

GROWTH

CHARLES STURT
UNIVERSITY



2008 Annual Report to the
Parliament and Community

CHARLES STURT UNIVERSITY ANNUAL REPORT


For the period 1 January 2008 to 31 December 2008

The Hon. Verity Firth, BA, LLB MP
Minister for Education and Training
Level 31
Governor Macquarie Tower
1 Farrer Place
SYDNEY NSW 2000

Dear Minister,

In accordance with the provisions of the Annual Reports (Statutory Bodies) Act 1984 (NSW) and the Public Finance and Audit Act 1983 (NSW), we have pleasure in presenting to Parliament the Annual Report of Charles Sturt University for the year 2008.

Yours faithfully



Lawrie Willett, AO
Chancellor

Professor Ian Goulter
Vice-Chancellor
and President

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"The great thing in the world is not so much where we stand, as in what direction we are moving."

Oliver Wendell Holmes,
United States Supreme Court Justice

VICE-CHANCELLOR AND PRESIDENT'S REVIEW

This 2008 Annual Report captures the activities and achievements of Charles Sturt University in a year of challenges, extraordinary effort and physical and intellectual growth.

As it enters its 20th year, the University has secured its place as the National University of Inland Australia. A continuing multi-million-dollar investment in infrastructure coupled with sound strategic direction will further strengthen the University in this role well into this millennium.

BUILDING A PRESENCE

Charles Sturt University's \$270-million Infrastructure Plan of Capital Development is well underway. The second year of this five-year plan has seen \$30 million of building works made available or officially opened in 2008. These developments include teaching spaces and clinics, administration offices, student residences and the \$9 million Veterinary Clinical Centre on Wagga Wagga Campus. A key project, which secured \$65 million from the Federal Government, was to establish pre-clinical and clinical facilities for the new Dental and Oral Health Program to be initially offered on Orange and Wagga Wagga Campuses. In 2008, three key staff were appointed, an agreement signed with the dental profession's peak body, and an ongoing partnership agreed to secure cutting-edge dental equipment for the program.

STRATEGIC POWER

Charles Sturt University is approaching the mid-way point of its five-year plan – the University Strategy 2007 – 2011. It is proving a robust plan holding us in good stead in the prevailing uncertain economic times. The University continues to excel in preparing students for work through its emphasis on excellence in education for the professions, particularly through work experience prior to graduation. It engages with inland communities yet extends students and staff so they can become global citizens. Its research continues to have impact and be recognised nationally and internationally. Charles Sturt University continues to build its institutional strength, reputation and sustainability through human resources, our built environment, information technology systems, and securing support for students and staff.

We have been proactive yet open to new opportunities. In 2008, Charles Sturt University was the first university invited to feature its work at NSW Parliament House. The resulting highly successful CSU Week gave attendees an insight into how the University contributes to developing inland communities, the nation and resolving global problems.

On the theme of global problems, the University set up the CSU Green office to coordinate and communicate its sustainability efforts. Already it has instituted considerable changes to save water and energy as well as reduce greenhouse gas emissions.

In 2008, the University appointed Mr Ian Macintosh, AM as its first Pro-Chancellor. This ambassadorial role is a natural extension of his experience as a mayor, University Council member and Deputy Chancellor.

DISTINCTIVE COURSES

A key theme of our distinctive education programs for 2008 was bridging the digital divide. The year saw the University become the first in Australia to successfully implement an open source online learning environment, CSU Interact, for both its on campus and off campus students. The University's School of Information Studies repositioned itself as an iSchool, the first in Australia and one of 20 around the globe working to meaningfully link information, systems and people. Similarly, the University continues to make significant inroads into creating and delivering programs to meet the needs of a highly skilled workforce. Exemplifying such innovation and industry relevance is a program developed in co-operation with IBM in 2008 for first enrolments in 2009, the Bachelor of Information Technology (Business Services). This development is typical of Charles Sturt University's mission as the national leader in course development for and through collaboration with the professions.

The achievements of the University were well recognised by the Australian Learning and Teaching Council (ALTC) in awards and citations in 2008. Associate Professor David McKinnon and Dr Lena Danaia from the University's School of Teacher Education won a prestigious 2008 Australian Award for Teaching Excellence. Their award, in the social sciences and education category, was for building innovative primary science classroom practice. As well, Associate Professor Lindy McAllister, School of Community Health, was a member of a multi-institution team that won the ALTC Award for Programs that Enhance Learning in the discipline of speech pathology. The University was also awarded seven ALTC Citations for Outstanding Contributions to Student Learning. These accolades were bestowed for areas as diverse as Indigenous mental health, postgraduate research training, leadership in international social work, innovation in learning strategies, enhancing student motivation and excellence in designing and delivering subjects online.

