide opportunities for career pathways and progression.
3. **Engage and support:** We will support our First Nations staff to have a sense of belonging and to feel valued through engagement and support.

The university focused efforts on the implementation of its inaugural Reflect Reconciliation Action Plan (RAP). This plan established the foundation for genuine, meaningful, and continued reconciliation with First Nations communities.

Within the RAP, Charles Sturt has made commitments under four pillars – Relationships, Respect, Opportunities and Governance. This Reflect RAP is one way by which we can demonstrate leadership for tangible change.

Collectively, these strategies help Charles Sturt to contribute to expectations set out in Universities Australia's Indigenous Strategy and guide our efforts to exceed our expectations for First Nations people across our teaching, research and support operations. In December 2023, we appointed a Pro Vice-Chancellor (First Nations Engagement) to lead the continued implementation of our strategy and to advise on First Nations engagement, activities, and research.


In 2024, we will seek to set stronger standards for increasing access and participation to students from all First Nations, acknowledging the complexity and support required for students often studying with Charles Sturt off-country.

### Sustainability

#### Electric Vehicle Strategy Roadmap

EV charging and vehicle purchases were prioritised in 2023. Installation of chargers occurred at Albury-Wodonga, Wagga Wagga, Bathurst and Orange and are now operational. Four plug-in EVs are in use and a number of hybrids are awaiting delivery.





In the 2023 Times Higher Education Rankings, Charles Sturt has maintained its standing within the top five per cent of universities in overall assessment against the United Nations' 17 Sustainable Development Goals (SDG).

The university achieved impressive results within individual SDGs, including ranking:

- in the top one per cent for global partnerships towards the goals.
- in the top three per cent for Gender Equality.
- in the top five per cent for Clean Water and Sanitation.
- in the top seven per cent for Life on Land.

### **Sustainability grants**

As Australia's first carbon-neutral university, we take sustainability seriously.

Sustainability Projects funded in 2023 included the development of a walkway through the biodiversity zone on the Orange campus that included educational signage about the diverse wildlife within the biodiversity zone and adjacent dams. The Wagga Farm Healthy Dam project showed how grazing livestock can successfully integrate with farms dams to improve water quality and biodiversity. A Woody Weed management project on the Wagga Wagga campus in the Western Hill biodiversity zone encouraged responsible land improvements and usage.

Sustainability research grants funded in 2023 included research that investigated sustainable models of care for older people with chronic disease in regional areas of New South Wales and a collaboration with mining operations that explored the upcycling of copper and gold tailings in concrete production. Research also studied LGBTQIA+ people's barriers to accessing mental health services in regional settings and a cross-institutional research project exploring how sustainability is integrated in Work-Integrated Learning (WIL) throughout Australian universities.

### **Partnering with industry, government and communities**

This year, the university implemented a repeatable framework for research partnerships that delivered significant partnerships for the university. These will co-fund agriculture research exploring water

flow in the Murray Darling Basin, the reproductive frost sensitivity of wheat, meat sensory testing, and data services aligned with digital farming practices. Research to strengthen compliance within the dairy export sector and uplift Australia's biosecurity capability, to support clinical placements for nursing and allied health students, and the establishment of Pathways into Nuclear-Powered Submarine programs will also result from partnership agreements signed in 2023.

Charles Sturt is also committed to research translation and commercialisation excellence. At our Wagga Wagga campus, we are currently building the Gulbali AgriPark modelled on Food Valley at Wageningen University in the Netherlands and the Agro-food Park in Denmark committed to circular and digital agriculture. This significant investment in demonstration facilities and research and commercial capability has been purposively co-designed with industry, government and community partners to generate research, education and innovative products and services that support regional development goals.

### **Safeguarding the future of our regional campuses**

Charles Sturt provides a critically important role to regional communities. The university and its campuses are community resources, supporting regional growth and development across NSW. As a result, Charles Sturt's physical resources are stretched across a much greater geographical area than most other Australian universities. Also, the higher education landscape has been significantly altered by several changes in recent years, including the wide-scale uptake of digital delivery of teaching and learning. To address these challenges, the university undertook a Campus Master Planning process in 2023 to establish a holistic and intentional blueprint for the future. It considers the shifting and evolving landscape in higher education and the needs of the communities Charles Sturt serves, to ensure that our campuses can readily adapt to change, meet student expectations and academic needs and deliver long-term financial sustainability. The university will commence integrating recommendations from the Campus Master Planning process in the foreseeable future, under the guidance of the Charles Sturt University 2030 Strategy.

## 2023 infrastructure projects

Charles Sturt operates six main campuses, specialist campuses and research partnerships in a complex and distributed ecosystem, in which campuses work together to deliver teaching, learning and research as well as providing vital community services across NSW. The university's campuses are a critical community asset for regional NSW. In 2023, Charles Sturt invested more than \$31 million in capital projects to upgrade our campus facilities.

## Philanthropic foundations

The Philanthropic Case for Support was endorsed by the University Council to increase engagement and understanding of philanthropy among staff and to deliver an uplift in the strong philanthropic revenue and activities achieved throughout 2023. Increasing philanthropic donor bases, bequests, and endowments alongside staff training and development provide a focus for 2024.

## Universities Accord

The university contributed to the national conversation on tertiary education in 2023 via submissions and reports to the Universities Accord, the most significant reform proposed for the sector since the Bradley Review in 2008. The university also contributed to the submissions of Universities Australia (UA) and the Regional Universities Network (RUN), with policy response centred on two main areas:

1. Support for the Accord's goals for increased participation and attainment, especially among equity groups, will require more Commonwealth Supported Places (CSPs) spread across universities and courses, but delivered over time to match growth in the pipeline of under-represented groups from school.
2. Support for expansion of the higher education system and participation by students from a wider range of backgrounds, and entering university via different pathways, will require corresponding expansion of academic support services including scaffolding to support learning at the university level. Universities with a high enrolment of equity students, including Charles Sturt, are already experiencing increased demand for these services.



## Business development and partnerships

Government and Industry engagement was strong and continues to be an area of focus, securing 15 new contracts during 2023, with a total value of \$31.2 million.

**Table 2: Partnerships secured in 2023**

Partner/funding body	Project
<b>Agriculture</b>	
Department of Climate Change, Energy, the Environment and Water	An investigation of water flow monitoring activities in the Lower and Upper areas of the Murray Darling Basin.
Grains Research and Development Corporation (GRDC)	Clinical trial exploring the reproductive frost sensitivity of wheat – CSIRO-led project, with Charles Sturt and DPI as sub-contractors.
Food Agility	Trial of Telstra's 'Farm Data Services' platform at the Global Digital Farm to overcome the challenges of managing and integrating data from multiple technologies across the farm.
Birkenwood International	Implementation of meat sensory testing through the Red Meat Innovation Centre (AgriPark).
Department of Education	20 funded places for the Startup Year Pilot for our innovation and entrepreneurship program commencing mid-2024, led by AgriPark in partnership with faculty.
<b>Biosecurity</b>	
Department of Agriculture, Fisheries and Forestry	Online learning program to strengthen compliance within the dairy export sector through industry training delivered through the Biosecurity Training Centre.
Department of Agriculture, Fisheries and Forestry	Needs analysis and training development to uplift the capability of Australia's neighbours when responding to biosecurity threats.
<b>Health</b>	
Department of Health and Aged Care	Support of student clinical placements within a single region, strengthening the community connections and professional networks.
Department of Health and Aged Care	Work integrated learning for nursing and allied health students in mental health in collaboration with Recovery Camp.
Department of Education	The development and delivery of a microcredential in nuclear science and safety as a medical radiation science pathway.
<b>Defence</b>	
Department of Education	Awarded 71 Commonwealth Supported Places (CSPs) in the Nuclear-Powered Submarine Student Pathways program for our new undergraduate degree in Nuclear Science and Safety to be developed in 2024.
AUKUS	As noted above, nuclear science and safety microcredentials, which will also support future AUKUS initiatives and workforce requirements and Charles Sturt's overarching activities in defence.





Partner/funding body	Project
Education	
Department of Education	Awarded an additional 100 students in 2023 through the Grow Your Own Teacher Training Program (GYOTT), bringing the 2023 student number to 200.
Department of Education	Development of a new GYOTT program stream to fill education skills shortages, known as the 'Local Teacher Pipeline'.
VERTO	Research into support services provided to Indigenous agencies to create culturally safe workplaces.



## AI and technology

The pervasive growth of artificial intelligence (AI) necessitated rapid adaptation within the educational landscape and the need to strike a balance between upholding academic integrity and harnessing AI's potential for enriching learning experiences. Charles Sturt invested in AI technology to streamline processes, enhance student engagement, and equip our graduates with the ethical acumen to navigate an AI-driven future. The following principles, endorsed by the Academic Senate, guide our approach.

**Table 3: Charles Sturt University AI principles**

Topic	Principle
Human-AI partnership	Prioritise the development and deployment of human-centered AI systems that augment human capabilities and decision-making, rather than replace them.
Transparency	Clearly communicate the purpose, scope, limitations, and methodologies that underpin AI applications to all.
Accountability	Establish clear lines of responsibility for AI applications and their use, including who is responsible for communications, training, development, deployment, review, and oversight.
Privacy and data protection	Ensure compliance with data protection laws and safeguard the privacy of individuals whose data is used in AI systems.
Fairness, autonomy, and inclusivity	Ensure equitable access for all staff and students, regardless of abilities or backgrounds, while implementing measures to identify, mitigate (where necessary), and monitor potential biases.
Education and skills development	Cultivate AI literacy and ethical engagement across the university.
Academic integrity	Set stringent ethical standards for AI in academia and research.
Ethical considerations	Formulate and adhere to ethical guidelines that address the moral implications of AI, such as potential harm, consent, and the welfare of individuals and communities affected by AI applications.
Collaboration	Foster interdisciplinary collaboration to address the ethical, legal, social, and technical challenges of AI.
Continuous improvement and governance	Regularly assess and evaluate the impact of AI applications on staff, students, communities, and society.
Environmental sustainability	Implement practices to minimise the environmental footprint of AI systems, including energy-efficient algorithms and hardware, and regularly assess the ecological impact of AI operations within the university.

## Land disposal

There were no land disposals for the university during 2023.

## Implementation of price determination

The university was not subjected to any determination or recommendations from the Independent Pricing and Regulatory Tribunal during 2023.





# Management and accountability

## Remuneration of senior executives

Executive refers to a senior management position that is part of the University's Executive Leadership Team (ELT) and considered to be accountable and responsible for the strategic direction and operational management of the university.

**Table 4: Remuneration of senior executives**

Band	Band salary (effective 01/07/2023)	2021			2022			2023		
		2021	2022	2023	2021	2022	2023	2021	2022	2023
Above Band 4	> \$588,250	1 female	1 female	1 female	\$800,000	\$833,600	\$833,600			
Band 4	\$509,251 to \$588,250	1 male	-	-	\$515,000	-	-			
Band 3	\$361,301 to \$509,250	2 male	2 female 3 male	2 female 4 male	\$399,722	\$422,088	\$426,274			
Band 2	\$287,201 to \$361,300	-	1 male	-	-	\$334,631	-			
Band 1	\$201,350 to \$287,200	-	1 male	1 male 1 female	-	\$256,454	\$267,268			

Total remuneration includes base salary, superannuation and allowances (if applicable). Data based on position holders' reportable remuneration at end of reporting year.

**Table 5: Percentage of total employee-related expenditure as it relates to senior executives**

	2019	2020	2021	2022	2023
% of total relating to senior executives	1.09%	1.35%	1.25%	1.08%	1.05%

## Human Resources

**Table 6: Total full-time equivalent (FTE) employees by category (continuing and fixed term)\***

Position level	2020	2021	2022	2023
Academic	849.05	752.62	750.11	821.03
Professional/General	1341.03	1141.28	1182.92	1266.45

\*Data as at 31 March 2023 to align with data submission to the Department of Education, Skills and Employment

**Table 7: Academic staff by classification (FTE)\***

Position level	2020	2021	2022	2023
Below lecturer	63.80	52.10	53.41	60.55
Lecturer	438.30	380.05	366.59	403.58
Senior lecturer	202.28	192.11	194.95	194.69
Above senior lecturer	144.67	128.36	135.16	162.21
<b>Total</b>	<b>849.05</b>	<b>752.62</b>	<b>750.11</b>	<b>821.03</b>

\*Data as at 31 March 2023 to align with data submission to the Department of Education, Skills and Employment

**Table 8: Professional/general staff by classification (FTE)\***

	2020	2021	2022	2023
Level 1	26.24	18.00	16.00	19.71
Level 2	24.20	17.50	16.09	12.18
Level 3	51.28	33.42	30.88	31.97
Level 4	173.14	126.33	130.10	125.32
Level 5	290.54	272.70	283.73	296.82
Level 6	271.89	238.49	238.56	256.66
Level 7	241.29	199.47	210.69	241.28
Level 8	104.66	94.80	103.46	111.39
Level 9	80.44	65.26	62.57	68.21
Level 10 and above	77.31	75.31	90.84	102.91
<b>Total</b>	<b>1341.03</b>	<b>1141.28</b>	<b>1182.92</b>	<b>1266.45</b>

\*Data as at 31 March 2023 to align with data submission to the Department of Education, Skills and Employment

## Promotion

The university undertook a range of overseas activities to promote and strengthen its core activities, with a total of \$1,890,785 paid for overseas travel in 2023. Travel activities included attending conferences, student recruitment, partnership development, research, teaching and meetings.

## Legal change

Key changes to legislation and judicial decisions that impacted on the university's operations during 2023 are summarised below:

### *Public Interest Disclosure Act 2022 (NSW) (PID Act)*

The PID Act commenced on 1 October 2023 and provides a framework for public officials to report serious wrongdoing in the public sector, to be protected when they do so, and requires government agencies to have a PID policy. The university revised previous policy instruments and has published a new Public Interest Disclosure (Whistleblowing) Policy and Public Interest Disclosure (Whistleblowing) Procedure in response to the changes, setting out the processes to be followed for reporting, receiving, managing and investigating wrongdoing at Charles Sturt, with new roles and reporting lines included.

Changes to the Unfair Contract Terms regime in the Australian Consumer Law

Pursuant to the *Treasury Laws Amendment (More Competition, Better Prices) Act 2022 (Cth)*, changes

to the Australian consumer law on unfair contract terms came into effect on 9 November 2023. From this date, proposing, using or relying on unfair contract terms in standard form contracts with consumers and small businesses will be banned and significant penalties for breaches of the law will apply. The changes apply to standard form contracts made or renewed on or after 9 November 2023, or a term of a standard contract that is varied or added on or after 9 November 2023. The university is reviewing the implications of these changes in relation to its contracts (including its offer documents) with a view to ensuring we comply with the requirements under the amended law.

### Mandatory Notification of Data Breach Scheme (NSW) (MNDB)

The MNDB comes into effect on 28 November 2023, with amendments to the *Privacy and Personal Information Protection Act 1998 (NSW)* (PPIP Act). The amendments will, among other things, require the university to provide notifications to affected individuals in the event of an eligible data breach of their personal or health information, and to satisfy other data management requirements, including to maintain an internal data breach incident register, and have a publicly accessible data breach policy. The university's Privacy Management Plan has been updated to reflect the changes and new obligations, and a register will be published on our webpage upon commencement of the scheme.

### Fair Work Law changes for fixed term contracts

The *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* introduces new rules under Fair Work laws that significantly limit the use of fixed term contracts for the same role beyond two years or two consecutive contracts, whichever is shorter, including renewals. The university, having reviewed the impact of the amendments, is taking measures to ensure its compliance with the requirements under the Act in relation to both new and existing fixed term appointments.

### *Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022*

The *Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 (Cth) (RW Act)* amends the *Sex Discrimination Act 1984 (Cth)* and *Australian Human Rights Commission*

*Act 1986 (Cth)* (among others). Most changes commenced on 13 December 2022 (although there is a 12-month grace period for the Australian Human Rights Commission's new compliance powers). The changes include a new positive duty on employers and people conducting a business or undertaking (PCBUs) to take reasonable and proportionate measures to eliminate, as far as possible, sexual harassment, sex-based discrimination and harassment, hostile workplace environments and victimisation. The university has considered the implications of the above amendments, including as they pertain to developing appropriate internal training, to meet its obligations with regard to the above legislative requirements.

#### Judicial decisions

The university was party to an Administrative Appeals Tribunal matter in 2023 (*Rowley and Decision Maker [2023] AATA 2732 (22 August 2023)*): the applicant's application to review the university's decision to exclude the applicant from enrolment at the university for five years was dismissed for lack of jurisdiction.

The university also monitors other key judicial decisions and determinations that, although not directly involving the university, may have implications for the university or users of its services. A key decision during 2023 is included below.

#### *JMC Pty Ltd v Commissioner of Taxation [2023] FCAFC 76*

JMC is a company that provides accredited higher education programs to students, and Mr Harrison was engaged by JMC in a series of short-term engagements as a lecturer under a contract to deliver teaching services to students where his terms of engagement included obligations to deliver a course of lectures and mark papers – based on a fee per lecture delivered and per paper marked. The Full Federal Court overturned the Federal Court decision, ruling that Mr. Harrison was not an employee within the ordinary definition of the term but was an independent contractor, and the contract was not 'wholly or principally for his labour' as required by section 12(3) of the *Superannuation Guarantee (Administration) Act 1992*. Section 12(3) requires attention to the rights under the contract not to the actual performance of the contract. The contract was one for the provision of teaching services and not principally for the labour of Mr Harrison.

This case gives comfort to the university, its employees, and independent contractors that the relationship they entered via a well-drafted contract which accurately records their arrangement will not be found by a court later to reflect a different relationship.

#### Economic factors

Dynamic economic conditions in 2023 presented both opportunities and challenges for the university. Despite the gradual easing of disruptions caused by the COVID-19 pandemic, factors such as geopolitical tensions, persistent inflationary pressure, climate-related disasters, and the rising cost-of-living crisis continued to shape the operational landscape.

The confluence of the cost-of-living crisis and low unemployment rates tempered demand for tertiary education, impacting student enrolments. Recruitment became increasingly challenging as the university navigated a competitive labour market. Ever increasing globalisation necessitates that Charles Sturt must compete on a global scale for talent, students, research collaborations and funding.

Inflationary pressures heightened operating costs across our multi-campus institution, most notably in insurance premiums, and electricity and gas expenses. However, the university benefited from strong yields produced by the investment portfolio.

#### Events arising after the end of the annual reporting period

There were no events arising after the end of reporting period.

#### Risk management and insurance activities

##### Internal audit and risk management

The University Council has ultimate accountability for risk management and for promoting a strong risk culture. Effective enterprise risk management enables the university to continuously assess existing and emerging risks and develop strategies to manage risks according to the university's risk appetite.

Governance of risk management is effected through:

- A formal Council and committee structure with appropriate charters and clear roles and responsibilities
- Council approved risk management policies and the Risk Appetite Statement in addition to a broader suite of university policies



- Clear ownership, management and oversight of risks
- Documented delegations of authorities.

### Three lines of defence

The university employs a 'three lines of defence' governance model to facilitate the monitoring, oversight, and escalation of risks to senior management, the Audit and Risk Committee and Council.

The primary responsibility for risk management lies with frontline staff which form the first line of defence.

The Office of Governance and Corporate Affairs (OGCA) forms the second line of defense and is responsible for developing and maintaining appropriate risk management methodologies, policies and frameworks. The OGCA also provides oversight, support, monitoring and independent challenge across both academic and non-academic risks.

Internal audit is the third line of defence and independently reviews and challenges the university's risk management controls, processes and systems.

On behalf of the Audit and Risk Committee of Council, the Internal Auditor conducts an annual program of audits that are prioritised based on risk and insights from other assurance processes within the university.

Throughout 2023, the OGCA has partnered with university stakeholders to develop frameworks and processes to provide assurance on the delivery of organisational strategy and objectives. A risk maturity roadmap was developed to enhance the university's Risk Management Framework, strengthen the organisation's risk culture that drives accountability and the right behaviors to meet the expectations of students, staff and community stakeholders.

Key areas of focus and projects are detailed below:

#### Legislation Compliance Guide

The university's enterprise Legislation Compliance Guide includes compliance and legislative requirements with which the university and staff must comply including obligations from relevant Acts, Regulations, Rules, Standards, and Codes. Each requirement is assigned to a specific staff position to drive accountability and ensure

day-to-day ownership of compliance is clearly defined and understood. The university completed the 2023 attestation program to support the ongoing maintenance, monitoring and reporting of compliance obligations.

#### Assurance Plan

The university's enterprise Assurance Plan is delivered by the university's three lines of defence over 2023-25. The assurance plan is a risk-based approach and is driven by the university's risk appetite statement, regulatory obligations, and sector-wide insights. Outcomes from assurance activities inform the university's risk profile and provide positive assurance to Council that the organisation's key controls are designed and operating effectively. Actions and control improvement identified are assigned owners with appropriate due dates reflective of the severity of the risks.

#### Risk Control Self-Assessments

The university implemented a Risk Control Self-Assessment (RCSA) process during 2023 to enhance risk identification, risk assessment and the effectiveness of controls. RCSAs are also a mechanism for promoting open discussions about risk and enhancing the overall risk culture.

The RCSA process provides the Executive Leadership Team and Council with a view on the university's overall risk profile and outlines key issues, emerging risks, mitigating strategies and actions to reduce risk to an acceptable level in line with the university's Risk Appetite Statement. The university adopts both a top-down and bottom-up approach to completing the RCSA process to support the identification of enterprise risks, which might prevent or slow the achievement of the university's strategic objectives, as well as key risks arising from key day-to-day university processes.

From the 2023 RCSA process, risk registers were established for each division and faculty to support risk awareness, identify process and control improvements, and reinforce that managing risk is an everyday activity. A register of the top risks for the university was also established.

## Insurances

Table below shows the abstract of Insurances on 31 December 2023.

**Table 9: Insurance policy listing**

Class of insurance	Insurer/ broker	Policy number/ expiry date	Limit of protection/ cover	Excesses/deductibles
Motor Vehicle – Australian Vehicles plus Motor Trades Driving and Liability Risk	CGU Insurance  Vero/ Gow-Gates Insurance Brokers	24F2045359 24C8472724 15T5231339 SPX559603599 1 November 2024	Comprehensive Market Value. Motor Trades Comprehensive Market Value limit \$100k. Motor Trades Liability limit \$20 million	Generally, \$2,000 but \$5,000 for buses, trucks and the like and \$2,000 for registered vehicles insured for Third Party Property Damage only.  Motor Trades Driving risk \$1,000.  Motor Trades Liability \$500
Corporate Travel/ Group Personal Accident	Chubb/ Gow-Gates Insurance Brokers	01PP535599 1 November 2024	Any one occurrence \$5 million Personal Accident and Sickness	Nil Excess. Covers overseas & domestic travel.
Group Personal Accident (Council and Committees, Voluntary Workers)	Chubb Insurance/ Gow-Gates Insurance Brokers	01VW551638 1 November 2024	\$1 million aggregate liability	\$50 for Non-Medicare Expenses
Contract Works – Annual Policy	Allianz Insurance/ Gow-Gates Insurance Brokers	99-0106949-CMD 31 October 2024	Limit of Liability maximum contract value \$25 million	From \$150,000 to \$5,000 depending on type of claim
Property – Material Loss or Damage and Business Interruption, Consequential loss, Research	Unimutual	CSU 24 PR 31 October 2024	\$600 million any one event	\$30,000 Property in transit \$10,000 Controlled Environments- fridges/ freezers losses – non-Mitigated: 50% of loss or standard excess whichever is the higher, Mitigated: 20% of loss or standard excess whichever is higher.
Combined Liability – General & Products Liability, Professional Indemnity, Medical Malpractice and Veterinary Malpractice	Unimutual	CSU GPL, PL, MM, 24 31 October 2024	GPL \$250 million any one occurrence PL \$30million each and every claim and \$60million in the aggregate MM \$30 million each and every claim and \$60 million in the aggregate	General & Products Liability \$5,000 except sexual and/or child molestation or assault \$20,000  Professional Indemnity \$20,000 Medical & Veterinary Malpractice \$25,000 \$50,000 for midwifery claims
Clinical Trials	Unimutual	CSU 24 CT 31 October 2024	\$30 million each and every claim and in the aggregate	\$50,000
Cyber Protection	Unimutual/ AXA XL	CSU 24 CYB 1 November 2024	\$10 million any one claim and in the aggregate	\$250,000
Environmental Liability	Unimutual	CSU 24 ENV 1 November 2024	\$2.5 million any one claim and in the aggregate	\$50,000
Property and Liability Terrorism Protection	Unimutual	CSU 24 PT & LT 31 October 2024	Property \$1 billion any one event Liability \$100 million any one occurrence	\$30,000 & \$5,000
Active Assailant Protection	Unimutual	CSU 24 AAE 31 October 2024	\$2 million any one claim and in the aggregate	\$100,000
Expatriate Insurance	Chubb Insurance/ Gow-Gates Insurance Brokers	01PX530477 1 November 2024	\$1 million liability	\$500 on Medical and additional expenses

Class of insurance	Insurer/ broker	Policy number/ expiry date	Limit of protection/ cover	Excesses/deductibles
Farm Insurance	Allstate Underwriting Pty Ltd/ Peter Brown & Associates	FAR0030110AUA 31 October 2024	Fencing \$325,000 Farm Buildings \$20,000 Hay & Grain \$90,000 Theft \$20,000 Stock Transit \$30,000	\$500
Management Liability [Formerly Directors and Officers Liability]	Chubb Insurance/ Unimutual	93315347 1 November 2024	D & O \$20 million any one claim and in the aggregate	D & O Nil to \$40,000. EPL \$150,000. Internet. L Nil. Stat. L. \$5,000. Crime Coverage \$90,000. Kidnap Nil
Marine Transit	Chubb Insurance/ Gow-Gates Insurance Brokers	01MA553602 31 October 2024	\$400,000 Any one conveyance	\$250
Group Personal Accident – Students	Chubb Insurance/ Gow-Gates Insurance Brokers	01PO533297 1 November 2024	Limit of Liability \$3.5 million aggregate	Weekly Benefits 7 days, Weekly Benefits-Sports Injury 28 days. Non-Medicare medical expenses \$50
Personal accident-Journey Insurance (this insurance is supplementary to workers compensation)	Chubb-Insurance/ Gow-Gates Insurance Brokers	01PJ531368 1 November 2024	Limit of cover \$5 million	Excess 7 days
Workers Compensation NSW Charles Sturt University	iCare-Employers Mutual/ Gallagher Australia	121135701 31 December 2024	-	As per Act
Workers Compensation NSW Charles Sturt Campus Services Limited	iCare-Employers Mutual/ Gallagher Australia	124009101 31 December 2024	-	As per Act
Workers Compensation ACT Charles Sturt University	GIO/ Gallagher Australia	WCA005749471 31 December 2024	-	As per Act
Workers Compensation ACT Charles Sturt Campus Services Limited	GIO/ Gallagher Australia	WCA005749439 1 January 2025	-	As per Act
Workers Compensation QLD Charles Sturt University	WorkCover Queensland	WCA150569240 30 June 2024	-	As per Act
Workers Compensation NT Charles Sturt University	GIO/ Gallagher Australia	WCD005749498 31 December 2024	-	As per Act
Workers Compensation TAS Charles Sturt University	GIO/ Gallagher Australia	WCT005749463 31 December 2024	-	As per Act
Workers Compensation WA Charles Sturt University	GIO/ Gallagher Australia	WCW005749447 31 December 2024	-	As per Act
Workers Compensation VIC Charles Sturt University	WorkSafe Victoria-Gallagher Bassett/Gallagher Australia	13790637 30 June 2024	-	As per Act
Workers Compensation SA Charles Sturt University	ReturntoWORKSA	26407609 30 June 2024	-	As per Act



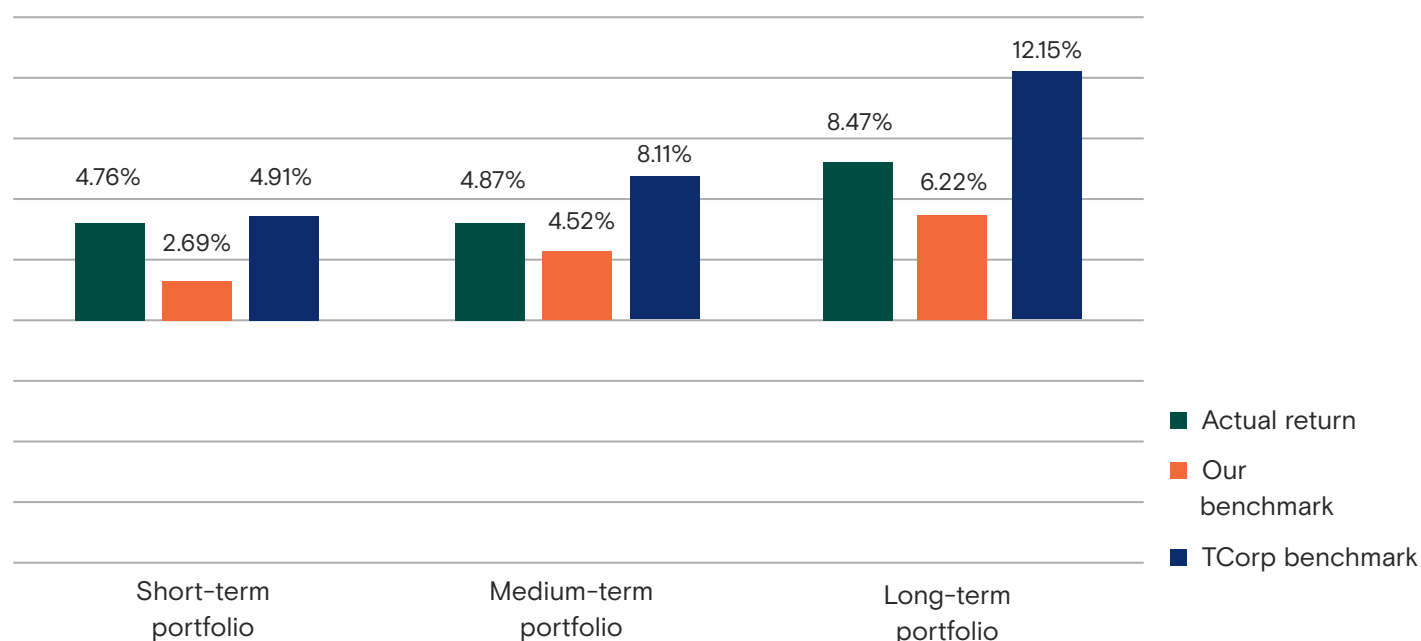
## Investment performance

The weighted average return on all investments was 4.17% and totalled \$22.59 million, net of fees but excluding unrealised gains and losses. Interest earnings were \$8.27 million while distributions from managed funds totalled \$11.53 million. Realised gains relating to disposals totalled \$2.98 million. The net movement in unrealised fair value losses in the period totalled \$6.03 million.