RESEARCH STRENGTHS

The University continued to develop its research strengths, attracting more than \$10 million in audited research funding in 2008. There was a significant nine per cent increase in publication points from 684 in the year 2006 to 749 in 2007. The latest figures include books, book chapters, journal articles and peer-reviewed conference publications.

The University continues to make significant progress into the strategic research areas of agricultural sustainability, wine and viticulture, water, applied philosophy and public ethics, public and contextual theology, complex systems and professional practice. Many of these research areas dovetail into the National Research Priority associated with an environmentally sustainable Australia. The University also set up a Centre for Inland Health as a research centre.

Looking beyond the institution's immediate ecological footprint, University researchers have tackled the issue of climate change and the environment to help demystify natural resource systems, find practical solutions to better manage them, and give expert commentary and advice. The University's International Centre of Water for Food Security, for example, is one such research centre well poised to delve into these issues with a new Director, Associate Professor Mohsin Hafeez, appointed in 2008.

ACCESS AND ENGAGEMENT

Charles Sturt University's focus on excellence has ensured it continues to attract students from across the country. More than 17,000 students chose to study at CSU from metropolitan NSW and other states and territories.

As evidence of our success, CSU attracted more than three times the number of students with a UAI of 90 or more than all other Australian regional universities combined. Students across the nation find the University attractive because of its continued, independently verified national leadership in providing quality higher education.

The University launched its Centre for Indigenous Studies in 2008, proving a national leadership role in Indigenous education and research.

FUTURE GROWTH

CSU's many successes reach well beyond inland NSW and Australia. Such widespread impact would not have been possible without contributions from and the support of the University Council, staff, students and the communities that the University serves.

At the end of 2008, the University announced its plan to look at the feasibility of integration with another institution, Southern Cross University, which has campuses in northern NSW and south-eastern Queensland, to establish a new national university located in regional Australia. This will be a challenging and exciting opportunity to explore how we might be able to further improve our services for rural and regional Australia and nationally.

I sincerely thank all those who have helped ensure this institution's vibrancy and future prospects.



Professor Ian Goulter
Vice-Chancellor and President





GROWING

"All of the top achievers I know are life-long learners... looking for new skills, insights, and ideas. If they're not learning, they're not growing... not moving toward excellence."

Denis Waitley,
President of the International Society for Advanced Education

OUR UNIVERSITY

Charles Sturt University (CSU) was established in 1989 as a multi-campus institution and has grown into a dynamic and progressive university well-known for its innovative approach to education and applied research. Our nine campuses at Albury-Wodonga, Bathurst, Canberra, Dubbo, Goulburn, Ontario (Canada), Orange, Parramatta, and Wagga Wagga provide local access to higher education across New South Wales, the Australian Capital Territory and Victoria.

As a national university, CSU attracted almost 11,000 students from metropolitan NSW, 11,151 from regional NSW and an additional 6,394 students from other Australian states and territories in 2007, the most recent year for which full figures are available. Charles Sturt University delivered educational opportunities to more than 4,846 international students (including 547 international students on our onshore campuses, originating from 114 countries). There were also 715 students enrolled at CSU Study Centres in Sydney and Melbourne. Through our network of campuses, and in close association with industry, professions and government, the University continued its commitment to maintaining a course and research profile to meet the needs and support the inspirations of our communities, and contribute to the enrichment of inland Australia. Our capacities for flexible delivery and online learning provide access to educational opportunity throughout Australia and the world, and are resulting in a growing international reputation.

We consider our inland, national and international roles to be integrally linked and mutually reinforcing. We believe that the University's success in attracting national and international students strengthens the programs it is able to offer its inland communities. The University's inland location enables it to make a distinctive national and international contribution in such fields as health sciences, food and water security, environmental sustainability and economic prosperity.

The University has four faculties (Arts, Business, Education and Science). Faculties operate across campuses and are responsible for developing and delivering courses. Schools within these Faculties are generally based on a single campus and carry responsibility for teaching subjects. Administrative and academic support services are provided by the divisions, centres and offices that operate across the University's campuses.

Research is focused through institutes and centres located across the University's campuses. The University hosts the Centre for Applied Philosophy and Public Ethics (CAPPE), which is an Australian Research Council (ARC) Special Research Centre, and is a partner in the ARC Centre of Excellence for Policing and Security. The University has four Centres of Research Excellence (CAPPE; the EH Graham Centre for Agricultural Innovation; the Institute for Land, Water and Society [ILWS] and Research Institute for Professional Practice Learning and Education [RIPPLE]); five Strategic Research Centres (the National Wine and Grape Industry Centre [NWGIC]; the Centre for Research in Complex Systems [CRiCS]; the International Centre of Water for Food Security [IC: WATER]; the Centre for Public and Contextual Theology [PACT], and the Centre for Inland Health). The University is also a partner in six Cooperative Research Centres - Future Farm Industries, Cotton Catchment Communities, Irrigation Futures, Spatial Information, Pork, and Plant Biosecurity.

"If you are planning for a year, sow rice; if you are planning for a decade, plant trees; if you are planning for a lifetime, educate people"

Chinese Proverb



UNIVERSITY STRATEGY 2007-2011

The National University of Inland Australia.

Charles Sturt University is committed to being a National University of choice in the second quartile of Australian universities for teaching and research by 2012.

In 2007 the University Council approved a new University Strategy, identifying four key objectives essential to the achievement of this goal:

- providing distinctive educational programs for the professions that prepare students for work and citizenship
- continuing to lead in the quality provision and flexible delivery of learning and teaching
- conducting strategic and applied research of an international standard
- continuing to build institutional strength, reputation and sustainability

Our mission is to:

- provide distinctive educational programs for the professions that prepare students for work and citizenship
- conduct strategic and applied research which is nationally and internationally recognised, lead in the quality provision of flexible learning and teaching, and enhance its communities, which include:
 - inland Australia
 - Indigenous Australians
 - the professions, industries and students for whom we provide research, and education, and
 - national and international institutions, scholars and researchers with whom our staff and students are linked



DEVELOPED

*"Education is not filling a
bucket, but lighting a fire."*

William Butler Yeats,
Poet, dramatist and Nobel Prize recipient

2008 KEY HIGHLIGHTS

Providing distinctive education programs for the professions that prepare students for work and citizenship

Charles Sturt University continued to strategically advance its commitment to work-integrated learning to prepare work-ready professionals for the modern global economy, and received strong recognition for its strength in this area:

- Charles Sturt University students rated the University significantly higher than other Australian universities for work-integrated learning, according to an independent survey of Australasian student engagement by the Australian Council for Educational Research. Work-integrated learning combines professional work experience with classroom studies. It includes clinical rotations, cooperative education, industry attachments, professional work placements, service learning, internships, research, teaching practicum placements, and working overseas. Charles Sturt University Vice-Chancellor and President, Professor Ian Goulter called on the Federal Government to invest more in supporting universities and employers to engage in work-integrated learning.
- Charles Sturt University rated above average for Bachelor degree graduate employment outcomes, the 2008 Australian Graduate Survey showed. Compiled by Graduate Careers Australia, the survey revealed more than 90% of domestic students found full-time employment within four months of finishing their degrees. This was five per cent better than the national average. Seven per cent of graduates were working part-time and seeking full-time work – more than two per cent less than the national average of nearly 10%. Only 2.8% of graduates were not working and seeking full-time employment – better than the national average of 5.2%.
- According to the 2009 edition of The Good Universities Guide, Charles Sturt University maintained its national leadership in providing flexible access to higher education for various groups. The University scored the highest five-star rating for access by equity groups and flexible entry. The University scored an above average four-star rating for international students, gender balance and in the key areas of graduate employment and graduate starting salaries.
- Senior Lecturer, School of Commerce, Jenny Kent won a Competitive Grant worth \$219,812 from the Australian Learning and Teaching Council. She led the project team working with researchers from other NSW and Queensland universities to benchmark quality teaching in business education and help improve motivation.

- Educating professionals to meet the future needs of inland Australia was the focus of a meeting the University's Education for Practice Institute hosted at Bathurst. Attendees investigated how emerging trends in professional education, especially 'communities of practice', could enhance the University's courses. At that week, CSU Vice-Chancellor and President, Professor Ian Goulter and other key staff held discussions with Dr Etienne Wenger, a US international expert; Professor Pam Shakespeare, and Associate Professor Steve Hutchinson from the Practice-Based Professional Learning Centre at the Open University in the UK, who were attending the meeting.

A FORCE FOR TRAINING

- Government agencies in Indonesia and Singapore will benefit from the University's degree courses in policing and emergency management. The Jakarta Centre for Law Enforcement Cooperation (JCLEC) renewed a Memorandum of Understanding on academic cooperation focused on Charles Sturt University offering policing degrees and postgraduate courses through the JCLEC. Further cooperation includes research collaboration, joint academic and scientific activities, and the articulation of JCLEC students into programs that Charles Sturt University's Faculty of Arts offers via face-to-face and distance education. The Centre was developed in partnership with Australian Federal Police to train police across south east Asia.
- Charles Sturt University was the first Australian university to join more than 170 universities worldwide in EMC Corporation's Innovative Global Program. EMC, a world leader in information infrastructure solutions, runs the program to align technology curricula ensuring thorough preparation for future technology professionals. The agreement ensures the University will deliver industry-relevant courses to its information technology students. Vice-Chancellor and President Professor, Ian Goulter said students will understand how to design information infrastructure solutions in the modern business world.