Charles Sturt University's investment strategy is overseen by a committee of the University Council. In accordance with the university's investment strategy, which is governed by its investment policy, investments are managed within strategic weightings and according to required benchmarks.

The university has a fully implemented consultant model which excludes the management of the university's short-term portfolio. The Charles Sturt University Foundation Trust utilises the services of an institutional fund manager to administer its portfolio.

Figure 4: One year investment performance\*



\*Chart excludes financial assets held to support the business of the university in a non-financial manner.

Table 10: Benchmarks

Portfolio	Our benchmark	TCorp benchmark
Short term portfolio	RBA Cash Rate average over rolling two year periods	TCorp Strategic Cash Fund
Medium-term portfolio	90 day BBSW + 2.5% over rolling three year periods	TCorp Medium-Term Fund
Long-term portfolio	CPI + 5% over rolling five year periods	TCorp Long-Term Fund

## Liability Management Performance

The university has external bank borrowings with the Commonwealth Bank of Australia of \$50 million (2022: \$75 million), of which the average interest rate was 4.40% (2022: 1.84%).

## Cybersecurity policy attestation

Charles Sturt University aims for compliance with the NSW Government Cybersecurity policy and during 2022–2023 has successfully managed cyber risks in a manner consistent with the core requirements set out in the policy with no successful attacks observed.

The university continues to successfully:

- support a cybersecurity culture, including mandatory security awareness training for all staff
- develop and tested cyber incident response plans and procedures
- operate a risk-based security program based on the ISO/IEC 27001 and NIST security standards
- implement a yearly cybersecurity program and three-year roadmap
- monitor alignment against the mandatory elements of the ACSC Essential 8
- engage with cybersecurity communities including CAUDIT, NAUDIT, AARNet, AusCERT, NSW Cyber, ACSC, and JCSC
- perform regular planned assurance activities, including external penetration testing and user access audits and review
- implement enhanced systems and processes for email security and phishing simulation.

Given the responsibility of safeguarding sensitive data and information assets, Charles Sturt has implemented robust governance measures to oversee the cybersecurity maturity and initiatives. Utilising a risk-based approach, we aim to enhance resilience and protect critical assets, ultimately minimising the risk and impact on students. Our strategies align with the guidance provided by the Australian Cyber Security Centre (ACSC), NSW Government, and industry best practices.

Charles Sturt is actively advancing its cybersecurity governance and resilience through the following initiatives:

- Implementation of best-of-breed Security Operations Centre services and extended detection and response platforms
- Implementation of vulnerability testing and detection services and processes

- Conducting regular assurance activities, including external penetration testing and user access audits and reviews, revealing no critical vulnerabilities or risks to date
- Implementation of heightened protective security controls, with a specific focus on application patching and vulnerability management.

Charles Sturt security operations continue to apply a risk-based approach to maturing vulnerability management practices including:

- application and OS hardening
- critical patching
- enhanced email security measures
- user access review, staff, and administrator privilege restrictions
- multi-factor authentication
- best of breed end point detection and response platforms
- network-based intrusion detection/prevention
- micro-segmentation within the campus and data centre environments
- threat detection and response processes.

## ***Compliance with the Privacy and Personal Information Protection Act 1998 (PPIPA Act)***

Charles Sturt is committed to compliance with the *Privacy and Personal Information Protection Act 1998 (NSW)* (PPIPA) and the *Health Records and Information Privacy Act 2002 (NSW)* (HRIPA) and takes its obligations around the collection and storage and handling of all personal information seriously. The university also complies with the *General Data Protection Regulation and the Privacy Act (Cth)* where it applies to its activities.

No applications for internal reviews were received under Part 5 of the PPIPA during the reporting period. The privacy officer responded to and facilitated the containment of nine confirmed privacy breaches during the reporting period. Most data breaches were due to human error, and none were notifiable/eligible data breaches under state or Commonwealth legislation.

University staff are required to complete an Information Security Awareness online training module annually and the privacy officer delivers training to staff and partners throughout the year.

The privacy officer provided advice on 39 privacy matters during the reporting period.

The university updated its Privacy Management Plan, and Information Technology Procedure – Personal Data Breach to incorporate the introduction of New South Wales's Mandatory Notification of a Data Breach Scheme in November 2023.

### ***Compliance with the Government Information (Public Access) Act 2009 (GIPA Act)***

Under s125 of the Act and clause 8 of the *Government Information (Public Access) Regulation 2009 (NSW)*, Charles Sturt is required to report annually on its obligations under the Act.

#### **Review of proactive release program**

Under s7 (3) of the Act, the university must review its program for the release of government information to identify the types of information that can be made publicly available. The university's program for the proactive release of information involves making much of the information that it holds easily accessible from the university's website, including:

- the University Strategy 2030
- the university's processes for staff, students and third parties to make complaints
- the university's Verify Qualifications tool which allows the public to search for information on all Charles Sturt graduates
- the university handbook, that contains information about undergraduate and postgraduate courses
- details of the governance of the university, including agendas and minutes from the University Council and Academic Senate
- university annual reports including detailed financial information
- access to the university's policy library and records management.
- register of university contracts.
- agency information guide.

During the reporting period, in accordance with s7 (3) of the Act, we reviewed the proactive release program by assessing the information requested under both informal and formal access applications to determine if such information could be made available to the public by proactive release.

No additional information was proactively released because of this review.

During the reporting period, the university received a total of two formal access applications. One application was refused in part due to a conclusive public interest against disclosure under s14 of the GIPA Act.



## Statistical information about GIPA access applications

**Table 11: Number of applications by type of applicant and outcome<sup>1</sup>**

	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)	0	0	0	0	0	0	0	0
Members of the public (other)	2	1	0	0	0	0	0	0

<sup>1</sup>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.

**Table 12: Number of applications by type of application and outcome<sup>1</sup>**

	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 <sup>2</sup>	0	1	0	0	0	0	0	0
Access applications (other than personal information applications)	2	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	1	0	0	0	0

<sup>1</sup>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.

<sup>2</sup>A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the GIPA Act) about the applicant (the applicant being an individual).

**Table 13: Invalid applications**

Reason for invalidity	Number of applications
Application does not comply with formal requirements (s 41)	0
Application is for excluded information of the agency (s 43)	0
Application contravenes restraint order (s 110)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

**Table 14: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 to Act**

Overriding public interest against disclosure	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
Information about complaints to Judicial Commission	0
Information about authorised transactions under Electricity Network Assets (Authorised Transactions) Act 2015	0
Information about authorised transaction under Land and Property Information NSW (Authorised Transaction) Act 2016	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).

**Table 15: Other public interest considerations against disclosure: matters listed in table to section 14 of Act**

	Number of occasions when application not successful <sup>1</sup>
Responsible and effective government	1
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

<sup>1</sup>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).

**Table 16: Timelines**

	Number of applications
Decided within the statutory timeframe (20 days, plus any extensions)	1
Decided after 35 days (by agreement with the applicant)	1
Not decided within time (deemed refusal)	0

**Table 17: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)**

	Decision varied	Decision upheld
Internal review	0	1
Review by Information Commissioner*	0	0
Internal review following recommendation under section 93 of Act	0	0
Review by NSW Civil and Administrative Tribunal (NCAT)	0	0

\*Separate decisions were under review on one application, most were upheld, but one was varied and returned to the university for further consideration.

**Table 18: Applications for review under Part 5 of the Act (by type of applicant)**

	Number of applications for review
Applications by access applicants	1
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

Note: Includes where an application for review was lodged with the IPC and where an internal review was also completed.

**Table 19: Applications transferred to other agencies under Division 2 of Part 4 of the Act (by type of transfer)**

	Number of applications transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

## Compliance with the Public Interest Disclosures Act 1994 (PID ACT)

In 2023, the university introduced a fully revised and updated Public Interest Disclosure (Whistleblowing) Policy and Public Interest Disclosure (Whistleblowing) Procedure in response to the *Public Interest Disclosures Act 2022 No 14* (the PID Act). The objective is to encourage public officials to report serious wrongdoing and facilitate such reporting. The university has in place a policy outlining its commitment to integrity, accountability, and good management. It sets out information and procedures to assist all members of the university community (including employees and contractors) with appropriate reporting, subsequent investigation and resolution of suspected wrongdoing that falls under the policy is made available to staff and the public via the university's policy library web page, promoting awareness of the policy, and the protections under the law for a person who makes a public interest disclosure.

These documents set out the processes to be followed for reporting, receiving, managing, and investigating wrongdoing at Charles Sturt University (the university), inclusive of how the university deals with reports of wrongdoing and its other responsibilities under the PID Act and the *Corporations Act 2001 (Cth)*. Additional information on the process of making protected disclosures is available on the university's website.

Awareness training continues to be provided to staff on their obligations and rights under the Act and the university's policy.

Two public officials submitted PIDs during 2023, with both primarily relating to corrupt conduct. One PID had been finalised by the end of 2023.

**Table 19: Public interest disclosures January–December 2023**

	Number of disclosures
Number of public officials who made PIDs	2
<i>Nature of PIDs received</i>	
Corrupt conduct	2
Maladministration	Nil
Serious and substantial waste	Nil
Government information contravention	Nil
Local government pecuniary interest contravention	Nil
Number of PIDs finalised	1

### Cost of the annual report

The total external costs incurred in the production of this report were \$683.10. A copy of the Charles Sturt University Annual Report 2023 is available at [csu.edu.au/about/publications](https://csu.edu.au/about/publications).

### Exemptions

The university has not sought any exemptions for this annual report.









# Sustainability

## Disability Inclusion Action Plans

Charles Sturt's Accessibility Action Plan 2020-2023 outlines a university-wide strategy to prevent and address disability discrimination for current and prospective students and staff. The plan reflects the university's ethos and values, and its obligations under relevant legislation.

### Achievements in 2023

- Progress has been made on increasing students' awareness of support services for those who have a disability or health condition. This can be demonstrated by:
  - A comprehensive communication plan, which entails specific email campaigns sent to students at key points in their student journey
  - Several articles authored by students utilising the accessibility and inclusion service are featured in the student blog 'Charlie'. The blog aims to raise awareness and advocate for the available support, highlighting the experiences and insights of those engaging with these services
  - Promotion of the service at online and on-campus orientation events, and within the student portal.
- Advancements are underway in the implementation of universal design for learning, as staff undergo training and gain access to Blackboard Ally to enhance the accessibility of subject content.

- Certain courses have established inherent requirements, and there is ongoing effort to assess and expand these requirements into additional courses.
- Accessibility and Inclusion staff have been incorporated as stakeholders in campus master planning to ensure that the needs of individuals with disabilities are considered in the design of campus navigation and usage by students.
- A formal procedure has been implemented for students who are caregivers to register for support and request reasonable adjustments for their studies.
- The assessment flexibility policy has been enhanced to provide additional support for students with disabilities, fostering greater success in their studies.
- The consultation process has commenced for the development of the Accessibility and Inclusion Plan 2024-2025.

Following the establishment of a new Equity, Diversity and Inclusion team within the Division of People and Culture at the end of 2022, providing support and access to workplace adjustments has had increased focus in 2023. We continued to assist staff with disability to access support and adjustments within the workplace, including workplace assessments to identify correct adjustments and accessing funding for required equipment or adjustments. The team has commenced reviewing the existing Workplace

Adjustment Procedure and refining the process alongside work health and safety considerations. Under the new Workplace Diversity and Inclusion Plan, an Accessibility and Neurodiversity Employee Network has been established for staff to share their lived experiences working at Charles Sturt, along with a Carers Employee Network for staff who care for people with disability. Additionally, two senior executives have been appointed to each Network as Diversity Champions to promote increased understanding of the needs and barriers of staff with disability and neurodiversity, and their carers.

#### Activities planned for 2024

- Revised Workplace Adjustment Procedure and processes will be co-designed with staff with disability or who are carers of people with disability.
- Staff with disability or who are carers of people with disability will be consulted on the review and refinement of relevant workplace policies and procedures; this will be facilitated via the Employee Networks.
- Feedback received from staff in the Accessibility and Neurodiversity and Carers Networks will be actioned to reduce systemic and institutional barriers to accessing workplace opportunities.
- Finalise and launch the revised Disability Action Plan.

Continue to support and implement workplace adjustments for staff with disability and carers of people with disability.

#### **Modern Slavery Act 2018 (NSW) Reporting**

No specific issues were raised by the Anti-Slavery Commissioner regarding modern slavery risk management at the university.

The university took the following steps during 2023 to ensure that goods and services procured by and for the university were not the product of modern slavery.

- University staff attended an education session with the Anti-Slavery Commissioner on the importance of Modern Slavery reform and priorities moving forward.

- The Charles Sturt Modern Slavery report for 2024 was updated to reflect 36 additional checks and processes to manage the risks associated with Modern Slavery in procurement.
- University tender documentation was updated to request information around vendor modern slavery risk management and internal processes for evaluation.

#### **Work Health and Safety**

Charles Sturt University is committed to providing a workplace that is:

- safe and healthy for all, including staff, students, contractors and visitors
- compliant with the *Work Health and Safety (WHS) Act 2011 (NSW)* and other relevant legislation, regulations, national standard and codes of practice.

Charles Sturt is committed to providing a healthy and safe working environment and a culture of wellbeing. First and foremost, our commitment is to the safety and wellbeing of our staff and students.

The university manages this through the Division of Safety, Security and Wellbeing.

Throughout 2023, uplifting safety culture and harm prevention was a focus for the Health, Safety and Wellbeing (HSW) teams. The HSW team continued to promote and offer a series of health and wellbeing initiatives for all staff and student including a comprehensive and tailored employee assistance program, exercise challenges, corporate health and fitness programs, vaccination programs, mental health awareness and literacy programs and self-care resources.

Lost time injury frequency rate has continued to rise throughout the year, rising to 8.2 at the end of 2023 – significantly above the industry benchmark of 2.6. Continued efforts are being made across the university to prevent injury and address key safety risks identified in an external review conducted in 2022. Charles Sturt engaged HSE Global in 2023 to further support and uplift safety culture and leadership. Implementation of the safety road map will commence in 2024.

There were no prosecutions under the *Work Health and Safety Act 2011 (NSW)* during the reporting period.

## Workforce diversity

The following tables detail the diversity of the workforce at Charles Sturt last year.

### Statistical information (data as at 31 March 2023)

**Table 20: Trends in representation of EEO groups (academic staff – percentage of total staff)**

EEO group	Benchmark or target*	2020	2021	2022	2023
Women	50%	52%	54%	57%	57%
Aboriginal people and Torres Strait Islanders	3%	1.5%	2%	2.5%	2.6%
People whose first language was not English	10%	19%	19%	19%	20%
People with a disability	n/a	3%	4%	3%	3%
People with a disability requiring work-related adjustment	n/a	1.1%	0.8%	0.8%	0.7%

\*Benchmark or target is for academic and professional staff combined.

**Table 21: Trends in representation of EEO groups (professional staff – percentage of total staff)**

EEO group	Benchmark or target*	2020	2021	2022	2023
Women	50%	70%	69%	70%	72%
Aboriginal people and Torres Strait Islanders	3%	3.7%	4.2%	4.2%	4.6%
People whose first language was not English	10%	4%	5%	5%	5%
People with a disability	n/a	4%	5%	4%	4%
People with a disability requiring work-related adjustment	n/a	1.0%	1.3%	1.0%	1.0%

\*Benchmark or target is for academic and professional staff combined.

**Table 22: Distribution index of EEO groups (academic staff)**

EEO group	Benchmark or target	2020	2021	2022	2023
Women	100	89	87	84	85
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	78	78
People whose first language was not English	100	103	105	109	109
People with a disability	100	89	83	85	87
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	n/a

N/A indicates fewer than 20 people in this category

**Table 23: Distribution index of EEO groups (professional staff)**

EEO group	Benchmark or target	2020	2021	2022	2023
Women	100	90	91	90	90
Aboriginal people and Torres Strait Islanders	100	96	99	93	92
People whose first language was not English	100	110	113	110	110
People with a disability	100	91	94	87	96
People with a disability requiring work-related adjustment	100	N/A	N/A	95	93

N/A indicates fewer than 20 people in this category



**Table 24: Gender distribution by level (continuing and fixed-term staff)**

	Male	Female	Total	% Female
HEW 1	6	13.71	19.71	69.7
HEW 2	4.8	7.38	12.18	60.6
HEW 3	11.72	20.25	31.97	63.3
HEW 4	33	92.32	125.32	73.7
HEW 5	45.7	251.12	296.82	84.6
HEW 6	82.21	174.45	256.66	68.0
HEW 7	79.83	160.45	241.28	66.5
HEW 8	38.4	72.99	111.39	65.5
HEW 9	31	37.21	68.21	54.6
HEW 10+	12.6	19.31	31.91	60.5
Academic A	20.1	40.45	60.55	66.8
Academic B	171.45	231.13	403.58	57.3
Academic C	100.37	94.32	195.69	48.2
Academic D	100.37	94.32	195.69	48.2
Academic E	49.26	42	91.26	46.0
Senior academic	6	4	10	40.0
Senior professional	36	34	70	48.6
Senior staff total	42	38	80	47.5
<b>Total</b>	<b>770.39</b>	<b>1314.09</b>	<b>2087.48</b>	<b>63.0</b>

**Table 25: Gender distribution by level - Head count (continuing and fixed-term staff)**

	Male	Female	Total	% Female
HEW 1	6	14	20	70
HEW 2	5	9	14	64.3
HEW 3	14	24	38	63.2
HEW 4	33	113	146	77.4
HEW 5	47	277	324	85.5
HEW 6	84	189	273	69.2
HEW 7	82	172	255	67.5
HEW 8	40	76	116	65.5
HEW 9	31	38	69	55.1
HEW 10+	13	20	33	60.6
Academic A	31	59	90	65.6
Academic B	235	303	539	56.2
Academic C	122	111	234	47.4
Academic D	63	50	113	44.2
Academic E	57	21	78	26.9
Senior academic	6	4	10	40.0
Senior professional	37	34	71	47.9
Senior staff total	43	38	81	46.9
<b>Total</b>	<b>906</b>	<b>1,514</b>	<b>2,423</b>	<b>62.5</b>

## Workplace diversity achievements in 2023

Following extensive consultation, the Workplace Diversity and Inclusion Plan 2023–2025 was launched. The plan outlines roles and responsibilities for all staff, clearly identifying that creating an inclusive culture is everyone's responsibility and requires deliberate decisions and actions to move beyond basic legislative compliance.

The Diversity and Inclusion Plan provides a new governance framework and appoints senior executives as Diversity Champions for the six key diversity groups at Charles Sturt:

- Accessibility and neurodiversity
- Carers
- Diverse faiths and cultures (often referred to as CALD)
- First Nations
- Gender
- LGBTIQ+

Each key diversity group has an established Employee Network, supported by the Diversity Champions and Equity, Diversity and Inclusion team. Employee Networks provide a safe place for people to connect with one another and create dialogue around diversity, workplace inclusion and belonging. Networks unite people who share an identity or lived experience, and those who support them or who want to learn more about their perspectives and experiences. The networks are a forum in which to raise issues of importance and to provide feedback and guide decisions around university priorities and initiatives that impact them

Other achievements include:

- conducted extensive consultation with First Nations staff and senior leaders, to inform the development of the First Nations Employment Strategy 2023–2025
- monthly online training workshops, available to all staff, focused on raising awareness of diversity and inclusion concepts, overcoming unconscious bias, building understanding of LGBTIQ+ inclusion, and empowering upstander intervention and allyship

- acknowledged days of significance, including International Women's Day, Harmony Day, International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT), Wear it Purple Day, International Day of People with Disability, National Reconciliation Week, NAIDOC Week and Carers Week
- developed a new diversity and inclusion website with resources for staff and managers to support workplace diversity and inclusion
- maintained the university's Athena Swan Bronze Institutional Award for gender equity and commenced developing our first Cygnet Award, working towards silver accreditation
- prepared application for Bronze Award in the Australian Workplace Equality Index for LGBTIQ+ inclusion initiatives
- continued as major sponsor of the Wagga Wagga Mardi Gras, including facilitating staff and student involvement in the parade and in other Mardi Gras events.

## Key strategies planned for 2024

- Further develop the Employee Networks and role of the Diversity Champions.
- Review university policies, procedures, programs and practices, in consultation with Employee Networks, to support workplace diversity and inclusion.
- Develop and make available more resources, toolkits, guides and training, to support staff in developing their understanding of diversity and how to be more inclusive.
- Improve collection and reporting of equal opportunity data to better understand and support the needs of our staff.
- Continue to maintain our Athena Swan and AWEI accreditations, and work towards Athena Swan Silver Institutional Award accreditation in 2026.
- Continue to support staff and advise across the university on matters relating to equity, diversity and inclusion.
- Continue as the major sponsor of the Wagga Wagga Mardi Gras.
- Continue to acknowledge key days of significance for staff and students.





# Charles Sturt University

ABN 83 878 708 551

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## Charles Sturt University financial statements for the year ended 31 December 2023



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# Charles Sturt University

ABN 83 878 708 551

## Financial Statements for the year ended 31 December 2023



## INDEPENDENT AUDITOR'S REPORT

### Charles Sturt University

To Members of the New South Wales Parliament

### Opinion

I have audited the accompanying financial statements of Charles Sturt University (the University), which comprise the Statement by the Council, Income Statement and Statement of Comprehensive Income for the year ended 31 December 2023, the Statement of Financial Position as at 31 December 2023, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, notes to the financial statements, including a Summary of material accounting policy information, 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.

In my opinion, the financial statements:

- have been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act) and the Government Sector Finance Regulation 2018
- presents fairly, the financial position, financial performance and cash flows of the University and the consolidated entity
- have been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and Division 60 of the Australian Charities and Not-for-profits Commission Regulations 2022.

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

### Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the University in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles 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
- precluding the Auditor-General from providing non-audit services.

I have fulfilled my other ethical responsibilities in accordance with APES 110.

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

## Key Audit Matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial statements for the year ended 31 December 2023. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, I do not provide a separate opinion on these matters. I have determined the matters described below to be the key audit matters to be communicated in my report.

Key Audit Matter	How my audit addressed the matter
<b>Valuation of defined benefit superannuation and long service leave liabilities</b>	
<p>At 31 December 2023, the University reported:</p> <ul style="list-style-type: none"> <li>defined benefit superannuation liabilities totalling \$305.3 million</li> <li>long service leave liabilities totalling \$43.8 million.</li> </ul> <p>I considered this to be a key audit matter because:</p> <ul style="list-style-type: none"> <li>the defined benefit superannuation and long service leave liabilities are financially significant to the University's financial position</li> <li>there is a risk the data used in the defined benefit superannuation and long service leave liability valuation models (the models) is not accurate and/or complete</li> <li>the underlying models used to value the liabilities are complex due to a high level of judgement and estimation involved in the valuation assumptions, including discount rates and salary inflation</li> <li>the value of the liabilities is sensitive to minor changes in key valuation inputs.</li> </ul>	<p>Key audit procedures included the following:</p> <ul style="list-style-type: none"> <li>assessed the key controls supporting the data used in the models</li> <li>assessed the completeness and mathematical accuracy of the data used in the models</li> <li>obtained management's actuarial reports and year-end adjustments, and for defined benefit superannuation liabilities, engaged a qualified actuary ('auditor's expert') to assess the: <ul style="list-style-type: none"> <li>competence, capability and objectivity of management's independent experts</li> <li>appropriateness of the models</li> <li>reasonableness of key assumptions used</li> <li>reasonableness of the reported liability balances</li> </ul> </li> <li>assessed the adequacy of the financial statement disclosures against the requirements of applicable Australian Accounting Standards.</li> </ul>
<b>Valuation of other financial assets</b>	
<p>At 31 December 2023, the University held investments of \$334.0 million measured at fair value.</p> <p>I considered this to be a key audit matter because:</p> <ul style="list-style-type: none"> <li>of the significance of the balance to the University's financial position</li> <li>the University holds a number of assets classified as 'level 3' according to the fair value hierarchy under Australian Accounting Standards (i.e. where significant unobservable inputs are used in the valuation). The University's Level 3 financial assets of \$9.6 million includes unlisted equities. Assessing the fair value of these financial assets requires judgment as the valuation inputs are not based on observable market transactions or other readily available market data</li> <li>of the degree of judgement and estimation uncertainty associated with the valuation.</li> </ul>	<p>Key audit procedures included the following:</p> <ul style="list-style-type: none"> <li>evaluated the design of relevant key controls over investments, and assessed on a sample basis whether these controls were implemented effectively</li> <li>confirmed the existence and completeness of balances at 31 December 2023 with external counterparties</li> <li>obtained, valuation confirmations directly from the external fund managers and assessed the reliability of the information received</li> <li>assessed the adequacy of the financial statement disclosures against the requirements of applicable Australian Accounting Standards.</li> </ul>



**Key Audit Matter****How my audit addressed the matter**

Further information on investments is included in Note 18 'Other financial assets' and Note 28 'Fair value measurement'.

**Other Information**

The University's annual report for the year ended 31 December 2023, includes other information in addition to the financial statements and my Independent Auditor's Report thereon. The Council of the University is responsible for the other information. At the date of this Independent Auditor's Report, the other information I have received comprise the Report by the Members of the Council.

My opinion on the financial statements does not cover the other information. Accordingly, I do not express any form of assurance conclusion on the other information.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude there is a material misstatement of the other information, I must report that fact.

I have nothing to report in this regard.

**Council's Responsibilities for the Financial Statements**

The Council is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the GSF Act, GSF Regulation and the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2023 Reporting Period' and the *Australian Charities and Not-for-profits Commission Act 2012*. The Council's responsibilities also includes such internal control as the Council determine(s) is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council is responsible for assessing the University's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

**Auditor's Responsibilities for the Audit of the Financial Statements**

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at:

[http://www.auasb.gov.au/auditors\\_responsibilities/ar5.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar5.pdf). The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that the University carried out its activities effectively, efficiently and economically
- as to the appropriateness of the certifications in the Statement by the Council that the:

- amount of Australian Government financial assistance expended during the reporting period was for the purpose(s) for which it was intended, and the University has complied with applicable legislation, contracts, agreements and program Guidelines in making the expenditure
- University charged Student Services and Amenities Fees strictly in accordance with the *Higher Education Support Act 2003* (HES Act) and the Administration Guidelines made under the HES Act. Revenue from the fees were spent strictly in accordance with the HES Act and only on services and amenities specified in subsection 19-38(4) of the HES Act
- 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.



Manuel Moncada  
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

12 April 2024  
SYDNEY

# Charles Sturt University

ABN: 83 878 708 551

## Report by the Members of the Council 31 December 2023

The members of the University Council present their report on the consolidated entity consisting of Charles Sturt University and the entities (the University) it controlled at the end of, or during, the year ended 31 December 2023.

### Members

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

Name	Position	Appointed/End of Term
Dr Michele Allan AO	Chancellor (s 8I(a))	
Professor Renée Leon	Vice-Chancellor (s 8I(b))	
Professor Jane Quinn	Chair Academic Senate (s 8I(c))	Ceased 31 December 2023
Dr Saranne Cooke	Graduate member (s 8F(1)), Council appointee (s 8G(1))	
Associate Professor Dianne McGrath	Elected Academic Staff member (s 8E(2)(a))	
Mr Edward Maher	Elected General Staff member (s 8E(2)(b))	
Mr Benjamin Fry	Elected Student member (s 8E(2)(c))	
Ms Leanne Heywood OAM	Graduate member (s 8F(1)), Council appointee (s 8G(1))	
Dr Kate Cornick	Council appointee (s 8G(1))	
Mr Philip Marcus Clark AO	Council appointee (s 8G(1))	
Dr Bruce Godfrey	Council appointee (s 8G(1))	Appointed 1 July 2023
Ms Kristal Kinsela	Ministerial appointee (s 8H(1))	Appointed 7 November 2023
Emeritus Professor Joyce Kirk	Council appointee (s 8G(1))	Appointed 10 February 2023
Mr John Lloyd	Ministerial appointee (s 8H(1)), Council appointee (s 8G(1))	Ceased Ministerial appointee 30 June 2023. Appointed by Council 1 July 2023
Dr Robin Williams	Ministerial appointee (s 8H(1))	
Dr Kyle Turner	Council appointee (s 8G(1))	Appointed 1 July 2023
Professor Roy Green	Council appointee (s 8G(1))	Appointed 1 July 2023
Emeritus Professor Christina Slade	Council appointee (s 8G(1))	Ceased 30 June 2023
Dr Lyndal Thorburn	Graduate member (s 8F(1)), Council appointee (s 8G(1))	Ceased 30 June 2023

### Meetings of members

For the year ended 31 December 2023, the number of meetings of the University Council and committees, as well as these meetings attended by each member were:

	University Council		Nomination & Remuneration Committee		Finance, Investment and Infrastructure Committee		Council Executive Committee		Foresighting Committee		Audit & Risk Committee		Academic Senate		Joint Finance, Investment and Infrastructure, Audit and Risk Committees	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Dr Michele Allan AO	9	9	10	9	-	-	15	15	-	-	-	-	-	-	-	-
Dr Saranne Cooke	9	9	10	10	6	6	15	14	-	-	-	-	-	-	1	1
Professor Renée Leon	9	9	10	8	6	5	15	14	5	4	4	3	7	7	1	1
Professor Jane Quinn	9	9	-	-	-	-	15	15	-	-	-	-	7	7	-	-
Associate Professor Dianne McGrath	9	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mr Edward Maher	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mr Benjamin Fry	9	8	-	-	6	4	-	-	5	5	-	-	-	-	1	1
Ms Leanne Heywood OAM	9	8	-	-	6	6	-	-	-	-	-	-	-	-	1	-
Dr Kate Cornick	9	8	-	-	-	-	-	-	5	5	4	4	-	-	1	1
Mr Philip Marcus Clark AO	9	8	10	10	6	6	-	-	-	-	-	-	-	-	1	1
Dr Bruce Godfrey	4	4	-	-	-	-	-	-	1	1	2	2	-	-	-	-
Ms Kristal Kinsela	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Emeritus Professor Joyce Kirk	8	8	-	-	-	-	-	-	-	-	4	4	-	-	1	1
Mr John Lloyd	9	8	-	-	6	5	-	-	-	-	-	-	-	-	1	1
Dr Robin Williams	9	8	-	-	-	-	-	-	-	-	4	-	-	-	1	1
Dr Kyle Turner	4	4	-	-	-	-	-	-	1	1	-	-	-	-	-	-
Professor Roy Green	4	4	-	-	-	-	-	-	1	1	-	-	-	-	-	-
Emeritus Professor Christina Slade	5	5	-	-	-	-	-	-	5	3	2	2	-	-	1	1
Dr Lyndal Thorburn	5	5	-	-	2	2	-	-	5	5	-	-	-	-	1	1

A= Number of meetings held during the time the member held office.