STANDOUT CSU STUDENTS AND GRADUATES

- Third-year adventure ecotourism student Mr Peter Barrett won a Student Achiever Award from Tourism Training Australia for showing outstanding academic and community leadership qualities.
- Two accounting students won first prize in an inaugural Institute of Chartered Accountants in Australia competition. Ms Andrea Rosanes and Ms Katy Luo took out the Best Participation prize – one of three categories in the Chartered Accountants Student Challenge. They formulated seven performance indicators for the medical-humanitarian aid organisation, Médecins Sans Frontières Australia.
- Four graduates from the Charles Sturt University School of Communication won awards in three categories at the 2008 Australian Commercial Radio Awards. They were Ms Katrina Brown, Mr Christopher Baskerville, Mr Cameron Williams and Ms Josie Hand.
- Bachelor of Arts (Graphic Design) graduate Ms Emily Harris won a national competition to create a new design for National Youth Week 2008.
- The 2008 Media Federation of Australia (MFA) Awards recognised graduates Ms Allison Sims and Ms Naomi Buck. Ms Sims was a key member of the Optimum Media Direction (OMD) team that won the Grand Prix 'Best of Show' Award and the 'Best Campaign' Award in the 'Beverages' category for its media campaign for V-Raw energy drink. Ms Buck, an OMD media assistant, also won the MFA's inaugural NGen Award which recognised those with less than five years experience.
- A distance education student in the Bachelor of Business (Marketing) program, Ms Michelle Hasler, won the Austrade Export Award for the best international marketing plan by a NSW university student. She investigated whether a small allied health industry company could enter the New Zealand marketplace.
- Graduate Ms Emma Kidson won the Best Innovative Contemporary Jewellery Design by an artist aged under 26 in the National Contemporary Jewellery Awards. Another graduate Ms Emily Snadden was highly commended in the best innovative contemporary jewellery design category.
- A journalism student won an Australian Press Council outstanding achievement award. Ms Stephanie Boulet, a third-year broadcast student, was nominated for her academic record and her essay about the ethics of covering Aboriginal issues.
- Charles Sturt University students secured two awards at a short film festival, *Reel is Reel*, held in Wagga Wagga and featuring 16 short-listed films from across Australia. First-year graphic design and multimedia student Mr Aleksei Fateev won the Best Animation Award, while Mr Jackson Bauer, a second-year television production student, scooped the Best Film award.
- Equine science degree students received a Wagga Mutual Credit Union Safety Awareness Award for improving safety for students engaged in the high risk activity of 'breaking in' young horses at the University's Equine Centre at Wagga Wagga.
- Ms Liz Jenkinson, a third-year design for theatre and television student, won Best Set Designer (Play) in the prestigious Canberra Area Theatre Awards.
- Photography students Ms Kate Lewis and Mr Matt Regan, both from Wagga Wagga, were finalists in the National Photographic Portrait Prize 2008. The photographs will hang in the National Portrait Gallery in Canberra.
- Student Mr David Gale was one of 20 young people from around the world selected to attend the World Council of Churches' international dialogue centre, the Ecumenical Institute at Bossey in Switzerland. A second-year agricultural science student, he took part in the first Summer School on Water organised by the Ecumenical Water Network.
- Four education degree students travelled with CSU's Murray School of Education lecturer William DeJean to the US to attend the Advancement Via Individual Determination Summer Institute, a professional development program.
- Bathurst-based PhD student from the Faculty of Education, Kristina Gottchall was elected the postgraduate representative on the Australian Association for Research in Education.
- Ms Rebecca Turnbull, a medical science and applied biotechnology student from CSU at Wagga Wagga, was the University's representative at the inaugural Australia-India Universities' Youth Forum. About 60 Australian and Indian university students attended the Australian event.
- The youngest student ever to study at Charles Sturt University completed a first-year university level information technology subject at Wagga Wagga. Ms Kaitlin Salzke, 14, studied the subject through the Gifted and Talented program run by the Faculty of Business.
- Five visiting Japanese students joined 15 animal science and production students at Charles Sturt University for a training day at local abattoirs to practise their meat judging skills ahead of their participation in the 2008 Australian Intercollegiate Meat Judging Competition. They competed in the meat carcase and cut grading competition.