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

# Charles Sturt University

ABN: 83 878 708 551

## Report by the Members of the Council 31 December 2023

### Principal activities

During the year, the principal continuing activities of the University and its controlled entities consisted of:

- The provision of tertiary education to students,
- Strategic and applied research activities, and
- Supporting our communities and staff.

There were no significant changes in the nature of the University's principal activities during the year.

### Review of operations

The University recorded a net deficit from continuing operations of (\$73,072,000) for the year ended 31 December 2023, compared to a net deficit of (\$60,173,000) in 2022. Total assets as at 31 December 2023 were \$1,834,178,000 compared to \$1,834,375,000 as at 31 December 2022.

### Significant changes in the state of affairs

No significant changes in the University's state of affairs occurred during the year.

### Matters subsequent to the end of the financial year

No matters or circumstances arose since the end of the financial year which significantly affected or could significantly affect the past results of the operations of the University and its subsidiaries.

### Likely developments and expected results of operations

There are no expected developments as at the reporting date that would likely impact the expected results of the operation other than those referred to above and elsewhere in the financial reports.

### Environmental regulation

The University has an obligation to report its scope 1 and 2 greenhouse gas emission and energy consumption to the Clean Energy Regulator under the National Greenhouse and Energy Reporting Act 2007 and continues to operate as a certified carbon neutral organisation under the Australian Government's Climate Active program. At the time of this report, the University is not aware of any environmental compliance issues encountered during 2023. Due diligence has been managed in accordance with the University's internal Legislative Compliance Guide.

In 2023, the University sourced its purchased electricity predominantly from renewable energy sources. These actions form a significant component of the University's objective to eliminate all scope 1 and 2 energy-related emissions at the source by transitioning to 100% renewable energy. In addition to these strategies to improve operational efficiencies, the University has also implemented a research strategy that incorporates themes of: Climate Neutral Agriculture, Food & Wine Production, Climate Proof Rural & Regional Areas and Healthy, Safe & Sustainable Communities.

Charles Sturt maintains a public-facing Sustainability Statement as a signal of its intent to continue to operate in a sustainable manner and as a platform for engaging with students, partners, suppliers and stakeholders to create a sustainable future for the benefit of all. Charles Sturt is also a signatory to the University Commitment to the United Nations' Sustainable Development Goals and publicly reports on its contributions made towards the goals on an annual basis. The University proactively seeks opportunities to partner with its local and regional communities to build a more sustainable future.



# Charles Sturt University

ABN: 83 878 708 551

## Report by the Members of the Council 31 December 2023

### Insurance of officers

Members of Council are covered by the following insurance policies:

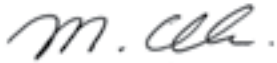
Management Liability Policy

-Chubb Insurance Company of Australia Limited - Policy No. 93315347 - Expiry date 1 November 2024

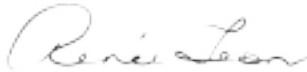
Group Personal Accident & Sickness Policy (Voluntary Workers)

-Chubb Insurance Company of Australia Limited - Policy No. 01VW551638 - Expiry date 1 November 2024

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



.....  
Dr Michele Allan AO  
Chancellor



.....  
Professor Renée Leon  
Vice-Chancellor and President

Bathurst, New South Wales, Australia  
11 April 2024

# Charles Sturt University

ABN: 83 878 708 551

## Statement by the Council


31 December 2023

In accordance with a resolution of the Council of Charles Sturt University and pursuant to Section 7.6 (3) and (4) of the Government Sector Finance Act 2018, we state that:

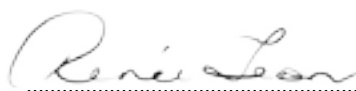
- (1) The financial reports present a true and fair view of the financial position of the University and its controlled entities at 31 December 2023 and the results of its operations and transactions of the University for the year then ended;
- (2) The financial reports have been prepared in accordance with the provisions of the Government Sector Finance Act 2018, the Government Sector Finance Regulation 2018, the *Australian Charities and Not-for-profits Commission Act 2012* and the Financial Statement Guidelines for Australian Higher Education Providers for the 2023 Reporting Period;
- (3) The financial reports have been prepared in accordance with Australian Accounting Standards and Interpretations; and
- (4) We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate.

In addition to the above, we state that:

- (5) There are reasonable grounds to believe that the Group 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; and
- (7) The amount of Commonwealth financial assistance expended during the reporting period was for the purposes for which it was granted.



.....  
Dr Michele Allan AO  
Chancellor



.....  
Professor Renée Leon  
Vice-Chancellor and President

Bathurst, New South Wales, Australia  
11 April 2024

# Charles Sturt University

ABN: 83 878 708 551

## Income Statement

For the year ended 31 December 2023

	Notes	Consolidated		Parent	
		2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Revenue from continuing operations</b>					
Australian Government financial assistance					
Australian Government grants	2	259,049	234,175	259,049	234,175
HELP - Australian Government payments	2	122,328	129,556	122,328	129,556
State and Local Government financial assistance					
	3	3,503	2,519	3,503	2,519
Fees and charges	4	75,313	78,309	74,199	77,407
HECS-HELP - Student payments		5,381	9,321	5,381	9,321
Consultancy and contracts	7	2,372	2,159	2,372	2,159
Investment income/(loss)	5	4,535	(30,209)	2,374	(28,177)
Royalties, trademarks and licences	6	3	1	3	1
Other revenue	8	22,224	19,661	20,214	16,628
Gain/(loss) on disposal of assets		3,236	(4,278)	3,139	(4,286)
<b>Total income from continuing operations</b>		<b>497,944</b>	<b>441,214</b>	<b>492,562</b>	<b>439,303</b>
<b>Expenses from continuing operations</b>					
Employee related expenses	9	345,747	305,511	337,142	298,098
Depreciation and amortisation	10	46,943	44,203	46,915	44,171
Repairs and maintenance	11	16,775	10,300	16,759	10,262
Borrowing costs	12	6,548	2,928	6,548	2,928
Impairment of assets	13	616	(239)	616	(239)
Other expenses	14	154,387	138,684	160,404	143,835
<b>Total expenses from continuing operations</b>		<b>571,016</b>	<b>501,387</b>	<b>568,384</b>	<b>499,055</b>
<b>Net result from continuing operations</b>		<b>(73,072)</b>	<b>(60,173)</b>	<b>(75,822)</b>	<b>(59,752)</b>

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

# Charles Sturt University

ABN: 83 878 708 551

## Statement of Comprehensive Income

For the year ended 31 December 2023

	Notes	Consolidated		Parent	
		2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Net result for the period</b>		<b>(73,072)</b>	<b>(60,173)</b>	<b>(75,822)</b>	<b>(59,752)</b>
<i>Items that will not be reclassified to profit or loss</i>					
Gain on revaluation of land, building and infrastructure		<b>53,455</b>	54,650	<b>53,455</b>	54,650
Transfer out to gain/loss on disposal	26	<b>(1,128)</b>	-	<b>(1,128)</b>	-
Gain/(loss) on equity instruments designated at fair value through other comprehensive income		<b>633</b>	(557)	<b>633</b>	(557)
Remeasurement of defined benefit superannuation plans		<b>(191)</b>	95	<b>(191)</b>	95
<b>Total other comprehensive income</b>		<b>52,769</b>	54,188	<b>52,769</b>	54,188
<b>Comprehensive result</b>		<b>(20,303)</b>	(5,985)	<b>(23,053)</b>	(5,564)

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



# Charles Sturt University

ABN: 83 878 708 551

## Statement of Changes in Equity

For the year ended 31 December 2023

	2023		Consolidated	
	Notes	Reserves \$'000	Retained earnings \$'000	Total \$'000
<b>Balance at 1 January 2023</b>		475,894	759,083	1,234,977
Net result from continuing operations		-	(73,072)	(73,072)
Gain on revaluation of property, plant & equipment		53,455	-	53,455
Transfer out to gain/loss on disposal		(1,128)	-	(1,128)
Gain/(loss) on financial assets at fair value through OCI		633	-	633
Remeasurements of defined benefit plans		-	(191)	(191)
<b>Total comprehensive income</b>		52,960	(73,262)	(20,302)
<b>Balance at 31 December 2023</b>		<b>528,854</b>	<b>685,821</b>	<b>1,214,675</b>

	2022		Consolidated	
	Notes	Reserves \$'000	Retained earnings \$'000	Total \$'000
<b>Balance at 1 January 2022</b>		421,801	819,161	1,240,962
Net result from continuing operations		-	(60,173)	(60,173)
Gain on revaluation of property, plant & equipment		54,650	-	54,650
Gain/(loss) on financial assets at fair value through OCI		(557)	-	(557)
Remeasurements of defined benefit plans		-	95	95
<b>Total comprehensive income</b>		54,093	(60,078)	(5,985)
<b>Balance at 31 December 2022</b>		<b>475,894</b>	<b>759,083</b>	<b>1,234,977</b>

	2023		Parent	
	Notes	Reserves \$'000	Retained earnings \$'000	Total \$'000
<b>Balance at 1 January 2023</b>		475,894	732,690	1,208,584
Net result from continuing operations		-	(75,822)	(75,822)
Gain on revaluation of property, plant & equipment		53,455	-	53,455
Transfer out to gain/loss on disposal		(1,128)	-	(1,128)
Gain/(loss) on financial assets at fair value through OCI		633	-	633
Remeasurement of defined benefit superannuation plans		-	(191)	(191)
<b>Total comprehensive income</b>		52,960	(76,013)	(23,053)
<b>Balance at 31 December 2023</b>		<b>528,854</b>	<b>656,677</b>	<b>1,185,531</b>

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

# Charles Sturt University

ABN: 83 878 708 551

## Statement of Changes in Equity For the year ended 31 December 2023

	2022		Parent	
	Notes	Reserves \$'000	Retained earnings \$'000	Total \$'000
<b>Balance at 1 January 2022</b>		421,801	792,347	1,214,148
Net result from continuing operations		-	(59,752)	(59,752)
Remeasurements of defined benefit plans		-	95	95
Gain on revaluation of property, plant & equipment		54,650	-	54,650
Gain/(loss) on financial assets at fair value through OCI		(557)	-	(557)
<b>Total comprehensive income</b>		<b>54,093</b>	<b>(59,657)</b>	<b>(5,564)</b>
<b>Balance at 31 December 2022</b>		<b>475,894</b>	<b>732,690</b>	<b>1,208,584</b>

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

# Charles Sturt University

ABN: 83 878 708 551

## Statement of Financial Position

As at 31 December 2023

	Notes	Consolidated		Parent	
		2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>ASSETS</b>					
<b>CURRENT ASSETS</b>					
Cash and cash equivalents	15	87,824	26,635	83,760	20,749
*Receivables	16	48,656	65,714	48,304	65,399
*Contract assets	16	2,356	2,588	2,356	2,588
Inventories	17	3,283	4,136	3,283	4,136
Other financial assets	18	40,000	135,000	40,000	135,000
Other non-financial assets	21	14,140	10,402	14,140	10,402
<b>TOTAL CURRENT ASSETS</b>		<b>196,259</b>	244,475	<b>191,843</b>	238,274
<b>NON-CURRENT ASSETS</b>					
Other financial assets	18	335,047	341,432	309,161	320,073
Trade and other receivables	16	280,970	294,015	280,970	294,015
Property, plant and equipment		1,019,342	951,651	1,019,212	951,582
Intangible assets	20	245	127	244	126
Other non-financial assets	21	2,315	2,675	2,315	2,675
<b>TOTAL NON-CURRENT ASSETS</b>		<b>1,637,919</b>	1,589,900	<b>1,611,902</b>	1,568,471
<b>TOTAL ASSETS</b>		<b>1,834,178</b>	1,834,375	<b>1,803,745</b>	1,806,745
<b>LIABILITIES</b>					
<b>Current liabilities</b>					
Trade and other payables	22	30,924	30,718	30,835	30,649
Borrowings	23	28,277	28,825	28,277	28,825
Provisions	24	97,175	88,923	96,021	87,910
Contract liabilities	25	76,705	60,127	76,659	60,051
Other current liabilities		4,513	-	4,513	-
<b>TOTAL CURRENT LIABILITIES</b>		<b>237,594</b>	208,593	<b>236,305</b>	207,435
<b>NON-CURRENT LIABILITIES</b>					
Borrowings	23	82,969	78,870	82,969	78,870
Provisions	24	295,431	307,412	295,431	307,333
Contract Liabilities	25	3,509	4,523	3,509	4,523
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>381,909</b>	390,805	<b>381,909</b>	390,726
<b>TOTAL LIABILITIES</b>		<b>619,503</b>	599,398	<b>618,214</b>	598,161
<b>NET ASSETS</b>		<b>1,214,675</b>	1,234,977	<b>1,185,531</b>	1,208,584
<b>EQUITY</b>					
Reserves	26	528,854	475,894	528,854	475,894
Retained earnings	26	685,821	759,083	656,677	732,690
<b>TOTAL EQUITY</b>		<b>1,214,675</b>	1,234,977	<b>1,185,531</b>	1,208,584

\*The prior period balances have been reclassified. Refer to Note 1(g). The above Statement of Financial Position should be read in conjunction with the accompanying notes.

# Charles Sturt University

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## Statement of Cash Flows For the year ended 31 December 2023

	Notes	Consolidated		Parent	
		2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Cash flows from operating activities</b>					
Australian Government grants		369,288	343,802	369,288	343,802
OS-HELP (net)		(301)	(766)	(301)	(766)
Superannuation supplementation		16,602	16,449	16,602	16,449
State Government grants		3,503	2,519	3,503	2,519
HECS-HELP - Student payments		5,381	9,321	5,381	9,321
Receipts from student fees and other customers		156,186	183,817	142,973	171,006
Dividend received		12,092	12,072	10,883	11,142
Interest received		8,332	2,991	8,230	2,976
GST recovered		11,542	8,993	11,534	8,986
Payments to suppliers		(196,914)	(175,205)	(192,782)	(171,422)
Interest paid		(6,548)	(2,928)	(6,548)	(2,928)
Payments to employees		(347,837)	(391,348)	(339,295)	(383,947)
<b>Net cash inflow from operating activities</b>	35	<b>31,326</b>	<b>9,717</b>	<b>29,468</b>	<b>7,138</b>
<b>Cash flows from investing activities</b>					
Proceeds from sales of property, plant and equipment, intangibles and other long-term assets		598	1,085	598	1,085
Proceeds from sale of financial assets		597,159	229,029	595,725	226,677
Payments to acquire property, plant and equipment, intangibles and other long-term assets		(53,012)	(10,368)	(52,923)	(10,346)
Payments for financial assets		(518,433)	(327,681)	(513,408)	(325,468)
<b>Net cash inflow (outflow) from investing activities</b>		<b>26,312</b>	<b>(107,935)</b>	<b>29,992</b>	<b>(108,052)</b>
<b>Cash flows from financing activities</b>					
Proceeds from finance leases		31,829	-	31,829	-
Repayment of finance leases		(2,952)	(3,298)	(2,952)	(3,298)
Repayment of borrowings		(25,326)	(312)	(25,326)	(312)
<b>Net cash inflow (outflow) from financing activities</b>		<b>3,551</b>	<b>(3,610)</b>	<b>3,551</b>	<b>(3,610)</b>
<b>Net increase (decrease) in cash and cash equivalents</b>					
Cash and cash equivalents at the beginning of the financial year		61,189	(101,828)	63,011	(104,524)
Cash and cash equivalents at end of year	15	<b>87,824</b>	<b>26,635</b>	<b>83,760</b>	<b>20,749</b>

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



## Notes to the consolidated financial statements

31 December 2023

### 1 Summary of material accounting policies

This note provides a list of the material accounting policies adopted in the preparation of these consolidated financial statements to the extent they have not already been disclosed in the other notes above. These policies have been consistently applied to all the years presented, unless otherwise stated.

The principal accounting policies adopted in the preparation of these consolidated financial statements are set out below. The financial statements include Charles Sturt University as the parent, and the consolidated entity consisting of Charles Sturt University and its subsidiaries, The Charles Sturt University Foundation Trust, and Charles Sturt Campus Services Limited (the Group). Charles Sturt University applies Tier 1 Australian Accounting Standards (AAS) reporting requirements, incorporating International Financial Reporting Standards (IFRSs) issued by the International Accounting Standards Board (IASB) for requirements that are specific to Australian entities.

The principal address of Charles Sturt University is Panorama Avenue, Bathurst, New South Wales, Australia.

#### (a) Preparation

The annual consolidated financial statements are the general purpose consolidated financial statements of Charles Sturt University. They have been prepared on an accrual basis and comply with Australian Accounting Standards, the requirements of the *Higher Education Support Act 2003* (Financial Statement Guidelines), *Government Sector Finance Act 2018*, and the *Government Sector Finance Regulation 2018*.

Charles Sturt University is a not-for-profit entity and these statements have been prepared on that basis.

The financial statements were authorised for issue by the members of Charles Sturt University Council on 11 April 2024

##### (i) Historical cost convention

These consolidated financial statements have been prepared under the historical cost convention, except for debt and equity financial assets that have been measured at fair value either through other comprehensive income or profit or loss, and certain classes of property, plant and equipment.

##### (ii) Critical accounting estimates

The preparation of consolidated financial statements in conformity with AAS requires the use of certain critical accounting estimates. It also requires management to exercise its judgment in the process of applying Charles Sturt University's accounting policies. The estimates and underlying assumptions are reviewed on an ongoing basis.

The areas involving a higher degree of judgment or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements, are disclosed below:

- Estimated useful life assessments of property, plant and equipment assets (note )
- Measurement of finance leases and related right-of-use assets (note )
- Measurement and recognition of employee benefits and provisions (note 9 and note 24)
- Impairment of trade and other receivables (note 16)
- Measurement of financial assets (note 28)
- Determining whether cloud computing / software-as-a-service (SaaS) arrangements contain a software licence intangible asset (note 20)
- Capitalisation of configuration and customisation costs in SaaS arrangements (note 20)
- Sale and leaseback transactions (note 23)

##### (iii) Rounding amounts

Amounts in the consolidated financial statements and notes to the consolidated financial statements have, unless otherwise stated, been rounded to the nearest thousand dollars.

##### (iv) Comparative amounts

Where necessary comparative information has been reclassified to enhance comparability in respect to changes in presentation in the current year.

## **Notes to the consolidated financial statements**

**31 December 2023**

### **1 Summary of material accounting policies (continued)**

#### **(a) Preparation (continued)**

##### *(v) Foreign currency 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.

##### *(vi) Income Tax*

The University is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

#### **(b) Principles of Consolidation**

##### *(i) Subsidiaries*

The consolidated financial statements represent the consolidated financial statements of the parent entity, being Charles Sturt University; and the assets, liabilities and results of all entities it controlled in accordance with AASB10 'Consolidated Financial Statements' at the end of or during the financial year, and are together referred to as the consolidated entity. Control is established when the parent is exposed to or has rights to variable returns from the involvement with the entity and has the ability to affect those returns through its power to direct the relevant activities of the entity.

Intercompany transactions, balances and unrealised gains on transactions between University entities are eliminated. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the University.

A list of controlled entities is contained in Note 36 to the consolidated financial statements.

#### **(c) 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.

#### **(d) Impairment of non-financial assets**

At the end of each reporting period the University determines whether there is evidence of an impairment indicator for non-financial assets.

Where an indicator exists and regardless for goodwill, indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit. Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in the income statement. Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss, except for goodwill.

#### **(e) Initial application of Australian Accounting Standards**

AASB 2021-2 'Amendments to Australian Accounting Standards - Disclosure of Accounting Policies and Definition of Accounting

## Notes to the consolidated financial statements

31 December 2023

### 1 Summary of material accounting policies (continued)

#### (e) Initial application of Australian Accounting Standards (continued)

Estimates' came into effect for reporting periods beginning on or after 1 January 2023. The standard amends AASB 7, AASB 101, AASB 108, AASB 134 and AASB Practice Statement 2 Making Materiality Judgements. Aside from the changes to AASB 101, which requires entities to disclose their material accounting policy information rather than their significant accounting policies, these relate to general amendments that are narrow-scope changes to update, simplify or clarify sections and wording of the standards. None of these have a material impact on the University's financial statements.

#### (f) New accounting standards and interpretations

The following standards have been issued but are not mandatory for 31 December 2023 reporting periods. The University has elected not to early adopt any of these standards. The University's assessment of the impact of these new Standards and Interpretations is set out below:

Standard/Amendment	Application date	Implications
AASB 2020-1 - Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current – Amendments to AASB101	1 Jan 2024	See comments below
AASB 2023-1 - Supplier Finance Arrangements	1 Jan 2024	Minimal or no impact
AASB 2022-6 Non-current Liabilities with Covenants	1 Jan 2024	Minimal or no impact
AASB 2022-9 Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector	1 Jan 2027	See comments below
AASB 2022-10 - Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities	1 Jan 2024	See comments below
AASB 2022-5 - Lease Liability in a Sale and Leaseback - Amendments to AASB 16	1 Jan 2024	See comments below

AASB 2020-1 'Amendments to Australian Accounting Standards - Classification of Liabilities as Current or Non-current' comes into effect for reporting periods beginning on or after 1 January 2024. The standard amends AASB 101 to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current. Under this standard, a liability will be classified as non-current if an entity has the right at the end of the reporting period to defer settlement for at least 12 months after the reporting period. We have assessed the University's liabilities and assess that the standard does not have a material impact on the financial statements.

AASB 2022-9 'Amendments to Australian Accounting Standards - Insurance Contracts in the Public Sector' makes public-sector-specific modifications to AASB 17 and defers its application for public sector entities to 1 July 2026. The amendment will not have a material impact on future financial statements.

AASB 2022-10 applies to annual periods beginning on or after 1 January 2024. This standard amends AASB 13 Fair Value Measurement for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows. This standard also adds implementation advice and relevant illustrative examples for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows. This amendment will not have a material impact on future financial statements.

# Charles Sturt University

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## Notes to the consolidated financial statements

31 December 2023

### 1 Summary of material accounting policies (continued)

#### (f) New accounting standards and interpretations (continued)

AASB 2022-5 applies to annual periods beginning on or after 1 January 2024, and applies retrospectively. The University has not opted to adopt this standard early.

The University will be impacted by amendments related to AASB 2022-5 as it has lease obligations of \$59.9 million classified as seller-lessee as at 31 December 2023. The financial impact is dependent on the timing and conditions of lease contracts and the rate at which contract conditions are satisfied. It is not possible to estimate the impact of these changes on the University's financial results given the number and nature of the variables.

#### (g) Restatement of receivables and contract assets

The University has adjusted the comparative for current receivables for the contract assets component contained therein, which is a separate disclosure on the Statement of Financial Position according to the mandatory disclosures required by the Department. The changes are summarised in the table below for the consolidated and parent entities.

Extract from the Statement of Financial Position	Consolidated			Parent		
	Balance 31/12/2022 \$'000	Inc/(Dec) \$'000	Restated balance 31/12/2022 \$'000	Balance 31/12/2022 \$'000	Inc/(Dec) \$'000	Restated balance 31/12/2022 \$'000
<b>Current assets</b>						
Receivables	68,302	(2,588)	65,714	65,714	-	65,714
Contract assets	-	2,588	2,588	2,588	-	2,588
Total	<b>68,302</b>	<b>-</b>	<b>68,302</b>	<b>68,302</b>	<b>-</b>	<b>68,302</b>



## Notes to the consolidated financial statements

31 December 2023

### 2 Australian Government financial assistance including Australian Government loan programs

Notes	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000

#### a) Commonwealth Grants Scheme and Other Grants

Commonwealth Grants Scheme * Indigenous, Regional and Low-SES Attainment Fund	198,574	191,060	198,574	191,060
National Priorities and Industry Linkage Fund	12,469	10,324	12,469	10,324
Higher Education Disability Support Program	4,960	4,793	4,960	4,793
<b>Total Commonwealth Grants Scheme and Other Grants</b>	<b>291</b>	<b>172</b>	<b>291</b>	<b>172</b>
38(a)	<b>216,294</b>	<b>206,349</b>	<b>216,294</b>	<b>206,349</b>

*\*Includes the Higher Education Participation Program, and Regional Loading*

#### b) Higher Education Loan Programs

HECS - HELP	96,284	92,882	96,284	92,882
FEE - HELP	24,523	35,083	24,523	35,083
SA-HELP	1,521	1,591	1,521	1,591
<b>Total Higher Education Loan Programmes</b>	<b>122,328</b>	<b>129,556</b>	<b>122,328</b>	<b>129,556</b>
38(b)				

#### c) Education Research Grants

Research Support Program	2,505	2,164	2,505	2,164
Research Training Scheme	4,643	4,490	4,643	4,490
<b>Total Education Research Grants</b>	<b>7,148</b>	<b>6,654</b>	<b>7,148</b>	<b>6,654</b>
38(c)				

#### d) Australian Research Council Grants

##### (i) Discovery Grants

Discovery	236	140	236	140
<b>Total Australian Research Council</b>	<b>236</b>	<b>140</b>	<b>236</b>	<b>140</b>
38(e)				

**Notes to the consolidated financial statements**

**31 December 2023**

**2 Australian Government financial assistance including Australian Government loan programs (continued)**

Notes	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>e) Other Australian Government Financial Assistance - Non-capital</b>				
Non-capital	<b>5,098</b>	2,275	<b>5,098</b>	2,275
ATAS and AFB Schemes	<b>623</b>	472	<b>623</b>	472
University Dept of Rural Health Grants	<b>7,215</b>	4,657	<b>7,215</b>	4,657
DAWE Funding	<b>3,875</b>	1,209	<b>3,875</b>	1,209
Biosecurity Training	<b>4,209</b>	2,065	<b>4,209</b>	2,065
Drought Hub	<b>1,685</b>	2,063	<b>1,685</b>	2,063
**Water Engineering and River Management Hub	<b>2,642</b>	645	<b>2,642</b>	645
Australian Government Research Grants	<b>10,024</b>	7,646	<b>10,024</b>	7,646
<b>Other assistance</b>	<b>35,371</b>	21,032	<b>35,371</b>	21,032
<b>f) Total Australian Government Financial Assistance</b>				
Reconciliation				
Australian Government Grants (a,b,c,d,e,f above)	<b>259,049</b>	234,175	<b>259,049</b>	234,175
HECS - HELP	<b>96,284</b>	92,882	<b>96,284</b>	92,882
FEE - HELP	<b>24,523</b>	35,083	<b>24,523</b>	35,083
SA-HELP	<b>1,521</b>	1,591	<b>1,521</b>	1,591
<b>Total Australian Government Financial Assistance</b>	<b>381,377</b>	363,731	<b>381,377</b>	363,731

*\*\*In 2022, Water Engineering and River Management Hub was previously reported at 2(c) Education Research Grants*

## **Notes to the consolidated financial statements**

**31 December 2023**

### **2 Australian Government financial assistance including Australian Government loan programs (continued)**

#### **Research**

Revenue recognition for research funding is dependent upon source of the funding and the nature of the transaction. Research grants that are considered to be within the scope of AASB 15 Revenue from Contracts with Customers meet the enforceability criteria due to the existence of refund clauses in the agreements with the grantor and the promises to transfer goods or services are sufficiently specific.

Depending on the nature of the promise, the University either recognises revenue at a point in time when the promise is delivered (e.g. when the research findings are published) or recognises revenue over time as the service is performed. Generally, research contract revenue is recognised over time using an input methodology, being expenditure incurred to date for the project.

The following specific research revenue recognition criteria have been applied:

- Funding received from Australian Research Council "ARC" is recognised over time as the research activities are performed;
- Funding received from the Department of Education: The University receives funding in relation to the Research Training Program ("RTP") and Research Support Program ("RSP"), this is recognised immediately when the University has the contractual right to receive the grant under AASB 1058; and
- Funding received from non-government entities is recognised over time as the University satisfies a performance obligation by transferring a promised good or service.

#### **Other Grants**

Revenue recognition for other non-research funding is determined by reference to the specific contract terms including enforceability and existence of sufficiently specific performance obligations. Where the funding has been determined to not meet this criteria, the revenue is recognised upon receipt under AASB 1058.

Capital Grants are recognised in accordance with AASB 1058 Income of not-for-profit entities and treated as a contract liability upon receipt. At the point in time where the performance obligations have been met, the revenue is recognised and the liability is extinguished.

# Charles Sturt University

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## Notes to the consolidated financial statements

31 December 2023

### 3 State government financial assistance

Government grants were received during the reporting period for the following purposes:

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
<b>Non-capital</b>				
NSW State Government	3,503	2,519	3,503	2,519
<b>Total State Government financial assistance</b>	<b>3,503</b>	<b>2,519</b>	<b>3,503</b>	<b>2,519</b>

**Notes to the consolidated financial statements**

**31 December 2023**

**4 Fees and charges**

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
<b>Course Fees and Charges</b>				
Fee-paying onshore overseas students	13,112	15,180	13,112	15,180
Fee-paying offshore overseas students	14,343	13,538	14,343	13,538
Continuing education	500	1,006	500	1,006
Fee-paying domestic postgraduate students	12,647	14,591	12,647	14,591
Fee-paying domestic undergraduate students	852	1,303	852	1,303
<b>Total Course Fees and Charges</b>	<b>41,454</b>	<b>45,618</b>	<b>41,454</b>	<b>45,618</b>
<b>Other Non-Course Fees and Charges</b>				
Student accommodation	18,871	16,848	18,871	16,848
Conferences / function charges	726	642	726	642
Other student fees	1,500	1,170	1,500	1,170
Fees for services rendered	7,945	9,275	6,831	8,373
Parking fees	1	2	1	2
Memberships	516	120	516	120
Other fees	965	1,365	965	1,365
Student Services and Amenities Fees from students	3,335	3,269	3,335	3,269
<b>Total Other Fees and Charges</b>	<b>33,859</b>	<b>32,691</b>	<b>32,745</b>	<b>31,789</b>
<b>Total Fees and Charges</b>	<b>75,313</b>	<b>78,309</b>	<b>74,199</b>	<b>77,407</b>

Fees and charges are recognised as income in the year of receipt, as long as the courses to which the fees relate have been delivered. If the fees and charges relate to courses to be held in future periods, and/or if there is a remaining enforceable performance obligation, the revenue received is treated a contract liability. Fees and charges relating to debtors are recognised as revenue in the year to which the prescribed course relates.