PAVING THE WAY FOR WORK

- The University celebrated a decade of educating physiotherapists and speech pathologists. Each course has produced more than 200 graduates. More than 60 per cent have started their professional careers in regional Australia.
- Journalism students won a tender to produce a daily newspaper for the Pacific Area Newspaper Publishers' Association annual conference in Queensland. About 500 newspaper executives attended the event.
- Five third-year Bachelor of Arts students from CSU took part in the Beijing Olympics as camera operators and production support staff.
- Six CSU public relations and organisational communication students volunteered at the inaugural Newton's Playground gravity sports festival on Mount Panorama in Bathurst.
- A CSU student experienced the world's largest

film industry, Bollywood, in Mumbai India, for work experience. Ms Zoe Kelly, a theatre/media student at the School of Communication at Bathurst, won a four-week scholarship to support her in this experience.

- A final year advertising student at the School of Communication, Ms Mary-Jane Barca, completed her studies and started her career with a 10-week scholarship internship in New York working for BBDO Worldwide, one of the world's largest advertising agencies.
- A DVD that television production students made to document the lives and experiences of respected members of the West Wyalong Aboriginal community was used in NSW schools as part of the state's Aboriginal education policy.
- Charles Sturt University held its largest graduation ceremony in Ontario, Canada, when more than 300 students graduated with degrees including business administration, education, medical imaging, nursing and paramedics.

MULTIMEDIA TEACHING MATERIALS FOR POLICE TRAINEES

Charles Sturt University created multimedia teaching materials, including a film simulating police action for use in the CSU Associate Degree in Policing Practice. The high quality materials are practical and relevant to everyday policing needs and overcome the problem of presenting highly realistic but controlled examples for police training.

Staff and students from the University's Schools of Policing Studies and Communication worked with serving officers of the NSW Police Force to film simulated police action for use in the Associate Degree, a course taken by all Probationary Constables in NSW Police.

The package features training 'scenarios' that were filmed during the day and evening at several Bathurst locations. CSU theatre/media students, lecturers and technical staff and serving police officers were involved in the film.

Mr Christopher Bushell, Course Coordinator, School of Policing Studies based in Goulburn, NSW, said: "This development demonstrates CSU's commitment to providing the best possible training for the police professions that Australia needs.

"It brought together a range of University and NSW Police Force resources to produce high quality instructional materials that are practical and relevant to the needs of everyday policing.

"The collaborative approach aims to move away from the isolated development of individual teaching resources and learning materials, and we aim to extend this concept to other policing courses across the University".

All staff involved in the project are sharing the materials and flexible delivery experience across the policing discipline.



The state's newest police recruits celebrating graduation - School of Policing Studies, Goulburn.

APPLIED

*"Research is to see what
everybody else has seen,
and to think what nobody
else has thought"*

Albert Szent-Gyorgyi,
Hungarian physiologist, Nobel Prize recipient and
credited with discovering vitamin C



2008 KEY HIGHLIGHTS

Conduct strategic and applied research of an international standard

Charles Sturt University is committed to solving problems through practical, applied and strategic research.

We understand the complexity of many of the challenges facing our communities and the nation, therefore our researchers work across traditional disciplines to develop innovative solutions. As a result the University is committed to a collaborative and interdisciplinary approach to research.

The University strategically invests its resources in selected areas of proven and potential strength significant to the University's mission. In line with this approach, the University supports a range of key research centres and groupings. To ensure our research is practical and informed, our research centres include participation from industry or international experts. Key highlights for 2008 include:

LEADING THE NATION

- A University expert in managing and restoring aquatic ecosystems, Associate Professor Robyn Watts, was appointed to advise the Federal Government on the use of water purchased to restore the rivers and wetlands of the Murray Darling Basin.

NEW FACES AND PLACES

- The University's International Centre of Water (IC WATER) for Food Security appointed a new director, Associate Professor of Hydrology and Remote Sensing, Mohsin Hafeez. He has 14 years of research, teaching and management experience in academic and research institutions working on projects in the efficient use of water in China, Pakistan, the Philippines, Uzbekistan in Asia, Ghana and Burkina Faso in Africa, as well as in Australia and Germany. His appointment followed the departure of founding director Professor Shahbaz Khan who took on a new role with the United Nations Educational, Scientific and Cultural Organisation in France.
- Professor Peter Wynn was appointed inaugural Professor of Animal Production. He has the joint McCaughey Memorial Institute-CSU Chair in Animal Production at Wagga Wagga and is the key research scientist in a million-dollar project to improve Pakistan's dairy sector.