When the course or training has been paid in advance the University recognises a contract liability, until the service is provided.



## Notes to the consolidated financial statements

31 December 2023

### 5 Investment income/(loss)

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
Net fair value gains (losses)	7,499	(45,315)	6,661	(42,296)
Interest income	8,267	2,991	8,165	2,976
Dividend income	11,528	12,115	10,307	11,143
Dividend income - EAL derecognition <sup>1</sup>	(22,759)	-	(22,759)	-
<b>Total investment income / (loss)</b>	<b>4,535</b>	<b>(30,209)</b>	<b>2,374</b>	<b>(28,177)</b>

<sup>1</sup>Dividend income was first recognised in 2021 for \$22.759M relating to the in-specie distribution from Education Australia Limited.

Investment income is recognised as it is earned.

#### Interest

For all financial instruments measured at amortised cost and debt instruments measured at fair value through other comprehensive income, interest income is recorded using the effective interest rate (EIR). The EIR is the rate that exactly discounts the estimated future cash receipts over the expected life of the financial instrument or a shorter period, where appropriate, to the net carrying amount of the financial asset. Interest income is included in net investment income in the income statement.

#### Dividends

Revenue is recognised when (a) the University's right to receive the payment is established, which is generally when shareholders approve the dividend, (b) it is probable that the economic benefits associated with the dividend will flow to the entity; and (c) the amount of the dividend can be measured reliably.

The franking credit receivable of \$22.759m, first recognised in 2021 upon receipt of dividends arising from an in-specie share allocation from Education Australia Limited has been derecognised. Derecognition responds to the ATO's notice of assessment in October 2023 citing section 207-122(b)(i) of the Income Tax Assessment Act 1997 to not recognise the eligibility for franking credits arising from the transaction. The University has lodged an objection to the ATO notice of assessment.

### 6 Royalties, trademarks and licences

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
Royalties, trademarks and licences	3	1	3	1
<b>Total royalties, trademarks and licences</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>1</b>

## Notes to the consolidated financial statements

31 December 2023

### 7 Consultancy and contracts

	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
Consultancy	680	106	680	106
Contract research	391	203	391	203
Other contract revenue	74	229	74	229
NSW Police contract scholarship	1,227	1,621	1,227	1,621
<b>Total consultancy and contracts</b>	<b>2,372</b>	<b>2,159</b>	<b>2,372</b>	<b>2,159</b>

Consultancy revenue is recognised in the period in which the service is provided, having regard to the stage of completion of the service.

### 8 Other revenue and income

	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
Donations and bequests	752	2,365	653	358
Scholarships and prizes	2,893	1,829	982	803
Non-government grants	6,098	4,100	6,098	4,100
Other revenue	6	59	6	59
Sale of inventory	4,469	5,272	4,469	5,272
Commissions	245	239	245	239
Rental	1,593	1,694	1,593	1,694
Reimbursements	4,198	1,993	4,198	1,993
Miscellaneous sales	1,968	2,108	1,968	2,108
Subscriptions	2	2	2	2
<b>Total other revenue and income</b>	<b>22,224</b>	<b>19,661</b>	<b>20,214</b>	<b>16,628</b>

Other revenue is recognised when the goods or services are provided.

#### Bequests and Donations

Bequests and donations are recognised on receipt as there are no enforceable contracts entered into or sufficiently specific performance obligations between the University and the donor.

#### Accounting for leases - CSU as lessor

The University recognises lease payments received under operating leases as income on a straight-line basis over the lease term as part of other revenue and income.

#### Revenue recognition

The University recognises revenue under AASB15 where the criteria pertaining to performance obligations set out in each contract is met. Revenue accounted for under AASB15 and not expended, is treated as a contract liability (Note 25).

**Notes to the consolidated financial statements**

**31 December 2023**

**9 Employee related expenses**

	Consolidated		Parent		
	Notes	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Academic staff</b>					
Salaries		117,895	106,526	117,895	106,526
Contributions to superannuation and pension schemes		20,175	16,493	20,175	16,493
Payroll tax		7,572	5,788	7,572	5,788
Worker's compensation		937	1,412	937	1,412
Long service leave expense		4,128	1,368	4,128	1,368
Annual leave		8,199	7,525	8,199	7,525
<b>Total academic staff</b>		<b>158,906</b>	<b>139,112</b>	<b>158,906</b>	<b>139,112</b>
<b>Non-academic staff</b>					
Salaries		135,918	124,124	129,237	118,358
Contributions to superannuation and pension schemes		23,601	20,515	22,849	19,868
Payroll tax		10,361	8,119	9,983	7,792
Worker's compensation		1,586	1,953	1,220	1,641
Long service leave expense		5,006	1,985	4,991	1,987
Annual leave		10,369	9,703	9,956	9,340
<b>Total non-academic staff</b>		<b>186,841</b>	<b>166,399</b>	<b>178,236</b>	<b>158,986</b>
<b>Total employee related expenses</b>		<b>345,747</b>	<b>305,511</b>	<b>337,142</b>	<b>298,098</b>

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## Notes to the consolidated financial statements

31 December 2023

### 10 Depreciation and amortisation

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
<b>Depreciation</b>				
Buildings	35,246	31,977	35,246	31,977
Right of use assets	3,876	4,239	3,876	4,239
Library collection	138	169	138	169
Plant and equipment	4,155	4,488	4,127	4,456
Infrastructure	3,092	2,831	3,092	2,831
Motor vehicles	71	128	71	128
Leasehold improvements	328	299	328	299
<b>Total depreciation</b>	<b>46,906</b>	<b>44,131</b>	<b>46,878</b>	<b>44,099</b>
<b>Amortisation</b>				
Computer software	37	72	37	72
<b>Total amortisation</b>	<b>37</b>	<b>72</b>	<b>37</b>	<b>72</b>
<b>Total depreciation and amortisation</b>	<b>46,943</b>	<b>44,203</b>	<b>46,915</b>	<b>44,171</b>

### 11 Repairs and maintenance

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
Repairs and maintenance	16,775	10,300	16,759	10,262

### 12 Borrowing costs

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
Interest expense on financial liabilities	2,998	1,458	2,998	1,458
Interest expense on lease liabilities	3,550	1,470	3,550	1,470
<b>Total borrowing costs expensed</b>	<b>6,548</b>	<b>2,928</b>	<b>6,548</b>	<b>2,928</b>

Borrowing costs incurred for the construction of any qualifying asset are expensed in the period in which they are incurred regardless of how the borrowings are applied. Finance charges in respect of leases are included in the definition of borrowing costs. For finance charges on lease liabilities, refer to Note 23 which details the policy for lease accounting where the University is the lessee.

## Notes to the consolidated financial statements

31 December 2023

### 13 Impairment of assets

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
Impairment of receivables	616	(285)	616	(285)
Impairment of fixed assets	-	46	-	46
<b>Total impairment of assets</b>	<b>616</b>	<b>(239)</b>	<b>616</b>	<b>(239)</b>

### 14 Other expenses

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
Advertising, marketing and promotional expenses	5,135	6,660	5,122	6,648
Audit fees, bank charges, legal costs, insurance and taxes	4,932	4,795	4,843	4,756
Cleaning	9,100	7,829	9,100	7,829
Conferences and seminars	296	364	295	363
Consultants	10,784	8,086	10,707	8,014
Consumables and administration	3,827	3,147	3,642	2,942
Contract tuition services	15,927	20,167	15,927	20,167
Contracts	14,137	10,597	14,134	10,582
Cost of goods sold	5,878	4,999	5,878	4,999
Electronic information resources	6,911	6,631	6,911	6,631
Equipment services	700	1,555	700	1,555
Membership fees	1,920	1,683	1,913	1,666
Non-capitalised equipment	5,864	3,287	5,819	3,264
Operating lease and rental expenses	1,239	2,111	1,203	2,084
Other expenses	8,691	9,747	17,100	16,962
Printing and stationery	750	598	730	588
Publications and general resources	230	252	230	252
Scholarships, grants and prizes	18,904	13,452	17,002	11,820
Student placement fees	4,083	2,937	4,083	2,937
Systems licence fees	15,473	13,818	15,468	13,813
Telecommunications	2,183	1,824	2,176	1,818
Travel, staff development and entertainment	8,965	6,052	8,963	6,052
Utilities	8,458	8,093	8,458	8,093
<b>Total other expenses</b>	<b>154,387</b>	<b>138,684</b>	<b>160,404</b>	<b>143,835</b>



**Notes to the consolidated financial statements**

**31 December 2023**

**15 Cash and cash equivalents**

	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
Cash at bank	6,330	(14,000)	2,999	(18,313)
Cash on hand	2	2	2	2
Deposits at call	81,492	40,633	80,759	39,060
<b>Total cash and cash equivalents</b>	<b>87,824</b>	<b>26,635</b>	<b>83,760</b>	<b>20,749</b>

**(a) Cash and bank and on hand**

Cash in operating accounts earned interest at the rate of 1.60% to 3.70% (2022: 0% to 2.45%).

**(b) Deposits at call**

The deposits are at floating interest rates between 2.00% and 4.47% (2022: 0.10% and 3.10%).

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.

**Notes to the consolidated financial statements**

**31 December 2023**

**16 Receivables and contract assets**

	Notes	Consolidated		Parent	
		2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Current assets</b>					
Non-student debtors		13,120	8,801	13,120	8,636
Student debtors		2,434	2,446	2,434	2,446
Less: provision for impairment		(1,139)	(632)	(1,139)	(632)
		<b>14,415</b>	10,615	<b>14,415</b>	10,450
Accrued income		4,514	5,235	4,397	5,151
Deferred government benefit for superannuation	34	23,776	20,905	23,776	20,905
Other debtors		5,951	28,959	5,716	28,893
<b>Total current receivables</b>		<b>48,656</b>	65,714	<b>48,304</b>	65,399
<b>Non-current</b>					
Deferred government benefit for superannuation	34	280,970	294,015	280,970	294,015
<b>Total non-current receivables</b>		<b>280,970</b>	294,015	<b>280,970</b>	294,015
<b>Total receivables</b>		<b>329,626</b>	359,729	<b>329,274</b>	359,414

	Notes	Consolidated		Parent	
		2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Contract assets - current</b>					
Contract assets		2,356	2,588	2,356	2,588
		<b>2,356</b>	2,588	<b>2,356</b>	2,588

As at 31 December 2023 the University has contract assets of \$2,356,353 (2022: \$2,588,306). There was no allowance for expected credit losses in relation to contract assets as the University does not expect to incur any credit losses in relation to contract assets.

**Classification and measurement**

Trade receivables are held to collect contractual cash flows and give rise to cash flows representing solely payments of principal and interest. At initial recognition trade receivables are measured at their transaction price and subsequently these are classified and measured as debt instruments at amortised cost. Trade receivables are due for settlement no more than 30 days from the date of recognition.

## Notes to the consolidated financial statements

31 December 2023

### 16 Receivables and contract assets (continued)

#### Impairment

For trade receivables and contract assets the University applies a simplified approach in calculating expected credit losses (ECLs). The University recognises a loss allowance based on lifetime ECLs at each reporting date. The University has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

A provision for impairment of trade receivables is reviewed and adjusted each reporting period to reflect the change in the risk of a default occurring over the expected life of the debt in accordance with AASB 9.5.5 (Financial Instruments - Impairment).

The assessment factors include for non-student debtors:

- Communications with the debtor and with the relevant internal sections of the University
- Information on the debtor that is widely available
- Age of debtor

These assessment factors include for student debtors:

- Student's progress with studies
- Types of grades and submission of assignments
- Communications with the student

#### (a) Impairment of receivables

As at 31 December 2023 current receivables of the Charles Sturt University with a value of \$1,138,955 (2022: \$631,914) were impaired. The amount of the provision was \$1,138,955 (2022: \$631,914). The ageing of these receivables is as follows:

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000

#### Current Receivables

0-3 months	23	6	23	6
3 to 6 months	152	41	152	41
Over 6 months	964	585	964	585
	<b>1,139</b>	<b>632</b>	<b>1,139</b>	<b>632</b>

As at 31 December 2023 current receivables of \$13,885,794 (2022: \$9,629,763) were past due but not impaired. These relate to a number of independent customers. The ageing analysis of these receivables is as follows:

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000

#### Trade Receivables

Between 0-3 months	12,479	7,960	12,479	7,960
Between 3 to 6 months	873	859	873	859
Over 6 months	534	811	534	811
	<b>13,886</b>	<b>9,630</b>	<b>13,886</b>	<b>9,630</b>

# Charles Sturt University

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## Notes to the consolidated financial statements

31 December 2023

### 16 Receivables and contract assets (continued)

(a) Impairment receivables (continued)

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000

**Movements in the provision for impaired receivables are as follows:**

At 1 January	632	1,374	632	1,374
Provision for impairment recognised during the year	594	(286)	594	(286)
Receivables written off during the year as uncollectable	(87)	(456)	(87)	(456)
<b>As at 31 December</b>	<b>1,139</b>	<b>632</b>	<b>1,139</b>	<b>632</b>

**Notes to the consolidated financial statements**

**31 December 2023**

**17 Inventories**

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000

**Current**

Winery inventory held for sale	54	29	54	29
Mixed farm inventory held for sale	2,286	3,121	2,286	3,121
Other inventory held for distribution	943	986	943	986
<b>Total inventories</b>	<b>3,283</b>	<b>4,136</b>	<b>3,283</b>	<b>4,136</b>

*(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 their weighted average costs. Costs of purchased inventory are determined after deducting rebates and discounts. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

*(ii) Inventories held for distribution*

The University holds inventories for distribution in the future for no or nominal consideration. The future economic benefit or service potential of the inventory is reflected by the amount the University would need to pay to acquire the economic benefit or service potential if it were necessary to achieve the University's objectives. Where the economic benefit or service potential cannot be acquired in a market, the replacement cost is estimated. If the purpose of the inventory changes it will be measured as per (i). Net realisable value is estimated using the most reliable evidence available at the reporting date and inventory is written down for obsolescence if necessary.



## Notes to the consolidated financial statements

31 December 2023

### 18 Other financial assets

	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Current</b>				
Other financial assets at amortised cost	40,000	135,000	40,000	135,000
<b>Non-current</b>				
Financial assets at fair value through OCI	9,569	8,937	9,569	8,937
Financial assets at fair value through P&L	324,392	332,495	298,506	311,136
Amortised cost financial assets	1,086	-	1,086	-
<b>Total non-current other financial assets</b>	<b>335,047</b>	<b>341,432</b>	<b>309,161</b>	<b>320,073</b>
<b>Total other financial assets</b>	<b>375,047</b>	<b>476,432</b>	<b>349,161</b>	<b>455,073</b>

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

Financial assets comprising bonds, unit trusts, and marketable securities are included in this category unless they meet the definition of financial assets at amortised cost or financial assets at fair value through other comprehensive income. They are included in non-current assets unless the maturity date of the asset is within twelve months of the reporting date. Financial assets at fair value through profit or loss are initially recognised at fair value, with subsequent increases or decreases in fair value recognised in profit or loss in the 'Investment revenue and income' line (Note 5).

(ii) *Financial assets at amortised cost*

Financial assets held for the objective of collecting contractual inflows on specific dates and those cash flows are generally in the form of principal and/or interest are measured at amortised cost. They are included in current assets, except for those with maturities greater than 12 months after the reporting date which are classified as non-current assets.

(iii) *Financial assets at fair value through other comprehensive income (FVOCI)*

On initial recognition, the University may make an irrevocable election (on an instrument-by-instrument basis) to designate investments in equity instruments as at FVOCI. Financial Assets comprising debt or equity instruments that are not held for trading are included in this category. This includes the university's investment in Education Australia Ltd (EAL), AARNet Pty Ltd, and Uniprojects Pty Ltd. Investments in equity instruments at FVOCI are initially measured at fair value plus transaction costs. Subsequently, they are measured at fair value with gains and losses arising from changes in fair value recognised in other comprehensive income and accumulated in the investments revaluation reserve. The cumulative gain or loss is not reclassified to profit or loss on disposal of the equity investments, instead, it is transferred to retained earnings.

Dividends on these investments in equity instruments are recognised in the income statement in accordance with AASB 9, unless the dividends clearly represent a recovery of part of the cost of the investment. Dividends are included in the 'Investment revenue' line in the Income Statement and in the 'Dividend income' line item in Note 5.

(iv) *Impairment of financial assets*

The University recognises a loss allowance for expected credit losses on investments in debt instruments that are measured at amortised cost or at FVOCI. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial instrument. The University recognises lifetime ECL when there has been a significant increase in credit risk since initial recognition. However, if the credit risk on the financial instrument has not increased significantly since initial recognition, the University measures the loss allowance for that financial instrument at an amount equal to 12-month ECL. Lifetime ECL represents the expected credit losses that will result from all possible default events over the expected life of a financial instrument. In contrast, 12-month ECL represents the portion of lifetime ECL that is expected to result from default events on a financial instrument that are possible within 12 months after the reporting date.

# Charles Sturt University

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## Notes to the consolidated financial statements

31 December 2023

### 19 Property, plant and equipment

	2023									
	Consolidated									
	Construction in progress \$'000	Land \$'000	Freehold buildings \$'000	Leasehold improve- ments \$'000	Plant and equipment \$'000	Other Plant and equipment \$'000	Library \$'000	Infras- tructure \$'000	Right of Use Leased Assets \$'000	Total \$'000
<b>At 1 January 2023</b>										
Cost	3,446				83,669	1,226	31,377		53,016	172,734
Valuation		69,080	807,496	1,883		4,170		87,209	13,990	983,828
Accumulated depreciation			(72,085)	(674)	(72,733)	(988)	(30,999)	(6,296)	(21,136)	(204,911)
<b>Net book amount</b>	<b>3,446</b>	<b>69,080</b>	<b>735,411</b>	<b>1,209</b>	<b>10,936</b>	<b>4,408</b>	<b>378</b>	<b>80,913</b>	<b>45,870</b>	<b>951,651</b>
<b>Year ended 31 December 2023</b>										
Opening net book amount	3,446	69,080	735,411	1,209	10,936	4,408	378	80,913	45,870	951,651
Additions	15,584	-	-	-	13,735	1,603	169	28	16,928	48,047
Disposals	-	-	(307)	-	(70)	(41)	-	-	(128)	(546)
Depreciation charge	-	-	(35,247)	(328)	(4,153)	(72)	(135)	(3,092)	(3,876)	(46,903)
Revaluation surplus	-	10,512	36,605	316	-	-	-	5,721	301	53,455
Transfers	(8,738)	-	5,520	-	794	-	-	2,424	-	-
Write-off to profit and loss	(4)	-	-	-	-	-	-	-	-	(4)
Impairment Losses	-	-	(820)	-	-	-	-	-	-	(820)
Remeasurement	-	-	-	-	-	-	-	-	14,462	14,462
<b>Closing net book amount</b>	<b>10,288</b>	<b>79,592</b>	<b>741,162</b>	<b>1,197</b>	<b>21,242</b>	<b>5,898</b>	<b>412</b>	<b>85,994</b>	<b>73,557</b>	<b>1,019,342</b>
<b>At 31 December 2023</b>										
Cost	10,288	-	-	-	92,783	2,559	31,546	-	74,854	212,030
Valuation	-	79,592	848,329	2,199	-	4,203	-	95,382	14,290	1,043,995
Accumulated depreciation and impairment	-	-	(107,167)	(1,002)	(71,541)	(864)	(31,134)	(9,388)	(15,587)	(236,683)
<b>Net book amount</b>	<b>10,288</b>	<b>79,592</b>	<b>741,162</b>	<b>1,197</b>	<b>21,242</b>	<b>5,898</b>	<b>412</b>	<b>85,994</b>	<b>73,557</b>	<b>1,019,342</b>

# Charles Sturt University

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## Notes to the consolidated financial statements

31 December 2023

### 19 Property, plant and equipment (continued)

2022	Consolidated									
	Construction in progress \$'000	Land buildings \$'000	Freehold buildings \$'000	Leasehold buildings \$'000	Plant and equipment \$'000	Other Plant and equipment \$'000	Library \$'000	Infra- structure \$'000	Right of Use Leased Assets \$'000	Total \$'000
<b>At 1 January</b>										
<b>2022</b>										
Cost	1,264	-	-	-	80,576	6,808	31,307	-	51,421	171,376
Valuation	-	62,474	766,659	1,804	-	1,064	-	79,120	12,421	923,542
Accumulated depreciation	-	-	(40,118)	(300)	(69,703)	(2,464)	(30,829)	(3,464)	(16,972)	(163,850)
<b>Net book amount</b>	<b>1,264</b>	<b>62,474</b>	<b>726,541</b>	<b>1,504</b>	<b>10,873</b>	<b>5,408</b>	<b>478</b>	<b>75,656</b>	<b>46,870</b>	<b>931,068</b>
<b>Year ended 31</b>										
<b>December</b>										
<b>2022</b>										
Opening net book amount	1,264	62,474	726,541	1,504	10,873	5,408	478	75,656	46,870	931,068
Additions	4,236	-	998	-	4,261	192	69	-	614	10,370
Disposals	-	-	-	-	(21)	(1,064)	-	-	-	(1,085)
Transfers - At value	-	-	(311)	-	311	-	-	-	-	-
Revaluation surplus	-	6,606	39,113	4	-	-	-	7,333	1,594	54,650
Transfers	(2,046)	-	1,290	-	-	-	-	756	-	-
Depreciation charge	-	-	(31,977)	(299)	(4,488)	(128)	(169)	(2,832)	(4,239)	(44,132)
Impairment loss	-	-	(46)	-	-	-	-	-	-	(46)
Write-off to profit and loss	(8)	-	(197)	-	-	-	-	-	-	(205)
Remeasurement	-	-	-	-	-	-	-	-	1,031	1,031
<b>Closing net book amount</b>	<b>3,446</b>	<b>69,080</b>	<b>735,411</b>	<b>1,209</b>	<b>10,936</b>	<b>4,408</b>	<b>378</b>	<b>80,913</b>	<b>45,870</b>	<b>951,651</b>
<b>At 31</b>										
<b>December</b>										
<b>2022</b>										
Cost	3,446	-	-	-	83,669	1,226	31,377	-	53,016	172,734
Valuation	-	69,080	807,496	1,883	-	4,170	-	87,209	13,990	983,828
Accumulated depreciation	-	-	(72,085)	(674)	(72,733)	(988)	(30,999)	(6,296)	(21,136)	(204,911)
<b>Net book amount</b>	<b>3,446</b>	<b>69,080</b>	<b>735,411</b>	<b>1,209</b>	<b>10,936</b>	<b>4,408</b>	<b>378</b>	<b>80,913</b>	<b>45,870</b>	<b>951,651</b>

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## Notes to the consolidated financial statements

31 December 2023

### 19 Property, plant and equipment (continued)

2023	Parent									
	Construction in progress	Land	Freehold buildings	Leasehold improvements	Plant and equipment	Other Plant and equipment	Library	Infras-structure	Right of Use Leased Assets	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>At 1 January 2023</b>										
Cost	3,446	-	-	-	83,466	1,166	31,377	-	53,016	172,471
Valuation	-	69,080	807,496	1,883	-	4,170	-	87,209	13,990	983,828
Accumulated depreciation	-	-	(72,085)	(674)	(72,599)	(928)	(30,999)	(6,296)	(21,136)	(204,717)
<b>Net book amount</b>	<b>3,446</b>	<b>69,080</b>	<b>735,411</b>	<b>1,209</b>	<b>10,867</b>	<b>4,408</b>	<b>378</b>	<b>80,913</b>	<b>45,870</b>	<b>951,582</b>
<b>Year ended 31 December 2023</b>										
Opening net book amount	3,446	69,080	735,411	1,209	10,867	4,408	378	80,913	45,870	951,582
Additions	15,584	-	-	-	13,646	1,603	169	28	16,928	47,958
Disposals	-	-	(307)	-	(70)	(41)	-	-	(128)	(546)
Depreciation charge	-	-	(35,247)	(328)	(4,125)	(72)	(135)	(3,092)	(3,876)	(46,875)
Revaluation surplus	-	10,512	36,605	316	-	-	-	5,721	301	53,455
Transfers	(8,738)	-	5,520	-	794	-	-	2,424	-	-
Write-off to profit and loss	(4)	-	-	-	-	-	-	-	-	(4)
Impairment losses	-	-	(820)	-	-	-	-	-	-	(820)
Remeasurement	-	-	-	-	-	-	-	-	14,462	14,462
<b>Closing net book amount</b>	<b>10,288</b>	<b>79,592</b>	<b>741,162</b>	<b>1,197</b>	<b>21,112</b>	<b>5,898</b>	<b>412</b>	<b>85,994</b>	<b>73,557</b>	<b>1,019,212</b>
<b>At 31 December 2023</b>										
Cost	10,288	-	-	-	92,491	2,499	31,546	-	74,854	211,678
Valuation	-	79,592	848,329	2,199	-	4,203	-	95,382	14,290	1,043,995
Accumulated depreciation and impairment	-	-	(107,167)	(1,002)	(71,379)	(804)	(31,134)	(9,388)	(15,587)	(236,461)
<b>Net book amount</b>	<b>10,288</b>	<b>79,592</b>	<b>741,162</b>	<b>1,197</b>	<b>21,112</b>	<b>5,898</b>	<b>412</b>	<b>85,994</b>	<b>73,557</b>	<b>1,019,212</b>

# Charles Sturt University

ABN: 83 878 708 551

## Notes to the consolidated financial statements

31 December 2023

### 19 Property, plant and equipment (continued)

2022	Parent									Total \$'000
	Construction in progress \$'000	Land \$'000	Freehold buildings \$'000	Leasehold buildings \$'000	Plant and equipment \$'000	Other Plant and equipment \$'000	Library \$'000	Infras- tructure \$'000	Right of Use Leased Assets \$'000	
<b>At 1 January 2022</b>										
Cost	1,264	-	-	-	80,396	6,747	31,307	-	51,421	171,135
Valuation	-	62,474	766,659	1,804	-	1,065	-	79,120	12,421	923,543
Accumulated depreciation	-	-	(40,118)	(300)	(69,600)	(2,404)	(30,829)	(3,464)	(16,972)	(163,687)
<b>Net book amount</b>	<b>1,264</b>	<b>62,474</b>	<b>726,541</b>	<b>1,504</b>	<b>10,796</b>	<b>5,408</b>	<b>478</b>	<b>75,656</b>	<b>46,870</b>	<b>930,991</b>
<b>Year ended 31 December 2022</b>										
Opening net book amount	1,264	62,474	726,541	1,504	10,796	5,408	478	75,656	46,870	930,991
Additions	4,236	-	998	-	4,237	192	69	-	614	10,346
Disposals	-	-	-	-	(21)	(1,064)	-	-	-	(1,085)
Transfers - At value	-	-	(311)	-	311	-	-	-	-	-
Depreciation charge	-	-	(31,977)	(299)	(4,456)	(128)	(169)	(2,832)	(4,239)	(44,100)
Revaluation surplus	-	6,606	39,113	4	-	-	-	7,333	1,594	54,650
Transfers	(2,046)	-	1,290	-	-	-	-	756	-	-
Write-off to profit and loss	(8)	-	(197)	-	-	-	-	-	-	(205)
Impairment loss	-	-	(46)	-	-	-	-	-	-	(46)
Remeasurement	-	-	-	-	-	-	-	-	1,031	1,031
<b>Closing net book amount</b>	<b>3,446</b>	<b>69,080</b>	<b>735,411</b>	<b>1,209</b>	<b>10,867</b>	<b>4,408</b>	<b>378</b>	<b>80,913</b>	<b>45,870</b>	<b>951,582</b>
<b>At 31 December 2022</b>										
Cost	3,446	-	-	-	83,466	1,166	31,377	-	53,016	172,471
Valuation	-	69,080	807,496	1,883	-	4,170	-	87,209	13,990	983,828
Accumulated depreciation	-	-	(72,085)	(674)	(72,599)	(928)	(30,999)	(6,296)	(21,136)	(204,717)
<b>Net book amount</b>	<b>3,446</b>	<b>69,080</b>	<b>735,411</b>	<b>1,209</b>	<b>10,867</b>	<b>4,408</b>	<b>378</b>	<b>80,913</b>	<b>45,870</b>	<b>951,582</b>

\* Plant and equipment includes all operational assets.

\*\*Other plant and equipment includes non-operational assets such as artworks and motor vehicles.



## Notes to the consolidated financial statements

31 December 2023

### 19 Property, plant and equipment (continued)

#### Asset Sales

Net realised gains/(losses) are included as income/(expenses) when control of the asset passes to the buyer.

#### Right-of-use assets

Right-of-use assets are measured at cost apart from those associated with concessionary leases which are measured at fair value - see section below. The cost basis for measurement includes:

- the amount of the initial measurement of the lease liability;
- any lease payment made, or before the commencement date, less any incentives received;
- any initial direct costs; and
- restoration costs.

Right-of-use assets are depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis.

Right-of-use assets recognised in respect of sale and leaseback transactions are initially measured at the retained portion of the previous carrying amount of the vehicles (i.e. at cost). Initial direct costs are included in the right-of-use asset to the extent that any exist.

#### Accounting for leases - University as lessee

In contracts where the University is a lessee, the University recognises a right-of-use asset and a lease liability at the commencement date of the lease, unless the short-term or low-value exemption is applied.

#### Concessionary and peppercorn leases

The University has a small number of concessionary leases (leased assets that arise from significantly below market leases). Where the University has a dependence on these concessionary leases to operate the University, and the assets have been previously disclosed at fair-value reflecting the past investment in improvements to these properties prior to the introduction of AASB 16 - Leases, these right-of-use assets are disclosed at fair value. All other concessionary leases are measured using the cost approach.

#### Valuation

Land, buildings, infrastructure, leasehold improvements and works of art contained within other property, plant and equipment 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.

Freehold land, buildings, infrastructure, leasehold improvements and works of art contained within other property, plant and equipment are valued at least every five years with assessments performed annually to ensure there are no material movements in the intervening years between full valuations in line with AASB116. Details of these valuations are as follows: Freehold land, buildings and infrastructure and leasehold improvements were revalued as at 30 September 2023 through full independent valuation by AssetVal Pty Ltd. Works of Art were revalued as at 31 December 2020 through independent valuation by Digby Hyles Fine Art Service, who is approved to value objects for the Australian Government's Cultural Gifts and Bequests Programs.

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 the income statement, the increase is first recognised in the income statement. 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.

Motor vehicles contained within 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. Cost 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.

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

**Notes to the consolidated financial statements**

**31 December 2023**

**19 Property, plant and equipment (continued)**

**Impairment**

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 asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal 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 inflows from other assets or groups of assets (cash generating units). Assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

**Depreciation**

The depreciation rates categories used for the library collection are shown below under library collections. In calculating the depreciation charge half of the rate is used in the first year of acquisition.

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

Useful life of asset classes	Consolidated and Parent	
	2023 Years	2022 Years
Buildings	10-80	10-80
Infrastructure	20-300	20-300
Computer software and equipment, commercial vehicles and small buses	4	4
Telephone installations, furniture and fittings, catering equipment and appliance, passenger vehicles, farm equipment	10	10
Library Collections		
- Periodicals	5	5
- Monographs and audio-visual materials	5	5

**(a) Right-of-use assets**

	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Right of Use Land</b>				
Opening balance	7,600	6,385	7,600	6,385
Revaluation deficit	(85)	1,215	(85)	1,215
<b>Net carrying value</b>	<b>7,515</b>	<b>7,600</b>	<b>7,515</b>	<b>7,600</b>
<b>Right of Use Buildings</b>				
Opening balance	37,495	40,198	37,495	40,198
Remeasurement	14,395	1,031	14,395	1,031
Revaluation surplus	353	349	353	349
Additions	16,892	-	16,892	-
Depreciation charge	(3,641)	(4,083)	(3,641)	(4,083)
Disposals	(64)	-	(64)	-
<b>Net carrying value</b>	<b>65,430</b>	<b>37,495</b>	<b>65,430</b>	<b>37,495</b>

## Notes to the consolidated financial statements

31 December 2023

### 19 Property, plant and equipment (continued)

#### (a) Right-of-use assets (continued)

	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Right of Use Plant &amp; Equipment</b>				
Opening balance	6	-	6	-
Additions	-	9	-	9
Depreciation charge	(6)	(3)	(6)	(3)
<b>Net carrying amount</b>	<b>-</b>	<b>6</b>	<b>-</b>	<b>6</b>
<b>Right of Use Other Plant &amp; Equipment</b>				
Opening balance	472	-	472	-
Additions	36	604	36	604
Depreciation charge	(209)	(132)	(209)	(132)
Remeasurement	67	-	67	-
Disposals	(64)	-	(64)	-
<b>Net carrying amount</b>	<b>302</b>	<b>472</b>	<b>302</b>	<b>472</b>
<b>Right of Use Infrastructure</b>				
Opening balance	297	287	297	287
Revaluation surplus	33	30	33	30
Depreciation charge	(20)	(20)	(20)	(20)
<b>Net carrying amount</b>	<b>310</b>	<b>297</b>	<b>310</b>	<b>297</b>
<b>Total Right of use assets</b>	<b>73,557</b>	<b>45,870</b>	<b>73,557</b>	<b>45,870</b>

#### Sale and Leaseback

During 2022, the University entered into a sale and leaseback arrangement in respect of a number of its owned motor vehicles. The University entered into the sale and leaseback arrangement following extensive analysis of existing fleet management arrangements. The University's analysis concluded that a sale and leaseback arrangement would unlock capital and provide the University with additional cash for application to strategic priority projects.

Motor vehicles subject to sale and leaseback have lease terms between 13 and 80 months and the university has no renewal or termination options. Lease payments are predominantly fixed. Variable lease payments may arise from excess kilometre usage, although it is the University's intention to manage vehicle usage in order to avoid payment of excess kilometre charges.

Accounting for a sale and leaseback transaction depends on whether the initial transfer of the assets to the lessor is a sale. The University applies AASB 15 to determine whether a sale has taken place, and specifically the requirements for determining when a performance obligation is satisfied. A sale would typically result if the lessor obtains control of the assets subject to the sale and leaseback arrangement.

If the transfer of the assets to the lessor is determined to be a sale, then the University would:

- derecognise the assets and apply lessee accounting in AASB 16 to the leaseback;
- measure the right-of-use asset at the retained portion of the previous carrying amount; and
- recognise only the amount of any gain or loss related to the rights transferred to the lessor.

If the transfer of the assets to the lessor is determined not to be a sale, then the University would:

- continue to recognise the assets as property, plant and equipment; and
- recognise a financial liability under AASB 9 for amounts received from the lessor.

**Notes to the consolidated financial statements**

**31 December 2023**

**20 Intangible assets**

	Consolidated		Parent	
	2023	2022	2023	2022
Notes	\$'000	\$'000	\$'000	\$'000
<b>Computer software</b>				
Cost	9,269	9,115	9,266	9,112
Accumulated amortisation and impairment	(9,024)	(8,988)	(9,022)	(8,986)
<b>Net carrying value</b>	<b>245</b>	<b>127</b>	<b>244</b>	<b>126</b>
<b>Total Intangibles</b>	<b>245</b>	<b>127</b>	<b>244</b>	<b>126</b>

**(a) Details of Intangible Assets**

2023	Consolidated	
	Computer software \$'000	Total \$'000

**Year ended 31 December 2023**

Opening balance as previously reported	127	127
Additions	155	155
Amortisation	(37)	(37)
<b>Closing value at 31 December 2023</b>	<b>245</b>	<b>245</b>

2022	Consolidated	
	Computer software \$'000	Total \$'000

**Year ended 31 December 2022**

<b>Opening net book amount</b>	201	201
Additions	-	-
Amortisation	(74)	(74)
<b>Closing value at 31 December 2022</b>	<b>127</b>	<b>127</b>

*(i) Research and development*

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

*(ii) Computer software*

Internal-use software is capitalised only when the amounts are greater than the Universities capitalisation threshold and they satisfy the conditions for capitalisation. Internal-use software is recognised at cost and amortised over the useful life of four years. This does not apply to Software-as-a-Service arrangements.

## Notes to the consolidated financial statements

31 December 2023

### 20 Intangible assets (continued)

(ii) *Computer software (continued)*

(iii) *Software-as-a-Service arrangements*

SaaS arrangements are arrangements in which the University does not control the underlying software used in the arrangement.

Where costs incurred to configure or customise SaaS arrangements result in the creation of a resource which is identifiable, and where the University has the power to obtain the future economic benefits flowing from the underlying resource and to restrict the access of others to those benefits, such costs are recognised as a separate intangible software asset and amortised over the useful life of the software on a straight-line basis. The amortisation period is reviewed at least at the end of each reporting period and any changes are treated as changes in accounting estimates.

Where costs incurred to configure or customise a SaaS arrangement do not result in the recognition of an intangible software asset, then those costs that provide the University with a distinct service (in addition to the SaaS access) are recognised as expenses when the supplier provides the services. When such costs incurred do not provide a distinct service, the costs are capitalised as a prepayment and are recognised as expenses over the duration of the SaaS contract. Previously, some costs had been capitalised as computer software intangible assets.

In the process of applying the University's accounting policy on configuration and customisation of costs incurred in implementing SaaS arrangements, management has made the following judgements which have the most significant effect on the amounts recognised in the consolidated financial statements.

*Determining whether cloud computing arrangements contain a software licence intangible asset*

The University evaluates cloud computing arrangements to determine if it provides a resource that the University can control. The University determines that a software licence intangible asset exists in a cloud computing arrangement when both of the following are met at the inception of the arrangement:

- The University has the contractual right to take possession of the software during the hosting period without significant penalty.
- It is feasible for the University to run the software on its own hardware or contract with another party unrelated to the supplier to host the software.

*Capitalisation of configuration and customisation costs in SaaS arrangements*

Where the University incurs costs to configure or customise SaaS arrangements and such costs are considered to enhance current on-premises software or provide code that can be used by the University in other arrangements, the University applies judgement to assess whether such costs result in the creation of an intangible asset that meets the definition and recognition criteria in AASB138.



# Charles Sturt University

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## Notes to the consolidated financial statements

31 December 2023

### 21 Other non-financial assets

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
<b>Current</b>				
Prepaid Expenses - Other	14,140	10,402	14,140	10,402
<b>Non-current</b>				
Prepaid Expenses - Other	2,315	2,675	2,315	2,675
<b>Total other non-financial assets</b>	<b>16,455</b>	<b>13,077</b>	<b>16,455</b>	<b>13,077</b>

### 22 Trade and other payables

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
<b>Current</b>				
Trade creditors	4,304	2,921	4,215	2,852
Other accrued expenses	16,237	18,371	16,237	18,371
Accrued salaries	8,257	6,999	8,257	6,999
OS-HELP liability to Australian Government	2,126	2,427	2,126	2,427
<b>Total current trade and other payables</b>	<b>30,924</b>	<b>30,718</b>	<b>30,835</b>	<b>30,649</b>

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

### 23 Borrowings

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
<b>Current</b>				
Lease obligations	2,936	3,499	2,936	3,499
Secured bank loan	341	326	341	326
Unsecured bank loan	25,000	25,000	25,000	25,000
<b>Total current borrowings</b>	<b>28,277</b>	<b>28,825</b>	<b>28,277</b>	<b>28,825</b>

# Charles Sturt University

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## Notes to the consolidated financial statements

31 December 2023

### 23 Borrowings (continued)

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
<b>Non-current</b>				
Lease obligations	56,983	27,543	56,983	27,543
Secured bank loan	986	1,327	986	1,327
Unsecured bank loan	25,000	50,000	25,000	50,000
<b>Total non-current borrowings</b>	<b>82,969</b>	<b>78,870</b>	<b>82,969</b>	<b>78,870</b>
<b>Total borrowings</b>	<b>111,246</b>	<b>107,695</b>	<b>111,246</b>	<b>107,695</b>

All borrowings are interest bearing, except for a finance lease on property which has no interest payable under the agreement.

Borrowings are classified as current liabilities unless the University has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date and does not expect to settle the liability for at least twelve months after the reporting date.

#### (a) Assets pledged as security

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

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
Plant and Equipment Other	2,976	2,928	2,976	2,928
<b>Total assets pledged as security</b>	<b>2,976</b>	<b>2,928</b>	<b>2,976</b>	<b>2,928</b>

#### (b) Financing arrangements

Unrestricted access was available at reporting date to \$52,240,000(2022:\$77,340,000) in business card facilities, loan facilities and a bank guarantee facility, with a balance used of \$50,421,000 at 31 December 2023 (2022: \$75,581,000).

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
<b>Credit cards</b>				
Business Card Limit Facility	1,740	1,740	\$1,740	1,740
Used at balance date	421	581	421	581
Unused at balance date	\$1,319	1,159	\$1,319	1,159
<b>Bank Loan Facilities</b>				
CBA Loan	\$50,000	75,000	\$50,000	75,000
Used at balance date	\$50,000	75,000	\$50,000	75,000
Unused at balance date	0	-	0	-
<b>Bank Guarantee Facility</b>				
Used at balance date	500	600	500	600
Unused at balance date	0	0	0	0
Unused at balance date	500	600	500	600

**Notes to the consolidated financial statements**

**31 December 2023**

**23 Borrowings (continued)**

**(c) Class of borrowings**

The University maintains the unsecured cash advance facility of \$50,000,000. The facility has two remaining tranches of \$25,000,000 each, with each facility tranche expiring in August 2024 and August 2025 respectively. The first tranche of \$25,000,000 was repaid in August 2023. The average margin rate is 0.65% pa. The facility is fully drawn at the end of the financial year.

**(d) Fair value**

Consolidated	2023		2022	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
<b>On-balance sheet</b>				
Lease obligations	59,919	59,919	31,042	31,994
Bank loans/Advance facilities	51,327	51,327	76,653	76,965
	<b>111,246</b>	<b>111,246</b>	<b>107,695</b>	<b>108,959</b>

**(i) On-balance sheet**

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

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the 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.

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.

**(e) CSU as Lessee**

	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Amounts recognised in the income statement</b>				
Interest expense on lease liabilities	3,550	1,470	3,550	1,470
<b>Maturity analysis - undiscounted contractual cash flows</b>				
Less than one year	6,282	4,794	6,282	4,794
One to five years	26,028	19,243	26,028	19,243
More than 5 years	65,566	14,270	65,566	14,270
	<b>97,876</b>	<b>38,307</b>	<b>97,876</b>	<b>38,307</b>

**Notes to the consolidated financial statements**

**31 December 2023**

**23 Borrowings (continued)**

(e) CSU as Lessee (continued)

	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Lease liabilities recognised in the statement of financial position</b>				
Lease obligations - current	<b>2,936</b>	3,499	<b>2,936</b>	3,499
Lease obligations - non-current	<b>56,983</b>	27,543	<b>56,983</b>	27,543
	<b>59,919</b>	31,042	<b>59,919</b>	31,042

The University leases consist of land, buildings and equipment which support the operations of the University. This includes a long-term lease for the provision of student accommodation which represents 97% of the University's total lease liability (2022: 91%). This lease is due to expire in 2033. A summary of the discounted lease liability by asset category is Land & Buildings \$59.3M (2022: \$30.0M) and motor vehicles \$0.6M (2022: \$1.0m).

**Lease liability**

A lease liability is initially measured at the present value of unpaid lease payments at the commencement date of the lease. To calculate the present value, the unpaid lease payments are discounted using the interest rate implicit in the lease if the rate is readily determinable. If the interest rate implicit in the lease cannot be readily determined, the incremental borrowing rate at the commencement date of the lease is used.

Lease payments included in the measurement of lease liabilities comprise:

- Fixed payments, including in-substance fixed payments;
- Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date (e.g. payments varying on account of changes in CPI);
- Amounts expected to be payable by the lessee under residual value guarantees;
- The exercise price of a purchase option if the University is reasonably certain to exercise that option; and
- Payments of penalties for terminating the lease, if the lease term reflects the lessee exercising an option to terminate the lease.

For a contract that contains a lease component and one or more additional lease or non-lease components, the University allocates the consideration in the contract to each lease component on the basis of the relative stand-alone price of the lease component and the aggregate stand-alone price of the non-lease components. Subsequently, the lease liability is measured at amortised cost using the effective interest rate method resulting in interest expense being recognised as a borrowing cost in the income statement. The lease liability is remeasured when there are changes in future lease payments arising from a change in an index or rate with a corresponding adjustment to the right-of-use asset, a change in a lease term, or change in the assessment of an option to purchase the underlying asset.

The adjustment amount is factored into depreciation of the right-of-use asset prospectively. Right-of-use assets are presented within property, plant and equipment in Note 19 and lease liabilities are presented as borrowings in Note 23(d).

**Short-term leases and leases of low-value assets**

The University has elected not to recognise right-of-use assets and lease liabilities for short-term leases i.e. leases with a lease term of 12 months or less and leases of low-value assets. The University recognises the lease payments associated with these leases as expense on a straight-line basis over the lease term.

## Notes to the consolidated financial statements

31 December 2023

### 24 Provisions

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
<b>Current provisions expected to be settled within 12 months</b>				
Employee benefits				
Defined benefit superannuation obligations	23,776	20,905	23,776	20,905
Long service leave	6,426	5,838	6,426	5,720
Employee entitlement oncost	5,641	5,027	5,641	5,027
Payroll tax - Defined benefits superannuation obligation	494	426	494	426
Annual leave	14,731	13,328	14,092	12,925
Other provisions	3,145	2,427	3,145	2,427
Short-term provisions				
Other	-	256	-	256
	<b>54,213</b>	<b>48,207</b>	<b>53,574</b>	<b>47,686</b>
<b>Current provisions expected to be settled after more than 12 months</b>				
Annual leave	4,783	5,520	4,783	5,327
Long service leave	30,653	28,037	30,138	27,738
Employee entitlement oncost	7,526	7,159	7,526	7,159
	<b>42,962</b>	<b>40,716</b>	<b>42,447</b>	<b>40,224</b>
<b>Total current provisions</b>	<b>97,175</b>	<b>88,923</b>	<b>96,021</b>	<b>87,910</b>
<b>Non-current provisions</b>				
Employee benefits				
Long service leave	6,742	5,900	6,742	5,821
Defined benefit superannuation obligations	281,491	294,345	281,491	294,345
Employee entitlement oncost	1,353	1,167	1,353	1,167
Payroll tax - Defined benefits superannuation obligation	5,845	6,000	5,845	6,000
<b>Total non-current provisions</b>	<b>295,431</b>	<b>307,412</b>	<b>295,431</b>	<b>307,333</b>
<b>Total provisions</b>	<b>392,606</b>	<b>396,335</b>	<b>391,452</b>	<b>395,243</b>

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the reporting date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as a finance cost.



## Notes to the consolidated financial statements

31 December 2023

### 24 Provisions (continued)

#### Annual Leave

The liability for annual leave is recognised in current provisions for employee benefits as it is due to be settled within 12 months after the end of the report 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 to annual leave are classified as a current liability.

#### Long Service Leave

The liability for long service leave (LSL) 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 predicted 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. The provision for LSL was assessed by KPMG for the year ended 31 December 2023.

#### Defined Benefit Obligations

The estimate of the superannuation liability is calculated on the basis of information provided by Mercer Consulting (Australia) Pty Ltd 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 \$305,266,921 (2022: \$315,250,054) is net unfunded liability of all schemes i.e. the gross liability less the funded liability and balances held in reserve accounts.

Details of the deferred superannuation liability (where applicable), and the increase/(decrease) in unfunded liability are set in Note 34 for each superannuation scheme. During 2014 the Australian Government confirmed recoverability of all three Superannuation Schemes from both the Australian Government and State Government except for the portion related to excess salaries of fund members. In 2023, the University was advised that it will be required to make a payment of \$23.776M in order to maintain its asset buffer of a level of one year. This amount has been recognised as both a current payable and receivable in the Statement of Financial Position at 31 December 2023.

#### (i) Short-term obligations

Liabilities for short-term obligations including wages and salaries and non-monetary benefits are measured at the amount expected to be paid when the liability is settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates payable.

The liability for annual leave is recognised in current provisions for employee benefits as it is due to be settled within 12 months after the end of the report 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 to annual leave are classified as a current liability.

#### (ii) Other long-term obligations

The liability for other long-term benefits are those that are not expected to be settled wholly before twelve months after the end of the annual reporting period. Other long-term employee benefits include such things as annual leave, accumulating sick leave and long service leave liabilities.

These liabilities are measured at 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 predicted 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 University are entitled to benefits on retirement, disability or death from the Universities superannuation plan. The University has a defined benefit section and 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 Group companies and the Universities legal or constructive obligation is limited to these contributions.

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## Notes to the consolidated financial statements

31 December 2023

### 25 Contract liabilities

	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Current</b>				
Contract liabilities - Course fees & other grants	63,832	49,921	63,786	49,845
Contract liabilities - Research	12,873	10,206	12,873	10,206
<b>Total current other liabilities</b>	<b>76,705</b>	<b>60,127</b>	<b>76,659</b>	<b>60,051</b>
<b>Non-current</b>				
Contract Liabilities - Course fees	3,509	4,523	3,509	4,523
<b>Total non-current other liabilities</b>	<b>3,509</b>	<b>4,523</b>	<b>3,509</b>	<b>4,523</b>
<b>Total contract liabilities</b>	<b>80,214</b>	<b>64,650</b>	<b>80,168</b>	<b>64,574</b>

#### Contract Liabilities

A contract liability is the obligation to transfer goods or services to a customer for which the University has received consideration from the customer. If a customer pays consideration before the University transfers the goods or services to the customer, a contract liability is recognised when the payment is made or the payment is due (whichever is earlier). Contract liabilities are recognised as revenue when the University performs its obligations under the contract.

Where the unsatisfied performance obligations are expected to be satisfied within the next twelve months, these have been classified as current.

### 26 Reserves and retained earnings

#### (a) Reserves

	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Reserves and retained earnings</b>				
Financial assets revaluation reserve	9,569	8,937	9,569	8,937
Property, plant and equipment revaluation reserve	519,285	466,957	519,285	466,957
<b>Total reserves</b>	<b>528,854</b>	<b>475,894</b>	<b>528,854</b>	<b>475,894</b>

**Notes to the consolidated financial statements**

**31 December 2023**

**26 Reserves and retained earnings (continued)**

**(b) Movements in reserves**

	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Financial assets revaluation reserve</b>				
Balance 1 January	8,936	9,493	8,936	9,493
Revaluation of financial assets	633	(557)	633	(557)
<b>Balance 31 December</b>	<b>9,569</b>	<b>8,936</b>	<b>9,569</b>	<b>8,936</b>
<b>Property, plant and equipment revaluation reserve</b>				
Balance 1 January	466,958	412,308	466,958	412,308
Revaluation of property, plant and equipment	53,455	54,650	53,455	54,650
Transfer out to gain/loss on disposal	(1,128)	-	(1,128)	-
<b>Balance 31 December</b>	<b>519,285</b>	<b>466,958</b>	<b>519,285</b>	<b>466,958</b>
<b>Total reserves</b>	<b>528,854</b>	<b>475,894</b>	<b>528,854</b>	<b>475,894</b>

**(c) Movements in retained earnings**

Notes	Consolidated		Parent	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
<b>Retained earnings at 1 January</b>	<b>759,083</b>	819,161	<b>732,690</b>	792,347
Net profit/(loss) for the period	(73,072)	(60,173)	(75,822)	(59,752)
Actuarial charges - Defined Benefit Super	(191)	95	(191)	95
<b>Retained earnings at 31 December</b>	<b>685,821</b>	<b>759,083</b>	<b>656,677</b>	<b>732,690</b>

**(d) Nature and purpose of reserves**

*(i) Financial assets revaluation reserve*

Changes in fair value arising on revaluation of investments classified as available-for-sale financial assets are taken to the financial assets revaluation reserve. Amounts are recognised in the income statement when the associated asset are sold or impaired.

*(ii) Property, plant and equipment revaluation reserve*

The property, plant and equipment revaluation reserve is used to record any increment/(decrement) on the revaluation of non-current assets.

## Notes to the consolidated financial statements

31 December 2023

### 27 Financial risk management

The University's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The University's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance. The University 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, 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 under policies approved by the Council. The University provides written principles for overall risk management, as well as policies covering specific areas, such as foreign exchange risk, interest rate risk, credit risk, use of derivative financial instruments and non-derivative financial instruments, and investment of excess liquidity.

#### (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 University has a potential foreign exchange risk exposure due to its operations in China, in which the University collaborates with four partner institutions.

##### (ii) Price risk

The University is exposed to equity securities price risk from investments in the Treasury Corporation and other direct equity holdings, held for trading purposes and designated as available-for-sale financial assets.

To manage its price risk arising from investments in equity securities, the University has retained investment advisors, and delegated the risk management to external fund managers and has also diversified its portfolio. Diversification of the portfolio is achieved in accordance with the limits set by the University Investment Policy.

The impact of the increase/decrease of the ASX 300 index on the University's equity is disclosed at 27(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 University'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 University's interest rate risk arises primarily from investments in long term interest bearing financial instruments, due to the potential fluctuations in interest rates. In order to minimise exposure to this risk, the University invests in a diverse range of instruments with varying degrees of potential returns. The purpose of this strategy is to ensure that any potential interest rate losses are counteracted by guaranteed interest payments.

As at 31 December 2023 if interest rates decreased/ increased by 1% with all other variables held constant, equity would have been \$1,112,000 higher/ \$1,112,000 lower (2022: \$1,077,000/ \$1,077,000) 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 \$3,212,000 higher/ \$3,212,000 lower (2022: \$3,325,000/ \$3,325,000) 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 University's financial assets and financial liabilities to interest rate risk, foreign exchange risk and other price risk.

**Notes to the consolidated financial statements**

**31 December 2023**

**27 Financial risk management (continued)**

**(a) Market risk (continued)**

*(iv) Summarised sensitivity analysis (continued)*

31 December 2023	Carrying amount \$'000	Interest rate risk				Other price risk			
		-1%		+1%		-10%		+10%	
Consolidated entity	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	

**Financial assets**

Cash and Cash Equivalents - Deposits at bank	87,824	(878)	(878)	878	878	(8,782)	(8,782)	8,782	8,782
Accrued Interest	4,514	(45)	(45)	45	45	(451)	(451)	451	451
Amortised cost	41,086	(411)	(411)	411	411	(4,109)	(4,109)	4,109	4,109
Financial assets at fair value through profit or loss	324,392	(3,244)	(3,244)	3,244	3,244	(32,439)	(32,439)	32,439	32,439
Financial assets at fair value through other comprehensive income	9,569	(96)	(96)	96	96	(957)	(957)	957	957

**Financial liabilities**

Borrowings	(111,246)	(1,112)	(1,112)	1,112	1,112	(11,125)	(11,125)	11,125	11,125
<b>Total increase/(decrease)</b>	<b>356,139</b>	<b>(5,786)</b>	<b>(5,786)</b>	<b>5,786</b>	<b>5,786</b>	<b>(57,863)</b>	<b>(57,863)</b>	<b>57,863</b>	<b>57,863</b>

31 December 2022	Carrying amount \$'000	Interest rate risk				Other price risk			
		-1%		+1%		-10%		+10%	
Consolidated entity	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	

**Financial assets**

Cash and Cash Equivalents - Deposits at bank	26,634	(266)	(266)	266	266	(2,663)	(2,663)	2,663	2,663
Accrued Interest	5,235	(52)	(52)	52	52	(524)	(524)	524	524
Amortised cost	135,000	(1,350)	(1,350)	1,350	1,350	(13,500)	(13,500)	13,500	13,500
Financial assets at fair value through profit or loss	332,495	(3,325)	(3,325)	3,325	3,325	(33,250)	(33,250)	33,250	33,250
Financial assets at fair value through other comprehensive income	8,937	(89)	(89)	89	89	(894)	(894)	894	894

**Financial liabilities**

Borrowings	(107,696)	1,077	1,077	(1,077)	(1,077)	10,769	10,769	(10,769)	(10,769)
<b>Total increase/(decrease)</b>	<b>400,605</b>	<b>(4,005)</b>	<b>(4,005)</b>	<b>4,005</b>	<b>4,005</b>	<b>(40,062)</b>	<b>(40,062)</b>	<b>40,062</b>	<b>40,062</b>

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## Notes to the consolidated financial statements

31 December 2023

### 27 Financial risk management (continued)

#### (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 University. Credit risk arises largely from outstanding receivables and to a lesser degree from cash and cash equivalents. To assist in managing risk, the University assesses the credit quality of a potential non-student debtor, based on information obtained during the credit application process. Despite not being a material value, 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 (as contained in the table in Note 27(c) below) represents the University's maximum exposure to credit risk.



**Notes to the consolidated financial statements**

**31 December 2023**

**27 Financial risk management (continued)**

**(c) Liquidity risk**

Liquidity risk arises when a member of the University experiences one of the following from its normal operations: it will not have sufficient funds to settle a transaction on the due date; it will be forced to sell financial assets at a value which is less than their worth; or it may be unable to settle or recover a financial asset at all.

To mitigate these risks, the University has in its investment policy targets for minimum and average levels of cash and cash equivalents to be maintained. The University has a fully drawn cash advance facility of \$50,000,000 and a business card facility limit of \$1,740,000. The University generally uses instruments that are tradable in highly liquid markets and have readily accessible standby facilities in place. The following tables summarise the maturity of the University's financial assets and financial liabilities:

31 December 2023	Average	Variable	Less than 1				Total
	Interest	interest	year	1 -5 years	5+ years	Non-Interest	
	rate	rate	2023	2023	2023	2023	2023
Consolidated entity	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000

**Financial Assets**

Cash and cash equivalents	4.40	87,824	87,824	-	-	-	87,824
Receivables	-	-	15,554	-	-	15,554	15,554
Other financial assets	5.21	-	40,000	-	324,392	10,655	375,047
<b>Total Financial Assets</b>		<b>87,824</b>	<b>143,378</b>	<b>-</b>	<b>324,392</b>	<b>26,209</b>	<b>478,425</b>

**Financial Liabilities**

Bank loans and overdrafts	4.40	50,000	25,000	25,000	-	-	50,000
Leases	-	-	2,936	56,983	-	-	59,919
Payables	-	-	-	30,921	-	30,921	30,921
<b>Total Financial Liabilities</b>		<b>50,000</b>	<b>27,936</b>	<b>112,904</b>	<b>-</b>	<b>30,921</b>	<b>140,840</b>

31 December 2022	Average	Variable	Less than 1				Total
	Interest	interest	year	1 -5 years	5+ years	Non-Interest	
	rate	rate	2022	2022	2022	2022	2022
Consolidated entity	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000

**Financial Assets**

Cash and cash equivalents	2.77	26,634	26,634	-	-	-	26,634
Receivables	-	-	11,247	-	-	11,247	11,247
Other financial assets	3.98	-	135,000	-	332,495	8,937	476,432
<b>Total Financial Assets</b>		<b>26,634</b>	<b>172,881</b>	<b>-</b>	<b>332,495</b>	<b>20,184</b>	<b>514,313</b>

**Financial Liabilities**

Bank loans and overdrafts	1.84	-	25,000	50,000	-	-	75,000
Leases	-	-	3,499	27,543	-	-	31,042
Payables	-	-	-	30,719	-	30,719	30,719
<b>Total Financial Liabilities</b>		<b>-</b>	<b>28,499</b>	<b>108,262</b>	<b>-</b>	<b>30,719</b>	<b>136,761</b>

## Notes to the consolidated financial statements

31 December 2023

### 28 Fair Value Measurement

#### (a) Fair value measurements

The fair value of financial assets and financial liabilities must be estimated for recognition, measurement and disclosure purposes. Due to the short-term nature of the current receivables and payables, their carrying values are assumed to approximate their fair value.

The carrying amounts and aggregate net fair values of financial assets and liabilities at balance date are:

	Carrying Amount		Fair Value	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000

#### Financial assets

Other financial assets at fair value through other comprehensive income	9,569	8,937	9,569	8,937
Other financial assets at amortised cost	40,000	135,000	40,000	135,000
Other financial assets at fair value through profit or loss	312,115	327,974	324,392	332,495
<b>Total financial assets</b>	<b>361,684</b>	<b>471,911</b>	<b>373,961</b>	<b>476,432</b>

#### Financial liabilities

Borrowings	111,246	107,696	111,246	107,696
<b>Total financial liabilities</b>	<b>111,246</b>	<b>107,696</b>	<b>111,246</b>	<b>107,696</b>

The University measures and recognises the following assets and liabilities at fair value on a recurring basis:

- Financial assets at fair value through profit or loss
- Financial assets at fair value through other comprehensive income
- Land, buildings and infrastructure

#### (b) Fair value hierarchy

Charles Sturt University categorises assets and liabilities measured at fair value into a hierarchy based on the level of inputs used in measurements.