- A world renowned agronomic weeds researcher, Professor Leslie Weston, was recruited from Cornell University in the United States to join CSU to set up ground-breaking studies into weed control in inland south-eastern Australia. Her move to take up the position of Strategic Research Professor of Weed Sciences was supported by a NSW Government Life Science Research Award, which attracts leading international researchers to the state. She will expand her research into managing invasive weeds and developing natural plant products as pesticides, fungicides, herbicides or insecticides.
- The new headquarters for the Australian Centre for Christianity and Culture was launched at Charles Sturt University in Canberra. The site is the academic and administrative hub of the Centre and home to the University's Public and Contextual Theology Strategic Research Centre.

EXCELLENCE IN RESEARCH

- Associate Professor Gavin Ash, School of Agricultural and Wine Sciences, received the Vice-Chancellor's Award for Individual Research Excellence for his outstanding contribution to innovative research in plant pathology. He has attracted more than \$4.2 million in research funds and written for more than 150 publications. Picture page 15.
- The winners of the 2007 Vice-Chancellor's Team Award for Research Excellence were Associate Professor David Watson, Associate Professor Ian Lunt, Associate Professor Gary Luck, and Dr Peter Spooner, School of Environmental Sciences, and Dr David Roshier, Institute for Land, Water and Society. The team is studying drivers of biodiversity change in production landscapes and attracted more than \$2.1 million in research income including eight prestigious Australian Research Council (ARC) grants.
- Charles Sturt University's David Morell Laboratories at Wagga Wagga won the 2008 Vice-Chancellor's Award for Performance Excellence.
- Dr Sharynne McLeod, Professor in Speech and Language Acquisition, School of Teacher Education, was elected Fellow of the American Speech-Language-Hearing Association. The fellowship is for life and is one of the highest honours its 130,000 members can bestow. Dr McLeod earned the honour for her distinguished performance and contributions to the profession in research and publications, teaching and services to the associations and related international professional organisations. Picture page 13.

- Two senior education researchers at the University developed guidelines to help parents, teachers and children as they start school. Drawing on more than 12 years of research, Professor Sue Dockett and Professor Robert Perry from the University's Murray School of Education created the guide which has influenced transition to school programs across Australia and beyond.
- Dr Jinghe Han from the Faculty of Education received the Beth Southwell Research Award from the NSW Institute for Educational Research for excellence in research at doctoral level, and the Australian Teacher Education Association's Early Career Research Grant.
- Graduate and Department of Primary Industries employee Mr David Waters received the Charles Sturt University Medal for his research into the world's tallest flowering plant, the mountain ash.

WATCH OUT FOR ...

- Three University projects secured almost \$600,000 in prestigious Australian Research Council (ARC) grants.
 - Focusing on the Regent Parrot in finding a balance between agricultural landscapes and maximising biodiversity gains is a project underway at the Institute for Land, Water and Society. Dr Peter Spooner, Associate Professor David Watson and Associate Professor Gary Luck are working with major partners Mildura almond producer Select Harvests Limited, and the Victorian Department of Sustainability and Environment. The three-year project is worth \$1.4 million including \$700,000 and in-kind support from Select Harvests Limited. A \$255,000 Industry Linkage Grant from the Australian Research Council was received, as well as \$150,000 to fund a parallel project with the NSW Department of Environment and Climate Change.
 - Another project is investigating what life is like for babies and toddlers in childcare – it secured a \$161,000 ARC grant. Professor Jennifer Sumsion, Associate Professor Linda Harrison, Ms Frances Press, Associate Professor Sharynne McLeod and Professor Ben Bradley have been working with Family Day Care Australia and KU Children's Services to raise public, professional and parental knowledge about the issue. Related research led by Professor Bradley revealed that, by the age of nine months, babies were as interested in their peers as they were in their mothers. Babies' group psychology has been largely neglected until very recently, he said.
 - Disadvantaged Indigenous and rural students living in remote Australian settlements will benefit from a three-year \$170,000 research project led by Professor Tom Lowrie, Director, Centre for Research into Professional Practice, Learning and Education (RIPPLE) at Wagga Wagga and academics from Griffith University in Queensland.
- Charles Sturt University academics are also part of research teams that gained ARC funding for projects to improve science engagement in schools, help Australia improve teaching of mainland Chinese research students, investigate how reading was taught in Australia, strategies to increase high school completion rates, and how to better manage the impact of heat on people.
- Professor Len Wade from the EH Graham Centre for Agricultural Innovation is the joint Principal Investigator for an international \$1.3 million project investigating how plants are designed to adapt in drought. The focus is on lines of rice that find water in dry soil to be able to produce grain. The Generation Challenge Program of the Consultative Group for International Agricultural Research is running the project. Project partners are based in the Philippines, UK, USA, Japan, India and Africa and at Charles Sturt University.
- Detecting heart disease before the symptoms start is the subject of research by Charles Sturt University researcher Dr Geoff Currie, Senior Lecturer, School of Dentistry and Health Sciences.
- Dr Richard Xu, a lecturer in computer science at the School of Accounting and Computer Science, has begun leading a three-year project to develop a truck-mounted prototype with video camera, sonar and radar to automate a mining process when large rocks jam the rock crusher. The device could prevent costly shutdowns of plant. Newcrest Mines provided \$900,000 to fund the project.
- Sensory research scientist at the University's National Wine and Grape Industry Centre, Anthony Saliba, has been testing wines on wine experts and consumers to determine the flavours and smells consumers want in a wine. It will help winemakers make a more popular vintage challenging the usual approach of making wine then educating consumers to like it, he said.
- How football referees communicate their decisions to players on the field, and how players react are being investigated by a CSU academic for the Federation of International Football Associations, the peak world football organisation. Peter Simmons, a lecturer from the School of Communication, was the first Australian awarded the prestigious FIFA Joao Havelange international research scholarship and will use it to study referees in Australia, Malaysia and Spain.