Level 1	Quoted prices (unadjusted) in active markets for identical assets or liabilities.
Level 2	Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.
Level 3	Inputs for the asset or liability that are not based on observable market data

**Notes to the consolidated financial statements**

**31 December 2023**

**28 Fair Value Measurement (continued)**

**(b) Fair value hierarchy (continued)**

*(i) Recognised fair value measurements*

Fair value measurements recognised in the statement of financial position are categorised into the following levels at 31 December 2023.

Fair value measurements at 31 December 2023	Notes	2023 \$'000	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000
<b>Recurring fair value measurements</b>					
<b>Financial assets</b>	18				
Financial assets at fair value through OCI		9,569	-	-	9,569
Financial assets at fair value through P&L		324,392	9,840	314,552	-
<b>Total financial assets</b>		<b>333,961</b>	<b>9,840</b>	<b>314,552</b>	<b>9,569</b>
<b>Non-financial assets</b>					
<b>Land and buildings</b>					
Land		79,591	-	30,510	49,081
Buildings		741,162	-	20,161	721,001
Infrastructure		85,994	-	-	85,994
Other Property, Plant & Equipment		4,203	-	4,203	-
Leasehold improvements		1,197	-	-	1,197
<b>Right of Use Assets</b>					
Right of use assets - Land		7,515	-	-	7,515
Right of use assets - Infrastructure		310	-	-	310
Right of use assets - Buildings		5,643	-	-	5,643
		13,468	-	-	13,468
<b>Total non-financial assets</b>		<b>925,615</b>	<b>-</b>	<b>54,874</b>	<b>870,741</b>
<b>Financial Liabilities</b>					
Payables		30,921	30,921	-	-
Borrowings		111,246	-	111,246	-
<b>Total financial liabilities</b>		<b>142,167</b>	<b>30,921</b>	<b>111,246</b>	<b>-</b>

**Notes to the consolidated financial statements**

**31 December 2023**

**28 Fair Value Measurement (continued)**

**(b) Fair value hierarchy (continued)**

*(i) Recognised fair value measurements (continued)*

Fair value measurements at 31 December 2022	Notes	2022 \$'000	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000
<b>Recurring fair value measurements</b>					
<b>Financial assets</b>					
<b>Available-for-sale financial assets</b>					
	18				
Financial assets at fair value through OCI		8,937	-	-	8,937
Financial assets at fair value through P&L		332,495	77,999	254,496	-
<b>Total Financial assets</b>		<b>341,432</b>	<b>77,999</b>	<b>254,496</b>	<b>8,937</b>
<b>Non-financial assets</b>					
<b>Land and buildings</b>					
Land		69,080	-	26,566	42,514
Buildings		735,411	-	18,492	716,919
Infrastructure		80,914	-	-	80,914
Other Property, Plant & Equipment		4,170	-	4,170	-
Leasehold improvements		1,209	-	-	1,209
<b>Right of Use Assets</b>					
Right of use assets - Land		7,600	-	-	7,600
Right of use assets - Infrastructure		297	-	-	297
Right of use assets - Buildings		5,540	-	-	5,540
<b>Total non-financial assets</b>		<b>904,221</b>	<b>-</b>	<b>49,228</b>	<b>854,993</b>
<b>Financial Liabilities</b>					
Payables		30,719	30,719	-	-
Borrowings		107,696	-	107,696	-
<b>Total financial liabilities</b>		<b>138,415</b>	<b>30,719</b>	<b>107,696</b>	<b>-</b>

There were no transfers between levels 1 and 2 for recurring fair value measurements during the year. For transfers in and out of level 3 measurements, see below.

Charles Sturt University's policy is to recognise transfers into and transfers out of fair value hierarchy levels as at the end of the reporting period.

*(ii) Disclosed fair values*

The fair value of assets or liabilities traded in active markets (such as trading and available-for-sale securities) is based on quoted market prices for identical assets or liabilities at the reporting date (level 1). This is the most representative of fair value in the circumstances.

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. 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 University for similar financial instruments (level 3).

## **Notes to the consolidated financial statements**

**31 December 2023**

### **28 Fair Value Measurement (continued)**

#### **(b) Fair value hierarchy (continued)**

##### *(ii) Disclosed fair values (continued)*

The fair value of non-current borrowings disclosed in Note 23, is estimated by discounting the future contractual cash flows at the current market interest rates that are available to the University for similar financial instruments. For the period ending 31 December 2023, the borrowing rates were determined to be between 3% and 6%, depending on the type of borrowing. The fair value of current borrowings approximates the carrying amount, as the impact of discounting is not significant (level 2).

#### **(c) Valuation techniques used to derive level 2 and level 3 fair values**

##### *(i) Recurring fair value measurements*

The fair value of financial instruments that are not traded in an active market is determined using valuation techniques. These valuation techniques maximise the use of observable market data where it is available and rely as little as possible on entity specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2.

If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3. This is the case for unlisted equity securities.

The University uses a variety of methods and makes assumptions that are based on market conditions existing at each balance date. Specific valuation techniques used to value financial instruments include:

- The use of quoted market prices or dealer quotes for similar instruments;
- Other techniques, such as discounted cash flow analysis where an asset's new cash flows over an appropriate timeframe, including its estimated terminal or salvage value (at the end of the forecast period), are discounted back to the measurement date, resulting in a net present value for the asset.

All of the resulting fair value estimates are included in level 2 except for unlisted equity securities are explained in (d) below.

Freehold land and buildings (classified as property, plant and equipment) are valued by an independent valuer at least every five years. At the end of each reporting period, the University reassesses the fair value of each property, taking into account the most recent independent valuations. The University determines the property's value within a range of reasonable fair value estimates.

The best evidence of fair values is current prices in an active market for similar properties. Where such information is not available, the University considers information from a variety of sources, including:

- current prices in an active market for properties of different nature or recent prices of similar properties in less active markets, adjusted to reflect those differences; and
- depreciated replacement cost which is the amount a market participant would be prepared to pay to acquire or construct a substitute asset of comparable utility, adjusted for obsolescence.

All resulting fair value estimates for land are included in level 2 and buildings and infrastructure in level 3. Sale prices of comparable

land in close proximity are adjusted for any differences in key attributes such as property size and restrictions on use. The most significant input into this valuation approach is price per square metre.

**Notes to the consolidated financial statements**

**31 December 2023**

**28 Fair Value Measurement (continued)**

**(d) Fair value measurements using significant unobservable inputs (level 3)**

The following table is a reconciliation of level 3 items for the periods ended 31 December 2023 and 31 December 2022:

	Unlisted equity securities \$'000	Other financial assets \$'000	Land, buildings and infrastructure \$'000	Total \$'000
Opening balance	9,493	-	818,694	828,187
Recognised in profit or loss	-	-	(35,049)	(35,049)
Acquisitions	-	-	2,503	2,503
Reclassification to inventory	-	-	18,453	18,453
(Losses)/Gains recognised in other comprehensive income	(557)	-	50,392	49,835
Recognised in other comprehensive income	-	-	-	-
<b>Closing balance 31 December 2022</b>	<b>8,936</b>	<b>-</b>	<b>854,993</b>	<b>863,929</b>
Recognised in profit or loss	-	-	(39,348)	(39,348)
Disposals	-	-	(307)	(307)
Gains recognised in other comprehensive income	633	-	48,349	48,982
Acquisitions	-	-	7,054	7,054
Recognised in other comprehensive income	-	-	-	-
<b>Closing balance 31 December 2023</b>	<b>9,569</b>	<b>-</b>	<b>870,741</b>	<b>880,310</b>



**Notes to the consolidated financial statements**

**31 December 2023**

**28 Fair Value Measurement (continued)**

**(d) Fair value measurements using significant unobservable inputs (level 3) (continued)**

*(i) Valuation inputs and relationships to fair value*

The following table summarises the quantitative information about the significant unobservable inputs used in level 3 fair value measurements (see (iii) above for the valuation techniques adopted).

Description	Valuation technique	Key inputs	Sensitivity to change in unobservable inputs
Equity securities	Net assets and capitalisation of maintainable earnings method.	Comparable market transactions' data adjusted for factors including complexity of an instrument, market liquidity, credit risk profiles, impairment indicators	The estimated fair value increases (decreases) as the market liquidity increases (decreases).
	The Group engages a qualified valuer to conduct an annual valuation of all level 3 financial assets owned by the University at the end of each reporting period. The valuations are generally based on market transactions for comparable assets that exist in the secondary financial markets. Minimal adjustments are applied in respect of unobservable inputs for these assets.	Discount factors	The estimated fair value increases (decreases) as the estimated net asset value increases (decreases); and the estimated fair value increases (decreases) as the estimated discount factor decreases (increases).
Land, buildings & infrastructure	Depreciated replacement cost approach	Current replacement costs	The estimated fair value increases (decreases) as the estimated replacement cost per square metre increases (decreases). Assets are valued by adopting and adjusting the written down value provided by AssetVal Pty Ltd as at 31 December 2023, with adjustments made including capital improvements and remaining useful lives.
		Assets are valued based on comparable property sales transactions, where identical properties are not available, adjustments have been made to reflect the following characteristics of the asset, including condition, location, restrictions on use.	Comparable property sales values
	The Group also engages a qualified valuer to undertake a desktop review to determine the fair value movements for each asset class for the 12 months ended at reporting date.	Market approach.	Adjustments including condition, location, restrictions on use or comparability of the asset.

**Notes to the consolidated financial statements**

**31 December 2023**

**29 Key Management Personnel Disclosures**

**(a) Names of responsible persons and executive officers**

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

*(i) Names of University council members*

-Dr Michele Allan AO	-Mr John Lloyd	-Ms Leanne Heywood OAM
-Professor Renée Leon	-Dr Bruce Godfrey	-Dr Robin Williams
-Professor Jane Quinn	-Professor Roy Green	-Ms Kristal Kinsela
-Dr Kate Cornick	-Dr Kyle Turner	-Associate Professor Dianne McGrath
-Emeritus Professor Joyce Kirk	-Dr Saranne Cooke	-Mr Edward Maher
-Mr Philip Marcus Clark AO	-Dr Lyndal Thorburn	-Mr Benjamin Fry
-Emeritus Professor Christina Slade		

*(ii) Names of Executive Officers*

-Professor Renée Leon	-Professor Graham Brown	-Professor Megan Smith
-Ms Michelle Crosby	-Professor John McDonald	-Mr Anthony Heywood
-Professor Mark Evans	-Professor Lewis Bizo	-Dr Sharon Schoenmaker

**(b) Remuneration of council members and executives**

	Consolidated		Parent	
	2023	2022	2023	2022
	Number	Number	Number	Number
<b>Remuneration of Council Members<sup>1</sup></b>				
Nil to \$14,999	5	3	3	1
\$15,000 to \$29,999	4	8	4	8
\$30,000 to \$44,999	6	2	6	2
\$45,000 to \$59,999	1	1	1	1
\$60,000 to \$74,999	1	-	1	-
<b>Remuneration of Executive Officers</b>				
\$135,000 to \$144,999	-	3	-	2
\$145,000 to \$159,999	1	-	-	-
\$215,000 to \$229,999	-	1	-	1
\$245,000 to \$259,999	1	-	1	-
\$260,000 to \$274,999	1	-	1	-
\$345,000 to \$359,999	-	1	-	-
\$360,000 to \$374,999	1	-	1	-
\$375,000 to \$389,999	-	1	-	1
\$390,000 to \$404,999	2	-	2	-
\$405,000 to \$419,999	1	-	1	-
\$450,000 to \$464,999	-	1	-	1
\$480,000 to \$494,999	1	-	1	-
\$495,000 to \$509,999	1	-	1	-
\$800,000 to \$814,999	-	1	-	1
\$830,000 to \$844,999	1	-	1	-

<sup>1</sup>The remuneration of council members includes that amount paid as a consequence of their position on the University Council and associated Sub-Committees. It excludes amounts paid as a consequence of employment as a staff member.

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## Notes to the consolidated financial statements

31 December 2023

### 29 Key Management Personnel Disclosures (continued)

#### (c) Key management personnel compensation

	Consolidated		Parent	
	2023	2022	2023	2022
	\$	\$	\$	\$
Short-term employee benefits	3,939	2,980	3,796	2,846
Post-employment benefits	554	424	539	410
Termination benefits	-	306	-	306
<b>Total key management personnel compensation</b>	<b>4,493</b>	<b>3,710</b>	<b>4,335</b>	<b>3,562</b>

#### (d) Other transactions with key management personnel

During the year ended 31 December 2023, the Charles Sturt University Foundation Trust received donations of \$7,414 from Key Management Personnel (2022: \$5,500). Charles Sturt University received payments of \$212 (2022: \$958) for various services provided to Key Management Personnel during 2023. Allowances paid to any Key Management Personnel for domestic and international travel was \$26,011(2022: \$13,221).

### 30 Remuneration of auditors

During the year, the following fees were paid for services provided by the Audit Office of NSW, as the auditor of the consolidated entity and other firms for services unrelated to the audit of consolidated financial statements:

#### (a) Assurance Service

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
<b>Audit of the Financial Statements</b>				
Fees paid to NSW Audit Office	346	443	305	404
<b>Total</b>	<b>346</b>	<b>443</b>	<b>305</b>	<b>404</b>
Consulting and assurance services	587	635	539	635
<b>Total</b>	<b>587</b>	<b>635</b>	<b>539</b>	<b>635</b>

The consolidated entity's consolidated financial statements are audited by the Audit Office of NSW pursuant to the *Government Sector Audit Act 1983*.

### 31 Contingencies

#### (a) Contingent assets

Nil

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## Notes to the consolidated financial statements

31 December 2023

### 31 Contingencies (continued)

#### (b) Contingent liabilities

##### (i) Bank guarantee and credit facility

The University currently has a bank guarantee facility up to a limit of \$500,000 of which \$0 was used as at 31 December 2023 (2022: limit \$600,000, used \$0). The bank guarantees given primarily relate to security for work undertaken in Port Macquarie on a road reserve.

### 32 Commitments

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

	Consolidated		Parent	
	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000
Property, plant and equipment				
Within one year	14,025	7,702	14,025	7,702
<b>Total</b>	<b>14,025</b>	<b>7,702</b>	<b>14,025</b>	<b>7,702</b>

### 33 Related Parties

#### (a) Subsidiaries

Interests in subsidiaries are set out in Note 36.

#### (b) Key management personnel

Interests in subsidiaries are set out in Note 29.

#### (c) Transactions with related parties

The following material transactions occurred with related parties:

	Consolidated	
	2023	2022
	\$	\$
Cleaning and maintenance services (Charles Sturt Campus Services Limited)	8,984	7,811
Competitive Neutrality Levy (Charles Sturt Campus Services Limited)	220	205
Scholarships and grants between related parties	(816)	(741)

## Notes to the consolidated financial statements

31 December 2023

### 33 Related Parties (continued)

(c) Transactions with related parties (continued)

### 34 Defined Benefits Plan

(a) Fund specific disclosure

The University contributes to the following superannuation schemes:

- State Superannuation Scheme (SSS)
- State Authorities Superannuation Scheme (SASS)
- State Authorities Non-contributory Superannuation Scheme (SANCS)

The University incurs an obligation for deferred contributions which become payable on and after retirement of staff. The deferred liability at 31 December 2023 was estimated based on actuarial assumptions by Mercer Consulting (Australia) Pty Ltd for the State Schemes. An arrangement exists between the Australian Government and the State Government to meet most of the unfunded liability for the Universities beneficiaries of the State Superannuation Scheme on an emerging cost basis. This Memorandum of Understanding (MoU) 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. Deferred government benefits for superannuation are the amounts recognised as reimbursement rights as they are the amounts expected to be received from the Australian Government for the emerging costs of the superannuation funds for the life of the liability. The MoU has restrictions in the form of limitations on excess salaries paid to members. Information relating to the SSS, SASS and SANCS funds based on the latest actuarial assessment and the financial statements for the Funds for the year ended 31 December 2023 is set out below.

The University expects to make a contribution of \$322,014(2022: \$421,881) to the defined benefit plan during the next financial year.

The weighted average duration of the defined benefit obligation is 8.9 years (2022: 9.3 years). The expected maturity analysis of undiscounted benefit payments is as follows:

	Less than 1 year \$'000	Between 1 and 2 years \$'000	Between 2 and 5 years \$'000	Over 5 years \$'000	Total \$'000
Defined benefit obligations - 31 December 2023	21,917	22,112	65,241	299,799	409,069
Defined benefit obligations - 31 December 2022	20,493	20,797	62,050	287,822	391,162

(b) Categories of plan assets

The analysis of the plan assets at the end of the reporting period is as follows:

	2023 (%)		2022 (%)	
	Active Market	No Active Market	Active Market	No Active Market
Cash and Cash Equivalents	12	-	14	-
Equity instruments	56	21	56	24
Debt instruments	3	-	4	-
Property	-	8	-	2
<b>Total</b>	<b>71</b>	<b>29</b>	<b>74</b>	<b>26</b>

**Notes to the consolidated financial statements**

**31 December 2023**

**34 Defined Benefits Plan (continued)**

**(b) Categories of plan assets (continued)**

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

	2023	2022
Discount rate(s)	4.00%	4.09%
Expected rate(s) of salary increase	5.74%	3.19%

**(c) Actuarial assumptions and sensitivity**

The sensitivity of the defined benefit obligation to change in the significant assumptions is:

	Change in assumption	Impact on defined benefit obligation	
		Increase in assumption	Decrease in assumption
Discount rate	0.50%	4.60%	4.26%
Salary Growth Rate	0.50%	0.09%	0.09%

The above sensitivity analyses are based on a change in an assumption while holding all the other assumptions constant. In practice this is unlikely to occur, and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to significant actuarial assumptions the same method has been applied as when calculating the defined benefit liability recognised in the statement of financial position.

The methods and types of assumptions used in the preparation of the sensitivity analysis did not change compared to the prior period.

**(d) Statement of financial position amounts**

Amounts recognised in the statement of financial position - 2023	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Liabilities</b>					
Provision for deferred government benefits for superannuation		11,633	(1,073)	294,707	305,267
<b>Assets</b>					
Receivable for deferred government benefit for superannuation		11,344	(1,153)	294,555	304,746
<b>Net liability recognised in the statement of financial position</b>		<b>289</b>	<b>80</b>	<b>152</b>	<b>521</b>
<b>Net liability reconciliation - 2023</b>					
Defined benefit obligation		16,733	1,573	316,764	335,070
Fair value of plan assets		(5,100)	(2,646)	(22,057)	(29,803)
<b>Net liability</b>	<b>24</b>	<b>11,633</b>	<b>(1,073)</b>	<b>294,707</b>	<b>305,267</b>
Reimbursement right	<b>16</b>	(11,344)	1,153	(294,555)	(304,746)
<b>Total net liability/(asset)</b>		<b>289</b>	<b>80</b>	<b>152</b>	<b>521</b>



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## Notes to the consolidated financial statements

31 December 2023

### 34 Defined Benefits Plan (continued)

#### (d) Statement of financial position amounts (continued)

	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Reimbursement rights - 2023</b>					
Opening value of reimbursement right		12,467	(681)	303,134	314,920
Return of reimbursement rights		(217)	26	96	(95)
Remeasurements		(906)	(497)	(8,675)	(10,078)
<b>Closing value of reimbursement right</b>	<b>16</b>	<b>11,344</b>	<b>(1,152)</b>	<b>294,555</b>	<b>304,747</b>
<b>Present value of obligation - 2023</b>					
Opening defined benefit obligation		19,397	2,049	324,961	346,407
Current service cost		115	73	-	188
Contributions by participants		164	-	65	229
Interest expense		763	77	12,886	13,726
		<b>20,439</b>	<b>2,199</b>	<b>337,912</b>	<b>360,550</b>
<b>Remeasurements</b>					
Actuarial losses/(gains) arising from changes in financial assumptions		374	67	7,391	7,832
Experience (gains)/losses		(194)	(186)	(8,241)	(8,621)
		<b>180</b>	<b>(119)</b>	<b>(850)</b>	<b>(789)</b>
<b>Payments from plan</b>					
Benefits paid		(3,831)	(541)	(19,520)	(23,892)
Taxes, premiums & expenses		(55)	33	(779)	(801)
		<b>(3,886)</b>	<b>(508)</b>	<b>(20,299)</b>	<b>(24,693)</b>
<b>Closing defined benefit obligation</b>		<b>16,733</b>	<b>1,572</b>	<b>316,763</b>	<b>335,068</b>
<b>Present value of plan assets - 2023</b>					
Opening fair value of plan assets		6,761	2,683	21,715	31,159
Interest (income)		278	111	888	1,277
		<b>7,039</b>	<b>2,794</b>	<b>22,603</b>	<b>32,436</b>
<b>Remeasurements</b>					
Return on plan assets, excluding amounts included in net interest expense		217	(26)	(96)	95

**Notes to the consolidated financial statements**

31 December 2023

**34 Defined Benefits Plan (continued)**

(d) Statement of financial position amounts (continued)

Present value of plan assets - 2023	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Contributions</b>					
Employers		1,566	386	19,785	21,737
Plan participants		164	-	65	229
		<b>1,730</b>	<b>386</b>	<b>19,850</b>	<b>21,966</b>
<b>Payments from plan</b>					
Benefits paid		(3,831)	(541)	(19,520)	(23,892)
Tax, premiums & expenses paid		(55)	33	(779)	(801)
		<b>(3,886)</b>	<b>(508)</b>	<b>(20,299)</b>	<b>(24,693)</b>
<b>Closing fair value of plans assets</b>		<b>5,100</b>	<b>2,646</b>	<b>22,058</b>	<b>29,804</b>
Amounts recognised in the statement of financial position - 2022	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Liabilities</b>					
Provision for deferred government benefits for superannuation		12,636	(633)	303,247	315,250
<b>Total liabilities</b>		<b>12,636</b>	<b>(633)</b>	<b>303,247</b>	<b>315,250</b>
<b>Assets</b>					
Receivable for deferred government benefit for superannuation		12,467	(681)	303,134	314,920
<b>Net liability recognised in the statement of financial position</b>		<b>169</b>	<b>48</b>	<b>113</b>	<b>330</b>
<b>Net liability reconciliation - 2022</b>					
Defined benefit obligation		19,397	2,050	324,961	346,408
Fair value of plan assets		(6,761)	(2,683)	(21,714)	(31,158)
<b>Net liability</b>	<b>24</b>	<b>12,636</b>	<b>(633)</b>	<b>303,247</b>	<b>315,250</b>
Reimbursement right	<b>16</b>	(12,467)	681	(303,134)	(314,920)
<b>Total net liability/(asset)</b>		<b>169</b>	<b>48</b>	<b>113</b>	<b>330</b>

**Notes to the consolidated financial statements**

**31 December 2023**

**34 Defined Benefits Plan (continued)**

**(d) Statement of financial position amounts (continued)**

	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Reimbursement rights - 2022</b>					
Opening value of reimbursement right		14,075	394	375,178	389,647
Return of reimbursement rights		(233)	-	172	(61)
Remeasurements		(1,375)	(1,075)	(72,216)	(74,666)
<b>Closing value of reimbursement right</b>	<b>16</b>	<b>12,467</b>	<b>(681)</b>	<b>303,134</b>	<b>314,920</b>
<b>Present value of obligation - 2022</b>					
Opening defined benefit obligation		21,581	2,382	396,107	420,070
Current service cost		152	80	148	380
Past service cost		-	-	-	-
Interest expense		353	37	6,457	6,847
Contributions by participants		159	-	60	219
		<b>22,245</b>	<b>2,499</b>	<b>402,772</b>	<b>427,516</b>
<b>Remeasurements</b>					
Actuarial losses/(gains) arising from changes in demographic assumptions		-	-	-	-
Actuarial losses/(gains) arising from changes in financial assumptions		(2,538)	(250)	(69,541)	(72,329)
Experience (gains)/losses		739	(337)	13,927	14,329
		<b>(1,799)</b>	<b>(587)</b>	<b>(55,614)</b>	<b>(58,000)</b>
<b>Payments from plan</b>					
Benefits paid		(876)	(216)	(18,555)	(19,647)
Taxes, premiums & expenses		(172)	353	(3,642)	(3,461)
		<b>(1,048)</b>	<b>137</b>	<b>(22,197)</b>	<b>(23,108)</b>
<b>Closing defined benefit obligation</b>		<b>19,398</b>	<b>2,049</b>	<b>324,961</b>	<b>346,408</b>
<b>Present value of plan assets - 2022</b>					
Opening fair value of plan assets		7,267	1,923	20,807	29,997
Interest (income)		116	34	345	495
		<b>7,383</b>	<b>1,957</b>	<b>21,152</b>	<b>30,492</b>
<b>Remeasurements</b>					
Return on plan assets, excluding amounts included in net interest expense		(233)	(5)	(172)	(410)

## Notes to the consolidated financial statements

31 December 2023

### 34 Defined Benefits Plan (continued)

#### (d) Statement of financial position amounts (continued)

Present value of plan assets - 2022	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Contributions</b>					
Employers		500	594	22,872	23,966
Plan participants		159	-	60	219
		<b>659</b>	<b>594</b>	<b>22,932</b>	<b>24,185</b>
<b>Payments from plan</b>					
Benefits paid		(877)	(216)	(18,555)	(19,648)
Tax, premiums & expenses paid		(172)	353	(3,642)	(3,461)
		<b>(1,049)</b>	<b>137</b>	<b>(22,197)</b>	<b>(23,109)</b>
<b>Closing fair value of plans assets</b>		<b>6,760</b>	<b>2,683</b>	<b>21,715</b>	<b>31,158</b>

#### (e) Amounts recognised in other statements

##### Amounts recognised in the Income Statement - 2023

The amounts recognised in the income statement are restricted to the SASS, SANCS and SSS schemes in accordance with Note 24. The amounts are included in the Income Statement.

Amounts recognised in the Income Statement - 2023	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
Current service cost		115	73	-	188
Interest expense		485	(34)	11,998	12,449
<b>Total expense recognised in the Income Statement</b>	<b>9</b>	<b>600</b>	<b>39</b>	<b>11,998</b>	<b>12,637</b>

##### Amounts recognised in other comprehensive income - 2023

The amounts recognised in the Statement of Comprehensive Income are restricted to the SASS, SANCS and SSS schemes in accordance with Note 24. The amounts are included in retained earnings (Note 26).

	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Remeasurements</b>					
Actuarial losses (gains) on liabilities		180	(119)	(850)	(789)
Remeasurement of reimbursement right		-	-	-	-
Actual return on plan assets less interest income		(217)	26	96	(95)
<b>Total remeasurements in OCI</b>		<b>(37)</b>	<b>(93)</b>	<b>(754)</b>	<b>(884)</b>

**Notes to the consolidated financial statements**

**31 December 2023**

**34 Defined Benefits Plan (continued)**

**(e) Amounts recognised in other statements (continued)**

**Amounts recognised in other comprehensive income - 2022**

The amounts recognised in the income statement are restricted to the SASS, SANCS and SSS schemes in accordance with Note 24. The amounts are included in the Income Statement.

Amounts recognised in the Income Statement - 2022	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
Current service cost		152	80	148	380
Interest expense		236	3	6,113	6,352
<b>Total expense recognised in the Income Statement</b>	<b>9</b>	<b>388</b>	<b>83</b>	<b>6,261</b>	<b>6,732</b>

**Amounts recognised in other comprehensive income - 2022**

The amounts recognised in the Statement of Comprehensive Income are restricted to the SASS, SANCS and SSS schemes in accordance with Note 24. The amounts are included in retained earnings (Note 26).

	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Remeasurements</b>					
Actuarial losses (gains) on liabilities		(1,799)	(587)	(55,614)	(58,000)
Remeasurement of reimbursement right		-	-	-	-
Actual return on plan assets less interest income		233	5	172	410
<b>Total remeasurements in OCI</b>		<b>(1,566)</b>	<b>(582)</b>	<b>(55,442)</b>	<b>(57,590)</b>

**Notes to the consolidated financial statements**

**31 December 2023**

**35 Reconciliation of net result to net cash flows from operating activities**

	Notes	Consolidated		Parent	
		2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
Profit / (Loss) for the period		<b>(73,072)</b>	(60,173)	<b>(75,822)</b>	(59,752)
Adjustments for:					
Depreciation and amortisation	14	<b>46,943</b>	44,203	<b>46,915</b>	44,171
(Gain) / loss on other financial assets at fair value through profit or loss		<b>(7,597)</b>	45,315	<b>(6,661)</b>	42,296
(Gain) on disposal of property, plant and equipment		<b>(3,139)</b>	4,960	<b>(3,139)</b>	4,969
Impairment of assets		<b>616</b>	(239)	<b>616</b>	(239)
Other non-cash movements		<b>23,440</b>	(584)	<b>23,441</b>	(584)
Change in operating assets and liabilities:					
(Increase) / decrease in trade debtors		<b>29,349</b>	75,641	<b>29,386</b>	75,633
(Increase) / decrease in accrued revenue		<b>754</b>	(4,690)	<b>754</b>	(4,690)
(Increase) / decrease in other prepayments		<b>(3,378)</b>	(2,894)	<b>(3,378)</b>	(2,894)
(Increase) / decrease in inventories		<b>853</b>	(58)	<b>853</b>	(58)
Increase / (decrease) in fees received in advance		<b>20,077</b>	99	<b>20,107</b>	151
Increase / (decrease) accrued salaries		<b>1,258</b>	(4,341)	<b>1,258</b>	(4,341)
Increase / (decrease) in trade payables		<b>1,078</b>	(7,116)	<b>1,061</b>	(7,116)
Increase / (decrease) in accrued expenses		<b>(2,133)</b>	1,597	<b>(2,133)</b>	1,597
Increase / (decrease) in provision for leave and other employee entitlements		<b>(3,728)</b>	(82,001)	<b>(3,791)</b>	(82,001)
Net cash flow from operating activities		<b>31,326</b>	9,717	<b>29,468</b>	7,138

**36 Subsidiaries**

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in Note 1(b).

Name of entity	Principal place of business	Controlling interest	
		2023 %	2022 %
Charles Sturt Campus Services Limited (CSCS)	Panorama Avenue Bathurst NSW	<b>100</b>	100
The Charles Sturt University Foundation Trust	Panorama Avenue Bathurst NSW	<b>100</b>	100

The University accounts for the above investments using the full consolidation method in the parent's separate consolidated financial statements. The investments are recognised at cost in the parent consolidated financial statements. There are no known significant restrictions on the Universities ability to access or use the assets and settle the liabilities of the University.



# Charles Sturt University

ABN: 83 878 708 551

## Notes to the consolidated financial statements

31 December 2023

### 37 Joint Operations

The University has a joint operation, which is detailed below:

Name of entity	Place of business/ country of incorporation	% of ownership interest	
		2023 %	2022 %
Australian Graduate Management Consortium	NSW, Australia	50	50
<b>Total equity-accounted investments</b>			

Charles Sturt University's share of assets held jointly is \$463,523 (2022 \$463,523) and liabilities held jointly is \$Nil (2022 \$Nil). The amounts are included in the financial statements under their respective categories.

### 38 Acquittal of Australian Government financial assistance

#### (a) Education - CGS and Other Education Grants

Notes	Commonwealth Grants Scheme <sup>1</sup>		Indigenous, Regional and Low-SES Attainment Fund <sup>2</sup>		Disability Support Program		National Priorities and Industry Linkage Fund		Total	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000

#### Parent Entity (University) Only

Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)

198,323	186,198	12,353	10,812	291	172	4,960	4,793	215,927	201,975	
251	4,169	116	(488)	-	-	-	-	367	3,681	
<b>2</b>	<b>198,574</b>	<b>190,367</b>	<b>12,469</b>	<b>10,324</b>	<b>291</b>	<b>172</b>	<b>4,960</b>	<b>4,793</b>	<b>216,294</b>	<b>205,656</b>

Surplus/(deficit) from the previous year

-	-	2,430	2,327	(1,195)	(929)	4,774	-	6,009	1,398
<b>198,574</b>	<b>190,367</b>	<b>14,899</b>	<b>12,651</b>	<b>-904</b>	<b>-757</b>	<b>9,734</b>	<b>4,793</b>	<b>222,303</b>	<b>207,054</b>

Less expenses including accrued expenses

198,574	190,367	12,313	10,220	348	438	1,372	18	212,607	201,043
		<b>2,586</b>	<b>2,431</b>	<b>-1,252</b>	<b>-1,195</b>	<b>8,362</b>	<b>4,775</b>	<b>9,696</b>	<b>6,011</b>

<sup>1</sup>Includes the basic CGS grant amount, CGS - Regional Loading, CGS - Enabling Loading, Maths and Science Transition Loading and Full Fee Places Transition Loading.

<sup>2</sup>Includes Equity Support Program and Higher Education Participation Program

# Charles Sturt University

ABN: 83 878 708 551

## Notes to the consolidated financial statements

31 December 2023

### 38 Acquittal of Australian Government financial assistance (continued)

#### (b) Higher Education Loan Programs (excl. OS-HELP)

Notes	HECS-HELP (Aust. Government payments only)		FEE-HELP <sup>1</sup>		SA-HELP		Total	
	2023	2022	2023	2022	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000

#### Parent Entity

#### (University) Only

Financial assistance

received in cash

during the

Revenue earned

**Cash**

**Payable/(Receivable)**

**at end of year**

	99,774	92,882	25,353	35,083	1,527	1,591	126,654	129,556
2	96,284	92,882	24,523	35,083	1,521	1,591	122,328	129,556
	<b>3,490</b>		<b>830</b>		<b>6</b>		<b>4,326</b>	

<sup>1</sup>Program is in respect of FEE-HELP for Higher Education only and excludes funds received in respect of VET FEE-HELP

#### (c) Education Research

Notes	Research Training Program		Research Support Program		Total	
	2023	2022	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000

#### Parent Entity (University) Only

Financial assistance received in CASH during the reporting period

(total cash received from Australian Government for the program)

**Revenue for the period**

Surplus/(deficit) from the previous year

**Total revenue including accrued revenue**

Less expenses including accrued expenses

**Surplus/(deficit) for the reporting period**

	4,643	4,490	2,505	2,164	7,148	6,654
2	<b>4,643</b>	<b>4,490</b>	<b>2,505</b>	<b>2,164</b>	<b>7,148</b>	<b>6,654</b>
	1,221	2,343	2,806	3,695	4,027	6,038
	<b>5,864</b>	<b>6,833</b>	<b>5,311</b>	<b>5,859</b>	<b>11,175</b>	<b>12,692</b>
	5,576	5,611	3,871	3,053	9,447	8,664
	<b>288</b>	<b>1,222</b>	<b>1,440</b>	<b>2,806</b>	<b>1,728</b>	<b>4,028</b>

**Notes to the consolidated financial statements**

**31 December 2023**

**38 Acquittal of Australian Government financial assistance (continued)**

**(d) Education Research Domestic/overseas break-up**

	Notes	Total domestic students \$'000	Total overseas students \$'000
<b>Parent Entity (University) Only</b>			
Research Training Program fees offsets		1,983	136
Research Training Program stipends		2,639	342
Research Training Programs allowances		413	63
<b>Total for all types of support</b>		<b>5,035</b>	<b>541</b>

**(e) Australian Research Council Grants**

	Projects		Fellowships		DECRA		Total Discovery	
(i) Discovery Parent Entity (University) Only	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)	-	-	-	-	236	140	236	140
Surplus/(deficit) from the previous year	12	29	-	-	68	49	80	78
<b>Total revenue including accrued revenue</b>	<b>12</b>	<b>29</b>	<b>-</b>	<b>-</b>	<b>304</b>	<b>189</b>	<b>316</b>	<b>218</b>
Less expenses including accrued expenses	12	17	-	-	133	121	145	138
<b>Surplus/(deficit) for the reporting period</b>	<b>-</b>	<b>12</b>	<b>-</b>	<b>-</b>	<b>171</b>	<b>68</b>	<b>171</b>	<b>80</b>

**(f) OS-HELP**

	Notes	OS-HELP	
		2023 \$'000	2022 \$'000
<b>Parent Entity (University) Only</b>			
Cash received during the reporting period		1,099	890
Cash spent during the reporting period		(1,367)	(1,656)
Net cash received		(268)	(766)
Cash surplus/(deficit) from the previous period		2,427	3,193
<b>Cash surplus/(deficit) for the reporting period</b>	<b>22</b>	<b>2,159</b>	<b>2,427</b>

# Charles Sturt University

ABN: 83 878 708 551

## Notes to the consolidated financial statements

31 December 2023

### 38 Acquittal of Australian Government financial assistance (continued)

#### (g) Superannuation supplementation

		Superannuation Sup.	
	Notes	2023 \$'000	2022 \$'000
<b>Parent Entity (University) Only</b>			
Cash received during the reporting period	2	16,602	16,449
Cash available		16,602	16,449
Cash surplus / (deficit) from the previous period		-	-
Cash available for current period		16,602	16,449
Contributions to specified defined benefit funds	16, 34	(16,602)	(16,449)
<b>Cash surplus/(deficit) for this period</b>		<b>-</b>	<b>-</b>

#### (h) Student Services and Amenities Fee

		SA - HELP	
	Notes	2023 \$'000	2022 \$'000
<b>Parent Entity (University) Only</b>			
Unspent/(overspent) revenue from previous period		4,659	4,386
SA - HELP Revenue Earned	2	1,521	1,591
Student Services Fees direct from Students	4	3,335	3,269
Total revenue expendable in period		9,515	9,246
Student services expenses during period		5,651	4,587
<b>Unspent/(overspent) student services revenue</b>		<b>3,864</b>	<b>4,659</b>

### 39 Events occurring after the reporting date

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

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End of audited financial statements

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# The Charles Sturt University Foundation Trust

ABN 31 158 135 157

## Financial Statements For the year ended 31 December 2023





## INDEPENDENT AUDITOR'S REPORT

### Charles Sturt University Foundation Trust

To Members of the New South Wales Parliament and Trustees of the Charles Sturt University Foundation Trust

### Opinion

I have audited the accompanying financial statements of Charles Sturt University Foundation Trust (the Trust), which comprise the Trustee's declaration, Statement of Comprehensive Income for the year ended 31 December 2023, the Statement of Financial Position as at 31 December 2023, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, notes to the financial statements, including a Summary of material accounting policy information, and other explanatory information.

In my opinion, the financial statements:

- have been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act) and the Government Sector Finance Regulation 2018
- presents fairly, the financial position, financial performance and cash flows of the Trust
- have been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and Division 60 of the Australian Charities and Not-for-profits Commission Regulations 2022.

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

### Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the Trust in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles 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
- precluding the Auditor-General from providing non-audit services.

I have fulfilled my other ethical responsibilities in accordance with APES 110.

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

## Other Information

The Trust's annual report for the year ended 31 December 2023, includes other information in addition to the financial statements and my Independent Auditor's Report thereon. The Trustee of the Trust is responsible for the other information. At the date of this Independent Auditor's Report, the other information I have received comprise the Trustee's Report.

My opinion on the financial statements does not cover the other information. Accordingly, I do not express any form of assurance conclusion on the other information.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude there is a material misstatement of the other information, I must report that fact.

I have nothing to report in this regard.

## Trustee's Responsibilities for the Financial Statements

The Trustee is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the GSF Act, GSF Regulation and the *Australian Charities and Not-for-profits Commission Act 2012*. The Trustee's responsibilities also includes such internal control as the Trustee determine(s) is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustee is responsible for assessing the Trust's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

## Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: [http://www.auasb.gov.au/auditors\\_responsibilities/ar5.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar5.pdf). The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that the Trust carried out its activities effectively, efficiently and economically
- 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.

A handwritten signature in black ink, appearing to read 'Manuel Moncada', written in a cursive style.

Manuel Moncada  
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

12 April 2024  
SYDNEY

# The Charles Sturt University Foundation Trust

31 158 135 157

## Trustee's Report

31 December 2023

### Trustee

The Charles Sturt University Foundation Trust ('the Trust') was established by Deed dated 17th March 1994. Under that Deed, the Charles Sturt Foundation Limited was appointed as Trustee until 2010. Since 2010 Charles Sturt University ('the University') has been Trustee. Governance is administered through the University using delegations and procedures in place at the University, including a Foundation Governance Committee.

### Review of operations

The surplus of the Trust amounted to \$2,295,213 in 2023 (2022: deficit of \$690,200).

### Significant changes in the state of affairs

No significant changes in the Trust's state of affairs occurred during the financial year.

### Principal activities

The principal activities of the Trust during the financial year were:

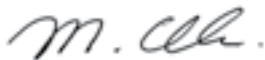
- to attract and encourage donations, gifts, bequests, endowments, trusts and other forms of financial assistance to, or for the benefit of, the University through fundraising activities;
- to invest and deal with money of the Trust; and
- to make contributions for tertiary scholarships, academic staff positions and infrastructure to the University.

There were no significant changes in the nature of the Trust's principal activities during the financial year.

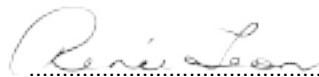
### Events after the reporting date

The Trust has not identified any events after reporting date that would require adjustment to the amounts recognised in the financial statements for 2023.

By resolution of the Charles Sturt University, as Trustee of The Charles Sturt University Foundation Trust.



.....  
Dr Michele Allan AO  
Chancellor



.....  
Professor Renée Leon  
Vice-Chancellor and President

Date: 11 April 2024

# The Charles Sturt University Foundation Trust

31 158 135 157

## Trustee's Declaration

31 December 2023

For the financial year ended 31 December 2023.

In the opinion of the Trustee of The Charles Sturt University Foundation Trust ('the Trust'):

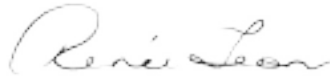
- (1) The financial statements and notes present a true and fair view of the financial position of the Trust at 31 December 2023 and the results of its operations for the year then ended;
- (2) The financial statements and notes have been prepared in accordance with the provisions of the *Government Sector Finance Act 2018*;
- (3) The financial statements and notes have been prepared in accordance with Australian Accounting Standards and Interpretations;
- (4) The financial statements and notes have been prepared in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*;
- (5) We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate; and
- (6) 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 11 April 2024.

By resolution of Charles Sturt University, as Trustee of The Charles Sturt University Foundation Trust.



.....  
Dr Michele Allan AO  
Chancellor



.....  
Professor Renée Leon  
Vice-Chancellor and President

Date: 11 April 2024

# The Charles Sturt University Foundation Trust

31 158 135 157

## Statement of Comprehensive Income

For the year ended 31 December 2023

	Notes	2023 \$	2022 \$
<b>Revenue</b>			
Fundraising revenue	2	<b>2,826,098</b>	3,775,100
Investment Income	3	<b>2,259,606</b>	(2,024,077)
<b>Total revenue</b>		<b>5,085,704</b>	1,751,023
<b>Expenses</b>			
Administrative expenses		<b>104,997</b>	98,030
Contributions	4	<b>2,685,494</b>	2,343,193
<b>Total expenses</b>		<b>2,790,491</b>	2,441,223
<b>Surplus for the Year</b>		<b>2,295,213</b>	<b>(690,200)</b>
<b>Total comprehensive income for the year</b>		<b>2,295,213</b>	<b>(690,200)</b>

*The above Statement of Comprehensive Income should be read in conjunction with the accompanying notes.*



# The Charles Sturt University Foundation Trust

31 158 135 157

## Statement of Financial Position

As at 31 December 2023

	Notes	2023 \$	2022 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	5	<b>855,795</b>	3,129,168
Trade and other receivables		<b>162,614</b>	150,275
<b>Total current assets</b>		<b>1,018,409</b>	3,279,443
<b>NON-CURRENT ASSETS</b>			
Other financial assets	6	<b>25,885,534</b>	21,358,551
<b>Total non-current assets</b>		<b>25,885,534</b>	21,358,551
<b>Total assets</b>		<b>26,903,943</b>	24,637,994
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables		<b>30,007</b>	29,271
Other liabilities		<b>46,000</b>	76,000
<b>Total current liabilities</b>		<b>76,007</b>	105,271
<b>Total liabilities</b>		<b>76,007</b>	105,271
<b>Net assets</b>		<b>26,827,936</b>	24,532,723
<b>EQUITY</b>			
Retained earnings		<b>26,827,936</b>	24,532,723
<b>Total equity</b>		<b>26,827,936</b>	24,532,723

The above Statement of Financial Position should be read in conjunction with the accompanying notes.

# The Charles Sturt University Foundation Trust

31 158 135 157

## Statement of Changes in Equity

For the year ended 31 December 2023

2023

	<b>Accumulated Funds \$</b>	<b>Total \$</b>
<b>Balance at 1 January 2023</b>	24,532,723	24,532,723
Surplus for the year	2,295,213	2,295,213
<b>Balance at 31 December 2023</b>	<b>26,827,936</b>	<b>26,827,936</b>

2022

	<b>Accumulated Funds \$</b>	<b>Total \$</b>
<b>Balance at 1 January 2022</b>	25,222,923	25,222,923
Deficit for the year	(690,200)	(690,200)
<b>Balance at 31 December 2022</b>	<b>24,532,723</b>	<b>24,532,723</b>

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

# The Charles Sturt University Foundation Trust

31 158 135 157

## Statement of Cash Flows For the year ended 31 December 2023

	Notes	2023 \$	2022 \$
<b>Cash flows from operating activities</b>			
Fundraising receipts		2,796,098	3,723,102
Interest received		102,358	14,668
Dividends and distributions received		1,209,091	929,780
Contribution payments		(2,685,494)	(2,343,193)
Payments to suppliers		(111,929)	(94,892)
GST recovered		7,669	7,441
Net cash provided by operating activities	12	<u>1,317,793</u>	<u>2,236,906</u>
<b>Cash flows from investing activities</b>			
Proceeds from sale of financial assets		1,433,845	2,352,758
Purchase of financial assets		(5,025,011)	(2,212,917)
Net cash (outflow) inflow from investing activities		<u>(3,591,166)</u>	<u>139,841</u>
Net (decrease) in cash and cash equivalents		(2,273,373)	2,376,747
Cash and cash equivalents at the beginning of the financial year		<u>3,129,168</u>	<u>752,421</u>
<b>Cash and cash equivalents at end of financial year</b>	5	<u><u>855,795</u></u>	<u><u>3,129,168</u></u>

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

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2023

### 1 Summary of significant accounting policies

#### (a) Reporting Entity

The Charles Sturt University Foundation Trust ('Trust') is a reporting entity and was established by a Deed of Settlement on 17th March 1994 and is recognised as a not-for-profit organisation. Charles Sturt University ('the University') acts as Trustee of the Trust which operates for the benefit of the University. The University is the ultimate controlling entity of the Trust.

The financial statements have been authorised for release by the Trustee on the 11 April 2024.

#### (b) Basis of preparation

The annual financial statements represent the audited general purpose financial statements of the Trust. They have been prepared on an accrual basis and comply with the AAS's and other authoritative pronouncements of the AAS Board.

Additionally the statements have been prepared in accordance with following statutory requirements:

- *Government Sector Finance Act 2018*; and
- Section 60-40 of the *Australian Charities and Not-for-profit Commission Regulation 2013* (ACNC Regulation).

The Trust is a not-for-profit entity and these statements have been prepared on that basis.

Judgements, key assumptions and estimates made by management are disclosed in the relevant notes to the financial statements. The financial statements have been prepared under the historical cost convention, except for certain financial assets that have been measured at fair value through profit or loss.

The accounting policies are consistent with those of the previous year unless otherwise specified.

#### (c) Income tax

Designated as a registered charity, the Trust is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

#### (d) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In this case, the applicable GST amount 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. The Trust is grouped for GST with the University. The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the University's 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 ATO, are presented as operating cash flows.

# The Charles Sturt University Foundation Trust

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## Notes to the financial statements

For the year ended 31 December 2023

### 1 Summary of significant accounting policies (continued)

#### (e) Trade receivables

Trade receivables are recognised on an accrual basis initially at fair value and they are subsequently measured at amortised cost using the effective interest method, less any applicable provision for impairment.

Collectability of trade receivables is reviewed on an ongoing basis. An assessment of expected credit losses is made using a range of factors including both past due information and forward looking information where such information is obtainable without undue cost or effort. Debts which are known to be uncollectible are written off. A provision for impairment of receivables is established when there is objective evidence that the Trust will not be able to collect all amounts due according to the original terms of receivables. Significant financial difficulties of the debtor, the probability that the debtor will enter bankruptcy or financial reorganisation, and the 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 adjustment provision, if any, is recognised in the statement of profit or loss and other comprehensive income.

#### (f) Trade and other payables

These amounts represent unpaid liabilities for goods and services provided to the Trust prior to the end of the financial year. 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.

#### (g) New Accounting Standards and Interpretations

The following standards have been issued but are not mandatory for 31 December 2023 reporting periods. The Trust has elected not to early adopt any of these standards. The Trust's assessment of the impact of these new Standards and Interpretations is set out below:

Standard/Amendment	Application date	Implications
AASB 2020-1 - Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current – Amendments to AASB101	1 Jan 2024	Minimal or no impact
AASB 2023-1 - Supplier Finance Arrangements	1 Jan 2024	Minimal or no impact
AASB 2022-6 Non-current Liabilities with Covenants	1 Jan 2024	Minimal or no impact
AASB 2022-9 Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector	1 Jan 2027	Minimal or no impact
AASB 2022-10 - Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities	1 Jan 2024	Minimal or no impact
AASB 2022-5 - Lease Liability in a Sale and Leaseback - Amendments to AASB 16	1 Jan 2024	Minimal or no impact

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2023

### 2 Revenue

	2023	2022
	\$	\$
<b>Fundraising revenue</b>		
Contributions to corpus	1,403,396	773,000
Annually funded scholarships	1,422,702	3,002,100
<b>Total fundraising revenue</b>	<u>2,826,098</u>	<u>3,775,100</u>

Revenue is measured at the fair value of the consideration received or receivable.

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 of the donated amount, the economic benefits are probable and the amounts can be measured reliably; generally the recognition of revenue occurs when the donation is received.

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Trust expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

- (1) Identify the contract with the customer
- (2) Identify the performance obligations
- (3) Determine the transaction price
- (4) Allocate the transaction price to the performance obligations
- (5) Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

### 3 Investment Income

	2023	2022
	\$	\$
<b>Investment Revenue</b>		
Interest income	102,358	14,668
Dividends	19,018	30,568
Distributions	1,202,337	941,071
Total investment revenue	<u>1,323,713</u>	<u>986,307</u>
<b>Other Investment gains/(losses)</b>		
Net gains/(losses) on sale of investments	97,401	8,197
Change in fair value of financial assets designated as at fair value through profit & loss	838,492	(3,018,581)
Total other investment gains/(losses)	<u>935,893</u>	<u>(3,010,384)</u>

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2023

### 3 Investment Income (continued)

	2023 \$	2022 \$
<b>Total investment income</b>	<b>2,259,606</b>	<b>(2,024,077)</b>

Interest revenue is recognised on an accrual basis. 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 dividend or distribution is declared.

Gains and losses realised on sale of investments are taken to the statement of comprehensive income. The gain or loss is the difference between the net proceeds of the disposal and the carrying value of the investment at the time of its disposal.

### 4 Contributions

	2023 \$	2022 \$
Scholarships - annually funded	1,313,646	1,188,823
Scholarships - corpus	1,326,848	1,134,370
Grants	45,000	20,000
<b>Total contributions</b>	<b>2,685,494</b>	<b>2,343,193</b>

### 5 Cash and cash equivalents

	2023 \$	2022 \$
Cash at bank and in hand	122,576	1,556,460
Deposits at call	733,219	1,572,708
	<b>855,795</b>	<b>3,129,168</b>

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments with original maturities of three months or less which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

### 6 Other financial assets

	2023 \$	2022 \$
<b>Non-current</b>		
Financial assets at fair value through profit or loss	25,885,534	21,358,551
<b>Total non-current other financial assets</b>	<b>25,885,534</b>	<b>21,358,551</b>

*Investments and other financial assets of the Trust are classified into two categories:*



# The Charles Sturt University Foundation Trust

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## Notes to the financial statements

For the year ended 31 December 2023

### 6 Other financial assets (continued)

#### *Financial assets at amortised cost*

Where the main objective of the Trust holding an asset or portfolio of assets is to collect contractual cash flows on specific dates and those cash flows are generally in the form of principal and/or interest, they are measured at amortised cost using the effective interest method and net of any impairment loss.

When a financial asset at amortised cost is reclassified, its fair value at the reclassification date becomes its new gross carrying amount. Financial assets at amortised cost are assessed for evidence of impairment at the end of each reporting period.

#### *Financial assets at fair value through profit or loss*

Financial assets which do not meet the criteria of contractual cash flows, are measured at fair value through profit or loss.

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 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 issuers specific circumstances.

If the Trust reclassifies these assets, their fair value is determined at reclassification date. Any gain or loss arising from a difference between the previous carrying amount and fair value is recognised in profit or loss.

### 7 Remuneration of Auditors

Fees payable to the Audit Office of New South Wales for the audit of the financial statements for the Trust for the financial year ended 31 December 2023 was \$30,008 including GST (2022: \$29,271). The auditors did not receive any other benefits.

### 8 Key Management Personnel Disclosures

The following persons were responsible persons and executive officers of the Trust during the financial year.

Charles Sturt University is the Trustee. The University Council has delegated responsibility to the Vice-Chancellor to act as Trustee on behalf of the University. The University paid the remuneration of all Charles Sturt University management staff in their roles as employees and there is no reasonable basis to apportion the remuneration between the Trust and the University.

(i) *Council members who held office at the University during the year were:*

Dr Michele Allan AO  
Professor Renée Leon  
Professor Jane Quinn

Dr Kate Cornick  
Emeritus Professor Joyce Kirk  
Mr Philip Marcus Clark AO  
Emeritus Professor Christina Slade

Mr John Lloyd  
Dr Bruce Godfrey  
Professor Roy Green  
Dr Kyle Turner  
Dr Saranne Cooke  
Dr Lyndal Thorburn

Ms Leanne Heywood OAM  
Dr Robin Williams  
Ms Kristal Kinsela  
Associate Professor Dianne McGrath  
Mr Edward Maher  
Mr Benjamin Fry

# The Charles Sturt University Foundation Trust

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## Notes to the financial statements

For the year ended 31 December 2023

### 8 Key Management Personnel Disclosures (continued)

(ii) Names of Executive Officers:

Professor Renée Leon	Professor Graham Brown	Professor Megan Smith
Ms Michelle Crosby	Professor John McDonald	Mr Anthony Heywood
Professor Mark Evans	Professor Lewis Bizo	Dr Sharon Schoenmaker

The responsible persons and executive officers of the Trustee of the Trust did not receive any income from the Trust in connection with the management of the affairs of the Trust during the financial period. During the year ended 31 December 2023, the Trust received donations of \$7,414 from Key Management Personnel (2022: \$5,500).

### 9 Related Parties

#### (a) Controlling entity

The ultimate Australian parent entity of the Trust is Charles Sturt University, which at 31 December 2023 controls 100.00% (2022: 100.00%) of the Trust. The University is the Trustee of the Trust.

#### (b) Key management personnel

Disclosures relating to council members and specified executives are set out in note 8.

#### (c) Transactions with related parties

The following transactions occurred with related parties:

	2023	2022
	\$	\$
Scholarships paid from Charles Sturt University	<b>(419,000)</b>	(449,256)
Research Grant Funding paid to Charles Sturt University	<b>361,690</b>	232,214
Scholarship paid from Charles Sturt Campus Services Limited	<b>(30,000)</b>	(30,000)

The University provided the Trust with a range of administrative support services. The following services are paid directly by the University, the values have not been recognised in the financial statements:

- office administration facilities
- accounting, fundraising support and administration services
- electricity and other utility services
- personnel services

### 10 Financial risk management

The Trust's principal financial instruments and the main risks arising are outlined below. These financial instruments arise directly from the Trust's operations.

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

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2023

### 10 Financial risk management (continued)

Risk management is carried out by the University's Investment Committee. 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. The Trust does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

#### (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 Trust is exposed to the price risks of equity securities for the majority of investments classified as financial assets.

To manage its price risk arising from investments in equity securities, the Trust actively engages with its investment advisor. The portfolio is diversified across a variety of investment asset classes consistent with the risk/return/timeframe objectives of the portfolio and the broader investment management objectives of the Trust.

##### (ii) 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 approach is to ensure that any potential interest losses are counteracted by guaranteed interest rate payments.

##### (iii) Summarised sensitivity analysis

The following tables summarise the sensitivity of Trust's financial assets and financial liabilities to interest rate risk and other price risk. There is no interest rate risk or price risk associated with the Trust's trade and other payables, and trade and other receivables.

31 December 2023	Interest rate risk					Other price risk			
		-1%		+1%		-10%		+10%	
	Carrying amount	Result	Equity	Result	Equity	Result	Equity	Result	Equity
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Financial assets</b>									
Cash and Cash Equivalents - at bank	855,794	(8,558)	(8,558)	8,558	8,558	-	-	-	-
Trade and other receivables	162,614	(1,626)	(1,626)	1,626	1,626	-	-	-	-
Financial assets - Fair value through profit or loss	<b>25,885,534</b>	<b>(258,855)</b>	<b>(258,855)</b>	<b>258,855</b>	<b>258,855</b>	<b>(2,588,553)</b>	<b>(2,588,553)</b>	<b>2,588,553</b>	<b>2,588,553</b>
<b>Total increase/(decrease)</b>	<b>26,903,942</b>	<b>(269,039)</b>	<b>(269,039)</b>	<b>269,039</b>	<b>269,039</b>	<b>(2,588,553)</b>	<b>(2,588,553)</b>	<b>2,588,553</b>	<b>2,588,553</b>

# The Charles Sturt University Foundation Trust

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## Notes to the financial statements

For the year ended 31 December 2023

### 10 Financial risk management (continued)

#### (a) Market risk (continued)

##### (iii) Summarised sensitivity analysis (continued)

31 December 2022	Interest rate risk				Other price risk				
		-1%		+1%		-10%		+10%	
Carrying amount	Result	Equity	Result	Equity	Result	Equity	Result	Equity	
\$	\$	\$	\$	\$	\$	\$	\$	\$	
<b>Financial assets</b>									
Cash and Cash Equivalents - at bank	3,129,168	(31,292)	(31,292)	31,292	31,292	-	-	-	-
Trade and other receivables	150,275	(1,503)	(1,503)	1,503	1,503	-	-	-	-
Financial assets - Fair value through profit or loss	21,358,551	(213,585)	(213,585)	213,585	213,585	(2,135,855)	(2,135,855)	2,135,855	2,135,855
<b>Total increase/ (decrease)</b>	<b>24,637,994</b>	<b>(246,380)</b>	<b>(246,380)</b>	<b>246,380</b>	<b>246,380</b>	<b>(2,135,855)</b>	<b>(2,135,855)</b>	<b>2,135,855</b>	<b>2,135,855</b>

#### (b) Credit risk

Credit risk is the risk of financial loss arising from another party failing to comply with the terms of a contract. The Trust's maximum exposure to credit risk is represented by the carrying amount of the financial assets and liabilities included in the Statement of Financial Position.

### 11 Fair Value Measurement

#### (a) Recognised fair value measurements

The Trust categorises assets and liabilities measured at fair value into a hierarchy based on the level of inputs used in measurement.

Level 1 quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2 inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3 inputs for the asset or liability that are not based on observable market data (unobservable inputs)

Fair value measurements recognised in the Statement of Financial Position are categorised into the following levels at 31 December 2023.

<b>Fair value measurements</b>		<b>Total</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
<b>At 31 December 2023</b>	<b>Notes</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Financial assets</b>					
Financial assets at fair value through profit or loss					
Listed investments	6	6,671,612	6,671,612	-	-
Unlisted investments	6	19,213,922	-	19,213,922	-
<b>Total financial assets</b>		<b>25,885,534</b>	<b>6,671,612</b>	<b>19,213,922</b>	<b>-</b>

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2023

### 11 Fair Value Measurement (continued)

#### (a) Recognised fair value measurements (continued)

<i>Fair value measurements</i> At 31 December 2022	Notes	Total \$	Level 1 \$	Level 2 \$	Level 3 \$
<b>Financial assets</b>					
Financial assets at fair value through profit or loss					
Listed investments	6	5,374,511	5,374,511	-	-
Unlisted investments	6	15,984,040	-	15,984,040	-
<b>Total financial assets</b>		<b>21,358,551</b>	<b>5,374,511</b>	<b>15,984,040</b>	<b>-</b>

There were no transfers between levels 1 and 2 for recurring fair value measurements during the year.

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 on liquid equity investments and unlisted managed funds are based on year end fund manager valuation reports.

#### *Recurring fair value measurements*

If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3.

The Trust uses a variety of methods and makes assumptions that are based on market conditions existing at each balance date. Specific valuation techniques used to value financial instruments include the use of quoted market prices or dealer quotes for similar instruments.