INSIGHT INTO BEHAVIOUR

- Families were a vital part of mining towns, Charles Sturt University research into people involved in Australia's booming mining industry revealed. Report author and social researcher at the Centre for Inland Health, Dr Julaine Allan, described mining as having a relocation culture.
- Rural men do not think they should talk about health issues; they visit health professionals as a last resort and drink heavily, according to an extensive CSU study of men in southern NSW led by nutrition researcher Ms Gabrielle O'Kane. Those surveyed also said they felt being a 'big bloke' was advantageous because you were less likely to be picked on in a bar.
- Early results from research with students living at Charles Sturt University at Wagga Wagga showed that a group who received social marketing interventions and in-house display meters cut their electricity consumption and produced less greenhouse gas than the control group. Researcher Dr Penny Davidson, said the cut could be due to several factors, but highlighted environmental behaviour interventions should note existing intrinsic – or internal – motivations.
- A survey of NSW households revealed high electricity bills rather than environmental concerns prompted most householders looking to become more energy efficient by using less electricity. Postgraduate student Ms Jodie Kleinschafer made the preliminary findings as part of her three-year, \$100,000 research project funded by Country Energy.
- Dr Isabelle Bartkowiak-Théron, Lecturer, School of Policing Studies, Dr Michael Curtin, Course Coordinator, School of Community Health, and Ilana Young from the Upper Hume Community Health Service conducted research into community perceptions of child sexual abuse in regional Australia.
- The Charles Sturt University Centre for Inland Health was invited to evaluate the newly implemented NSW Police Force Mental Health Intervention teams program. The program aims to cut the risk of injury to officers and people with mental health issues. Victoria Herrington, Lecturer, Australian Graduate School of Policing, and Dr Isabelle Bartkowiak-Théron, School of Policing Studies, are conducting the evaluation and report to a steering committee of police and health practitioners.
- The Centre for Inland Health research leaders Associate Professor Ann Bonner and Adjunct Associate Professor Julie Prior (Royal Rehabilitation Sydney) and their colleagues Dr Judith Crockett, Dr Rodney Pope and Dr Ruth Beecham were engaged by the NSW Institute of Rural Clinical Services and Teaching to identify the best approaches to rehabilitation in rural and remote communities of NSW.
- Treechangers were not mythical cash cows but city dwellers looking for a less stressful life, according to Dr Angela Ragusa, Lecturer, School of Humanities and Social Sciences. She researched why treechangers — a term used since 2004 — moved to rural NSW and north-east Victoria from metropolitan areas on Australia's south-eastern coastline.

EARLY YEARS LEARNING FRAMEWORK

Charles Sturt University is leading a national initiative to develop the Early Years Learning Framework as part of the Federal Government's agenda for early childhood education. The University received \$700,000 from the Federal Government toward the project and led a consortium of academics and professionals from other universities and industry.

The Early Years Learning Framework will be an integral part of the early childhood reforms and will guide early childhood educators to develop quality early childhood programs. The aim is for high quality and integrated early childhood education and childcare. The framework will emphasize play-based learning and recognise the importance of communication and language, including early literacy and numeracy, and social and emotional development.

The Dean of the Faculty of Education at CSU, Professor Toni Downes, said the grant demonstrated the Federal Government was serious about early childhood policy and program development.

"This announcement is further recognition of Charles Sturt University's national leadership in early childhood education. The University is a

long-standing provider of early childhood teacher education, and has an exceptional team of researchers who have a strong track record of working with a range of institutions to deliver high quality outcomes," she said.