### 12 Reconciliation of net result for the year to net cash provided by / (used in) operating activities

	2023 \$	2022 \$
Net result for the period	2,295,213	(690,200)
Unrealised (gain)/loss in fair value of financial instruments at fair value through profit or loss	(838,492)	3,018,581
Realised (gain)/loss in fair value of financial assets transferred to profit or loss	(97,401)	(8,197)
Fundraising acquisition non-current asset held for sale	-	-
Change in operating assets and liabilities:		
(Increase)/decrease in debtors	(12,264)	(41,859)
Increase/(decrease) in creditors	737	10,578
Increase/(decrease) in other liabilities	(30,000)	(51,997)
<b>Net cash provided by operating activities</b>	<b>1,317,793</b>	<b>2,236,906</b>

### 13 Commitments

The Trust did not have any outstanding commitments as at 31 December 2023 (2022: \$Nil).

### 14 Contingent Assets and Liabilities

There were no contingent assets or liabilities as at 31 December 2023 (2022: \$Nil).

**The Charles Sturt University Foundation Trust**  
31 158 135 157

**Notes to the financial statements**  
For the year ended 31 December 2023

**15 Events Occurring After the Reporting Date**

The Trustee of the Trust has not identified any events after the reporting date that would require adjustment to the amounts recognised or disclosed in the financial statements.

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End of audited financial statements

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# Charles Sturt Campus Services Limited

ABN 37 063 446 864 (a company limited by guarantee)

## Financial Statements For the Year Ended 31 December 2023





## INDEPENDENT AUDITOR'S REPORT

### Charles Sturt University Services Limited

To Members of the New South Wales Parliament and Directors of the Charles Sturt Campus Services Limited

### Opinion

I have audited the accompanying financial statements of Charles Sturt University Services Limited (the Company), which comprise the Director's declaration, Statement of Comprehensive Income for the year ended 31 December 2023, the Statement of Financial Position as at 31 December 2023, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, notes to the financial statements, including a Summary of material accounting policy information, and other explanatory information.

In my opinion, the financial statements:

- have been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act) and the Government Sector Finance Regulation 2018
- presents fairly, the financial position, financial performance and cash flows of the Company
- have been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and Division 60 of the Australian Charities and Not-for-profits Commission Regulations 2022.

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

### Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the Company in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles 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
- precluding the Auditor-General from providing non-audit services.

I have fulfilled my other ethical responsibilities in accordance with APES 110.

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

## Other Information

The Company's annual report for the year ended 31 December 2023, includes other information in addition to the financial statements and my Independent Auditor's Report thereon. The Director of the Company is responsible for the other information. At the date of this Independent Auditor's Report, the other information I have received comprise the Directors' Report.

My opinion on the financial statements does not cover the other information. Accordingly, I do not express any form of assurance conclusion on the other information.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude there is a material misstatement of the other information, I must report that fact.

I have nothing to report in this regard.

## Director's Responsibilities for the Financial Statements

The Directors are responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the GSF Act, GSF Regulation and the *Australian Charities and Not-for-profits Commission Act 2012*. The Directors' responsibilities also includes such internal control as the Director determine(s) is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Director's are responsible for assessing the Company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

## Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: [http://www.auasb.gov.au/auditors\\_responsibilities/ar5.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar5.pdf). The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that the Company carried out its activities effectively, efficiently and economically
- 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.



Manuel Moncada  
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

12 April 2024  
SYDNEY

# Charles Sturt Campus Services Limited

37 063 446 864

## Directors' report

For the year ended 31 December 2023

The directors present their report on Charles Sturt Campus Services Limited (the Company) for the financial year ending 31 December 2023.

### 1 General information

#### Information on directors

The names of each person who has been a director during the year and to the date of this report are:

Director	Qualifications
Mr G Jones	BBus(Acc), CPA, Charles Sturt University, Former Chief Financial Officer, appointed to the Board on 24 August 2020, resigned from the Board 6 July 2023.
Mr J Hamilton	BBus(Acc) Charles Sturt University, CPA, Accountant, appointed to the Board on 12 March 2013.
Mr A Crowl	BBus (HR/Economics), Charles Sturt University, Manager Employee Relations and Policy, appointed to the Board on 30 October 2014.
Mr D Pyke	ACA, Accountant, appointed to the Board on 15 July 2015.
Mrs N Harris	MProfAcc, CPA, Charles Sturt University, Associate Director Corporate Finance, appointed to the Board on 13 September 2018, resigned from the Board 2 January 2023.
Mr D Griffin	BBus (Acc), Grad Cert UniLshpMgmt, MBA, Charles Sturt University, Director Commercial Services, appointed to the Board on 15 March 2022.
Mrs M Moore	BBus (Acc/Fin), FCPA, AICD, Charles Sturt University, Chief Financial Officer, appointed to the Board on 7 July 2023.

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

#### Company secretary

Ms Simone Brown, Administration Assistant, appointed to the position on 20 August 2020.

#### Company details

Charles Sturt Campus Services Limited, a not-for-profit entity, was incorporated in Australia as a company limited by guarantee on 11 February 1994 (ABN: 37 063 446 864). In accordance with the Constitution, the liability for each member, in the event of the Company winding up, is limited to \$20.00. There are six members/directors of the Company.

#### Principal activities

During the financial year, the principal activities of Charles Sturt Campus Services Limited were the provision of cleaning, courier and laundry services to Charles Sturt University (the University). No significant changes in the nature of the Company's activities occurred during the financial year.

#### Long term and short term objectives

The Company's objectives are to provide quality cleaning, courier and laundry 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 through monthly reporting to the Board of Directors of its financial and operational performances. The financial and operating performances are assessed against an approved budget and the quality and timeliness of services provided are assessed against the requirements and expectations of a service level agreement as well as the nature of complaints and feedback received from the University and users of the Company's services. The Board of the Company is accountable to the University which is the parent of the Company.

# Charles Sturt Campus Services Limited

37 063 446 864

## Directors' report

For the year ended 31 December 2023

### 1 General information (continued)

#### Review of operations

The net result of the Company was \$457,850 in 2023 (2022: \$270,720). Any profits earned are available to help provide for liabilities to creditors and employees, and they are derived only in the process of achieving the purpose of the Company.

#### Significant changes in the state of affairs

No significant operating or other changes in the Company's state of affairs occurred during the financial year.

#### Likely developments

There are no likely developments or changes in the Company's operations which have been proposed for the immediate future.

#### Legal proceedings

The Company has not been involved in legal proceedings of any type during the year.

### 2 Other items

#### Dividends paid or recommended

As a company limited by guarantee, the Company is prohibited from paying dividends.

#### Events after the reporting date

The Company has not identified any events after reporting date that would require adjustment to the amounts recognised in the financial statements for 2023.

#### Environmental issues

There are no known environmental issues affecting the Company.

#### Benefits received directly or indirectly by officers

From 1 January 2016, the external directors of Charles Sturt Campus Services Limited are entitled to an agreed salary in respect to their contribution to the governance of the Company. The directors and officeholders are covered by the following insurance policy:

Management Liability Policy  
Chubb Policy No: 93315347  
Expiry Date: 1 November 2024

#### Meetings of Directors

During the financial year, six (6) meetings of directors were held. Attendances by each director during the year were as follows:

# Charles Sturt Campus Services Limited

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## Directors' report

For the year ended 31 December 2023

### 2 Other items (continued)

#### Meetings of Directors (continued)

	Directors' Meetings	
	Number eligible to attend	Number attended
Mr G Jones	4	4
Mr J Hamilton	6	6
Mr A Crowl	6	3
Mr D Pyke	6	6
Mrs N Harris	-	-
Mr D Griffin	6	5
Mrs M Moore	3	2

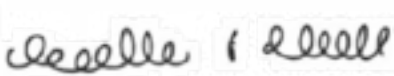
#### Indemnification and insurance of officers and auditors

An insurance policy is held by Charles Sturt University which provides the Board with insurance coverage as described under 'Benefits received directly or indirectly by officers' above.

#### Auditor's independence declaration

The Auditor's Independence Declaration as required under section 60-40 of the *Australian Charities and Not-for-profits Commission Regulation 2013 (ACNC Regulation)* is attached.

Signed in accordance with a resolution of the Board of Directors:



.....  
Mrs M Moore  
Director



.....  
Mr D Griffin  
Director

Dated: 11 April 2024

# Charles Sturt Campus Services Limited

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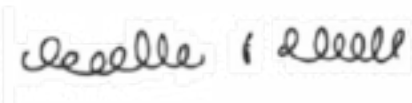
## Directors' declaration For the year ended 31 December 2023

The directors of the entity declare that:

1. The financial statements and notes, as set out on pages 8 to 22 are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, and Sections 7.6 (3) and (4) of the *Government Sector Finance Act 2018* and:
  - (a) comply with Australian Accounting Standards, the *Government Sector Finance Act 2018*, the *Australian Charities and Not-for-profit Commission Act 2012* and other mandatory professional reporting requirements
  - (b) give a true and fair view of the financial position as at 31 December 2023 and of the performance for the year ended on that date of the entity, and
2. In the directors' opinion, there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

Further, we are not aware of any circumstances 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 Board of Directors.



.....  
Mrs M Moore  
Director



.....  
Mr D Griffin  
Director

Dated: 11 April 2024



# Charles Sturt Campus Services Limited

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## Statement of Comprehensive Income For the Year Ended 31 December 2023

	Notes	2023 \$	2022 \$
Revenue	2	<b>10,142,972</b>	8,879,482
Other revenue	2	<b>175,517</b>	38,660
<b>Total revenue</b>		<b>10,318,489</b>	<b>8,918,142</b>
Employee related expenses	3	<b>8,604,694</b>	7,413,267
Depreciation and amortisation expense	5, 6	<b>28,210</b>	32,117
Other expenses		<b>1,227,735</b>	1,202,038
<b>Total expenses</b>		<b>9,860,639</b>	<b>8,647,422</b>
<b>Net result from continuing operations</b>		<b>457,850</b>	<b>270,720</b>
<b>Net result for the year</b>		<b>457,850</b>	<b>270,720</b>
<b>Total comprehensive income for the year</b>		<b>457,850</b>	<b>270,720</b>

*The above Statement of Comprehensive Income should be read in conjunction with the accompanying notes.*

# Charles Sturt Campus Services Limited

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## Statement of Financial Position

As at 31 December 2023

	Notes	2023 \$	2022 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		3,208,211	2,756,978
Trade and other receivables		189,288	164,532
<b>Total current assets</b>		<b>3,397,499</b>	<b>2,921,510</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	5	129,556	68,385
Intangible assets	6	1,274	1,698
<b>Total non-current assets</b>		<b>130,830</b>	<b>70,083</b>
<b>Total assets</b>		<b>3,528,329</b>	<b>2,991,593</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	7	55,378	39,642
Employee provisions	8	1,036,053	1,007,148
<b>Total current liabilities</b>		<b>1,091,431</b>	<b>1,046,790</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee provisions	8	117,469	83,227
<b>Total non-current liabilities</b>		<b>117,469</b>	<b>83,227</b>
<b>Total liabilities</b>		<b>1,208,900</b>	<b>1,130,017</b>
<b>Net assets</b>		<b>2,319,429</b>	<b>1,861,576</b>
<b>EQUITY</b>			
Retained earnings		2,319,429	1,861,576
<b>Total equity</b>		<b>2,319,429</b>	<b>1,861,576</b>

The above Statement of Financial Position should be read in conjunction with the accompanying notes.

# Charles Sturt Campus Services Limited

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## Statement of Changes in Equity For the Year Ended 31 December 2023

	<b>Retained earnings \$</b>
<b>2023</b>	
<b>Balance at 1 January 2023</b>	1,861,576
Total comprehensive income for the year	<u>457,850</u>
<b>Balance at 31 December 2023</b>	<u><u>2,319,426</u></u>
	<b>Retained earnings \$</b>
<b>2022</b>	
<b>Balance at 1 January 2022</b>	1,590,856
Total comprehensive income for the year	<u>270,720</u>
<b>Balance at 31 December 2022</b>	<u><u>1,861,576</u></u>

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

# Charles Sturt Campus Services Limited

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## Statement of Cash Flows For the Year Ended 31 December 2023

	Notes	2023 \$	2022 \$
<b>Cash flows from operating activities</b>			
Receipts from customers		10,416,507	9,087,895
Payments to employees		(8,541,547)	(7,401,095)
Payments to suppliers		(1,334,770)	(1,346,102)
Net cash provided by operating activities	14	<u>540,190</u>	<u>340,698</u>
<b>Cash flows from investing activities</b>			
Purchase of property, plant and equipment	5	<u>(88,957)</u>	<u>(22,410)</u>
Net cash (used by) investing activities		<u>(88,957)</u>	<u>(22,410)</u>
<b>Cash flows from financing activities</b>			
Net cash (used by) financing activities		<u>-</u>	<u>-</u>
Net increase in cash and cash equivalents		<u>451,233</u>	<u>318,288</u>
Cash and cash equivalents at the beginning of the financial year		<u>2,756,978</u>	<u>2,438,690</u>
Cash and cash equivalents at end of year		<u><u>3,208,211</u></u>	<u><u>2,756,978</u></u>

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

# Charles Sturt Campus Services Limited

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## Notes to the financial statements

### For the Year Ended 31 December 2023

The financial statements are presented for Charles Sturt Campus Services Limited as an individual entity, which is incorporated and domiciled in Australia. Charles Sturt Campus Services Limited is a not-for-profit Company limited by guarantee.

## 1 Summary of significant accounting policies

### (a) Reporting Entity

Charles Sturt Campus Services Limited is a not-for-profit entity, incorporated in Australia as a company limited by guarantee on 11 February 1994 (ABN: 37 063 446 864).

The registered office for Charles Sturt Campus Services Limited is The Grange Chancellery, Charles Sturt University, Panorama Avenue, Bathurst. The principal activities of Charles Sturt Campus Services Limited in the course of the financial reporting period were cleaning, courier and laundry services to Charles Sturt University campuses at Bathurst, Albury-Wodonga, Orange, Wagga Wagga, Dubbo, Canberra, and Port Macquarie.

There are six directors of Charles Sturt Campus Services Limited (2022: six directors). If upon the winding up or dissolution of the Company, and after satisfaction of all its debts and liabilities, any remaining property whatsoever shall be paid or transferred to the University.

### (b) Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with:

- (i) Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board
- (ii) *Government Sector Finance Act 2018*
- (iv) Section 60-40 of the *Australian Charities and Not-for-profit Commission Regulation 2013* (ACNC Regulation)

These financial statements and notes comply with the Australian Accounting Standards as issued by the Australian Accounting Standards Board.

The significant accounting policies used in the preparation and presentation of these financial statements are provided below and are consistent with the policies used in prior reporting periods unless otherwise stated. The financial statements are based on historical costs, except for the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

#### *Date of authorisation for issue*

The financial statements were authorised for issue by the member of Charles Sturt Campus Services Limited on 11 April 2024.

#### *Functional and presentation currency*

The functional and presentation currency of Charles Sturt Campus Services Limited is Australian dollars.

### (c) Statement of Compliance

#### *Critical accounting estimates*

The preparation of financial statements in accordance with Australian Accounting Standards requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgement and 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, provision for long service leave.

#### Note 8: Provisions

The Company's provision for long service leave was assessed by an independent expert for the year ended 31 December 2023. Key assumptions used in the calculation are detailed in note 8.

# Charles Sturt Campus Services Limited

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## Notes to the financial statements

For the Year Ended 31 December 2023

### 1 Summary of significant accounting policies (continued)

#### (d) Going concern

The financial statements have been prepared on the going concern basis. This basis has been adopted as the Company believes it will have sufficient cash to settle its obligations as they fall due. The Company fully recovers all expenses on a monthly basis from the Charles Sturt University (the University) through a Service Level Agreement. The agreement is valid through to 31 January 2025.

#### (e) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and demand deposits with financial institutions, 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.

#### (f) Trade receivables

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 and measured at fair values which are not discounted due to their short term nature. The Company assesses whether objective evidence of impairment exists on an ongoing basis.

Collectability of trade receivables is reviewed on an ongoing basis. An assessment of expected credit losses is made using a range of factors including both past due information and forward looking information where such information is obtainable without undue cost or effort. Debts which are known to be uncollectible are written off. A provision for impairment of receivables is established when there is objective evidence that the Company will not be able to collect all amounts due according to the original terms of receivables. Significant financial difficulties of the debtor, the probability that the debtor will enter bankruptcy or financial reorganisation, and the 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 adjustment provision, if any, is recognised in the statement of comprehensive income.

#### (g) Income tax

No provision for income tax has been raised as the Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

#### (h) Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST. The Company is grouped for GST with the University. The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the University's Statement of Financial Position.

Cash flows in the Statement of Cash Flows are included on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the ATO is classified as operating cash flows.

#### (i) New accounting standards and interpretations

Certain new Accounting Standards and Interpretations have been published that are not mandatory for 31 December 2023 reporting periods. Charles Sturt Campus Services Limited's assessment of the impact of relevant new Standards and Interpretations is set out below:

# Charles Sturt Campus Services Limited

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## Notes to the financial statements

For the Year Ended 31 December 2023

### 1 Summary of significant accounting policies (continued)

#### (i) New accounting standards and interpretations (continued)

Standard/Amendment	Application date	Implications
AASB 2020-1 - Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current – Amendments to AASB101	1 Jan 2024	Minimal or no impact
AASB 2023-1 - Supplier Finance Arrangements	1 Jan 2024	Minimal or no impact
AASB 2022-6 Non-current Liabilities with Covenants	1 Jan 2024	Minimal or no impact
AASB 2022-9 Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector	1 Jan 2027	Minimal or no impact
AASB 2022-10 - Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities	1 Jan 2024	Minimal or no impact
AASB 2022-5 - Lease Liability in a Sale and Leaseback - Amendments to AASB 16	1 Jan 2024	Minimal or no impact

### 2 Revenue

	2023 \$	2022 \$
<b>Revenue</b>		
Fees	10,142,972	8,879,482
<b>Total revenue</b>	<b>10,142,972</b>	<b>8,879,482</b>
<b>Other income</b>		
Reimbursements	175,517	38,660
<b>Total other income</b>	<b>175,517</b>	<b>38,660</b>

#### Fee revenue

Fees for services rendered are largely derived from services provided to Charles Sturt University in respect to cleaning, maintenance and courier services.

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.

#### (i) 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.

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

- (1) Identify the contract with the customer



# Charles Sturt Campus Services Limited

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## Notes to the financial statements

For the Year Ended 31 December 2023

### 2 Revenue (continued)

#### Fee revenue (continued)

(i) *Rendering of Services (continued)*

- (2) Identify the performance obligations
- (3) Determine the transaction price
- (4) Allocate the transaction price to the performance obligations
- (5) Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

#### Government Grants

The Company recognises an asset on the receipt of cash from the government or when the eligibility criteria for the relevant subsidy are met. The Company also recognises any related amounts arising under other Australian Accounting Standards in accordance with AASB 1058. In cases where the Company did not identify any related amounts, the entire amount of the subsidy for the latest fortnightly period is recognised as income upon the recognition of the asset.

### 3 Employee related expenses

	2023 \$	2022 \$
Salaries	6,606,709	5,723,169
Superannuation - defined benefit contribution	752,374	647,091
Payroll tax	377,713	326,941
Workers' compensation	365,812	312,052
Long service leave expense	89,210	40,662
Annual leave	412,876	363,352
<b>Total Employee related expenses</b>	<b>8,604,694</b>	<b>7,413,267</b>

### 4 Other expenses

	2023 \$	2022 \$
Auditors fees	13,360	12,150
Buildings, grounds and services	485	186
Communications	6,616	6,132
Fees for services rendered	598,920	596,229
Maintenance of equipment	20,521	42,467
Motor vehicle expenses	65,638	64,077
Scholarships	30,105	30,000
Stores and provisions	466,293	425,981
Travel	25,797	24,816
<b>Total other expenses</b>	<b>1,227,735</b>	<b>1,202,038</b>

# Charles Sturt Campus Services Limited

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## Notes to the financial statements

For the Year Ended 31 December 2023

### 5 Property, plant and equipment

	Plant and equipment \$	Motor Vehicles \$	Total \$
<b>At 1 January 2023</b>			
Cost or fair value	202,605	60,000	262,605
Accumulated depreciation	(134,220)	(60,000)	(194,220)
<b>Net book amount</b>	<b>68,385</b>	<b>-</b>	<b>68,385</b>
<b>Year ended 31 December 2023</b>			
Opening net book amount	68,385	-	68,385
Additions	88,957	-	88,957
Depreciation charge	(27,785)	-	(27,785)
<b>Closing net book amount</b>	<b>129,557</b>	<b>-</b>	<b>129,557</b>
<b>At 31 December 2023</b>			
Cost	291,562	60,000	351,562
Accumulated depreciation	(162,006)	(60,000)	(222,006)
<b>Net book amount</b>	<b>129,556</b>	<b>-</b>	<b>129,556</b>
	Plant and equipment \$	Motor Vehicles \$	Total \$
<b>At 1 January 2022</b>			
Cost or fair value	180,195	60,000	240,195
Accumulated depreciation	(102,528)	(60,000)	(162,528)
<b>Net book amount</b>	<b>77,667</b>	<b>-</b>	<b>77,667</b>
<b>Year ended 31 December 2021</b>			
Opening net book amount	77,667	-	77,667
Additions	22,410	-	22,410
Depreciation charge	(31,692)	-	(31,692)
<b>Closing net book amount</b>	<b>68,385</b>	<b>-</b>	<b>68,385</b>
<b>At 31 December 2022</b>			
Cost or fair value	202,605	60,000	262,605
Accumulated depreciation	(134,220)	(60,000)	(194,220)
<b>Net book amount</b>	<b>68,385</b>	<b>-</b>	<b>68,385</b>

# Charles Sturt Campus Services Limited

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## Notes to the financial statements

For the Year Ended 31 December 2023

### 5 Property, plant and equipment (continued)

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.

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 Company in the future and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

Depreciation is calculated using the straight line method to allocate their cost over their estimated useful lives, as follows:

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

<b>Depreciable assets</b>	<b>2023</b>
Plant and equipment	<b>5 years</b>
Motor Vehicles	<b>5 years</b>

### 6 Intangible assets

	2023	2022
	\$	\$
<b>Computer software</b>		
Cost	3,397	3,397
Accumulated amortisation and impairment	<b>(2,123)</b>	(1,699)
<b>Net carrying value</b>	<b>1,274</b>	1,698
<b>Total Intangibles</b>	<b>1,274</b>	1,698

#### (a) Details of Intangible Assets

	Computer software	Total
	\$	\$
<b>Year Ended 31 December 2023</b>		
Balance at the beginning of the year	1,698	1,698
Amortisation	<b>(424)</b>	<b>(424)</b>
<b>Closing value at 31 December 2023</b>	<b>1,274</b>	<b>1,274</b>
<b>Year Ended 31 December 2022</b>		
Balance at the beginning of the year	2,123	2,123
Amortisation	<b>(424)</b>	<b>(424)</b>
<b>Closing value at 31 December 2022</b>	<b>1,698</b>	<b>1,698</b>

Amortisation is calculated using the straight line method to allocate cost over the estimated useful life of five (5) years.

# Charles Sturt Campus Services Limited

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## Notes to the financial statements

For the Year Ended 31 December 2023

### 6 Intangible assets (continued)

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. Intangible assets with finite useful lives that are acquired separately are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised on a straight-line basis over their estimated useful lives which are disclosed in note 6. The estimated useful life and amortisation method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis. Intangible assets with indefinite useful lives that are acquired separately are carried at cost less accumulated impairment losses.

### 7 Trade and other payables

	2023 \$	2022 \$
<b>Current</b>		
Other payables	55,378	39,642
<b>Total current trade and other payables</b>	<u>55,378</u>	<u>39,642</u>

Payables represent unpaid liabilities for goods and services provided to the Company prior to the end of the financial year. 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.

### 8 Provisions

	2023 \$	2022 \$
<b>Current provisions expected to be settled wholly within 12 months</b>		
<b>Employee Benefits</b>		
Annual leave	473,567	398,688
Long service leave	79,197	105,097
	<u>552,764</u>	<u>503,785</u>
<b>Current provisions expected to be settled wholly after more than 12 months</b>		
<b>Employee Benefits</b>		
Annual leave	164,950	196,650
Long service leave	318,339	306,713
	<u>483,289</u>	<u>503,363</u>
<b>Total current provisions</b>	<u>1,036,053</u>	<u>1,007,148</u>
<b>Non-current provisions</b>		
<b>Employee Benefits</b>		
Long service leave	117,469	83,227
<b>Total non-current provisions</b>	<u>117,469</u>	<u>83,227</u>
<b>Total provisions</b>	<u>1,153,522</u>	<u>1,090,375</u>

# Charles Sturt Campus Services Limited

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## Notes to the financial statements

For the Year Ended 31 December 2023

### 8 Provisions (continued)

#### Annual leave

The liability for annual leave is recognised in current provisions for employee benefits as it is due to be settled within 12 months after the end of the report 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 to annual leave are classified as a current liability.

#### Long service leave

The liability for long service leave (LSL) 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 predicted 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.

The provision for LSL was assessed by an independent expert for the year ended 31 December 2023.

#### (i) Short-term obligations

Liabilities for short-term employee benefits (including wages and salaries, non-monetary benefits and profit-sharing bonuses) are measured at the amount expected to be paid when the liability is settled, if it is expected to be settled wholly before twelve months after the end of the reporting period, and is recognised in other payables. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates payable at that time.

#### (ii) Other long-term obligations

The liability for other long-term benefits are those that are not expected to be settled wholly before twelve months after the end of the annual reporting period. Other long-term employee benefits include annual leave, accumulating sick leave and long service leave liabilities.

The liability is measured at 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 predicted future wage and salary levels, experiences 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.

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 twelve months after the reporting date, in which case it would be classified as a non-current liability.

### 9 Key Management Personnel

The following persons were directors and executive officers of the Company during the financial year.

The Company determined that all external Directors would be entitled to receive a set rate remuneration in connection with the management of the affairs of the Company to improve the professionalism and quality of the Board of Directors membership. All other key management personnel were employed by Charles Sturt University except the Company executive officer who was employed by the Company.

#### (i) Directors who held office at the Company during the year were:

Mr Grant Jones	Mr David Pyke	Mr David Griffin	Mr Andrew Crowl
Mr James Hamilton	Mrs Natasha Harris	Mrs Michelle Moore	

#### (ii) Names of Executive Officers:

Mr Martin Dooner

# Charles Sturt Campus Services Limited

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## Notes to the financial statements

For the Year Ended 31 December 2023

### 9 Key Management Personnel (continued)

#### (a) Remuneration of board members and executive officers

	2023 Number	2022 Number
<b>Remuneration of board members</b>		
Nil to \$9,999	<u>2</u>	<u>2</u>
	<b>2023 Number</b>	<b>2022 Number</b>
<b>Remuneration of executive officers</b>		
\$130,000 to \$139,999	<u>1</u>	<u>1</u>

#### (b) Totals of remuneration paid

The totals of remuneration paid to the key management personnel of Charles Sturt Campus Services Limited during the year are as follows:

	2023 \$	2022 \$
Short-term employee benefits	<u>158,577</u>	149,207
<b>Total remuneration</b>	<u>158,577</u>	<u>149,207</u>

### 10 Remuneration of auditors

It is the entity's policy to engage the Audit Office of NSW to perform the statutory audit duties pursuant to the *Government Sector Audit Act 1983*. Fees payable for the audit of the financial statements for the Company for the financial year ended 31 December 2023 were \$14,696 including GST (2022: \$13,365). The auditors did not receive any other benefits.

In 2023 the Company incurred fees of \$53,460 including GST to other firms for consulting and assurance services (2022: Nil).

### 11 Contingencies

The Company did not have any contingent assets and liabilities as at 31 December 2023 (31 December 2022: Nil).

### 12 Commitments

The Company has agreed to fund scholarships with a combined value of \$30,000 for eligible Charles Sturt University students in 2024 (2023: \$30,000).

### 13 Related Parties

#### (a) Parent entities

The ultimate parent entity, which exercises control over the Company, is Charles Sturt University.

# Charles Sturt Campus Services Limited

37 063 446 864

## Notes to the financial statements

For the Year Ended 31 December 2023

### 13 Related Parties (continued)

#### (b) Key management personnel

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity is considered key management personnel.

For details of disclosures relating to key management personnel, refer to Note 9: Key Management Personnel.

#### (c) Transactions with related parties

The University meets the expenses of the Company principally in return for services provided to the University under the service level agreement (expiration: 31 January 2025). All 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 purposes of the Statement of Cash Flows.

The following transactions occurred with related parties:

	2023	2022
	\$	\$
Sale of good and services	8,984,437	7,811,263
Competitive Neutrality Levy paid to Charles Sturt University	220,122	204,664
Scholarship paid to Charles Sturt Foundation Trust	30,000	30,000

#### (d) Related party services not recognised

Charles Sturt University provides Charles Sturt Campus Services Limited with a range of administrative support services at no cost. The following services are paid directly by the University, the values have not been recognised in the financial statements of Charles Sturt Campus Services Limited:

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

### 14 Cash Flow Information

#### (a) Reconciliation of result for the year to cash flows from operating activities

Reconciliation of net income to net cash provided by operating activities:

	2023	2022
	\$	\$
Operating result for the period	457,850	270,720
Add back depreciation and amortisation	28,210	32,117
(Increase)/decrease in trade and other receivables	(24,756)	49,549
Increase/(decrease) in other payables	15,739	(23,861)
Increase in provision for annual leave	43,179	15,493
Increase/(decrease) in provision for long service leave	19,968	(3,320)
Cash flow from operating activities	<u>540,190</u>	<u>340,698</u>



**Charles Sturt Campus Services Limited**  
37 063 446 864

**Notes to the financial statements**  
**For the Year Ended 31 December 2023**

**15 Events occurring after the reporting period**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

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End of audited financial statements

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# Contact details

## Charles Sturt University in Australia

### Head office

Charles Sturt University  
The Grange Chancellery  
Panorama Avenue  
Bathurst NSW 2795

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### Campuses

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Bathurst NSW 2795

**Dubbo**  
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Dubbo NSW 2830

**Orange**  
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Orange NSW 2800

**Port Macquarie**  
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Port Macquarie NSW 2444

**Wagga Wagga**  
Boorooma Street  
North Wagga Wagga NSW 2650

### Specialist campuses

**Canberra**  
15 Blackall Street  
Barton ACT 2600

10-12 Brisbane Avenue  
Barton ACT 2600

**Goulburn**  
NSW Police College  
McDermott Drive  
Goulburn NSW 2580









**Parramatta**  
16 Masons Drive  
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**Sydney**  
77 Berry Street  
North Sydney NSW 2060

### Study centre

**Wangaratta**  
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Wangaratta VIC 3677



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