The consortium includes academics and professionals from Macquarie University, Flinders University, the Queensland University of Technology, the University of Western Sydney, Batchelor College, SDN Children's Services and Lady Gowrie Child Centre.

"The Consortium led by Charles Sturt University offers extensive geographical reach and networks, and knowledge of both local contexts and the diverse needs of Australian families. It has professional and practical expertise in all age groups in early childhood and into the early years of school.

Professor Jennifer Sumsion, Sub-Dean of CSU's Faculty of Education and Associate Professor Linda Harrison from the University's School of Teacher Education are leading the consortium.

The project's recommendations will be presented to the Council of Australian Governments in 2009.

FOCUS ON SCIENCE

- Dr Jade Forwood, Lecturer, School of Biomedical Sciences, and his laboratory members have been collaborating with researchers at the University of Queensland, Medical Research Council Laboratory of Molecular Biology in Cambridge, UK, and the Sir William Dunn School of Pathology at Oxford University to better understand processes involved in shuttling proteins within a cell across the nuclear membrane. Dr Forwood published part of the work in the international Journal of Molecular Biology.
- Academics from the School of Community Health, Dr Gayle Smythe and Dr Jillian Dunphy along with academics from the School of Biomedical Sciences Dr Jade Forwood and Dr Scott Andrew, set up a collaboration to better understand molecular mechanisms involved in muscular dystrophy. An international research grant from the Association Française contre les Myopathies funded the research.
- A Riverina heart failure study, led by Professor Lexin Wang from the School of Biomedical Sciences, revealed major gaps in managing heart rhythm disturbance in elderly heart failure patients in the region. The Australian study explored reasons for inadequate treatment such as under-use of stroke prevention medications for patients aged over 75. The study results were published in a leading US journal, Current Therapeutic Research.
- Professor Lexin Wang from the University's Cardiovascular Research Group and Centre of Inland Health completed a world-first clinical trial using a seashell protein to treat late-stage lung cancer patients. Working with researchers from a CSU strategic alliance at Taishan Medical University in China, they found the protein extract significantly enhanced chemotherapy's effect and reduced side effects.

EYE ON CLIMATE CHANGE AND THE ENVIRONMENT

- The International Centre of Water for Food Security team played a key role collaborating with CSIRO Land and Water to assist the Australian Government with assessing efficiencies of Australian irrigation systems. This preceded the rollout of significant infrastructure investment underlying the Irrigation Infrastructure Hotspots Assessment Project of the Department of Environment, Water, Heritage and the Arts.
- A study co-authored by a Charles Sturt University scientist warned climate change could have far-reaching negative impacts on the health of rural Australians. Professor Kevin Parton, Strategic Professor of Business at Charles Sturt University at Orange, said rural Australia's population may be subjected to new or intensified diseases because climate change will alter the distribution of some diseases. He argued vectors that support and carry diseases, such as air, water, and organic movement, shift in response to climate change, therefore so too will health problems. He also said tracking climate change through the decline of sea ice in the Arctic should focus on the ice level in mid September. The ice melts between March and September each year and its decline leads to a large temperature increase at both poles.
- Climate change seriously threatens regional Australia's ability to produce food for export to countries facing food shortages, according to the Director of the Institute for Land, Water and Society, Professor Max Finlayson. He co-presented a paper on the issue at the Sustainable Economic Growth for Regional Australia 2008 conference.
- Rice diseases could result if agricultural production is increased in northern Australia in the wake of climate change, rice researchers led by Associate Professor Gavin Ash warned. The team worked with the Cooperative Research Centre for Plant Biosecurity to extensively survey for diseases of native rice species in northern Australia.



Gavin Ash
Associate Professor
Plant pathology,
microbiology
School of Agricultural and
Wine Sciences.
Story page 14

- Associate Professor Mohsin Hafeez, Director of International Centre of Water for Food Security, began leading a three year project to develop novel hydrological modelling tools to estimate land surface diversions within the flood plains of the Murray Darling Basin. The Murray Darling Basin Commission provided \$475,000 to fund the project. As well, Associate Professor Hafeez secured \$900,000 from the National Water Commission of Australia to develop an information tool to measure multi-scale water productivity and assess vegetation health in Australian agro-ecosystems.
- Practical solutions to restore one of Australia's most threatened ecosystems – the endangered white box grassy woodlands of south-eastern Australia – is the aim of researchers from CSIRO and the Institute for Land, Water and Society. They began a seven-year project with funding from a NSW Environmental Trust Research Grant and the Murray Catchment Management Authority.
- Four Chinese officials visited the University's Albury-Wodonga Campus as part of a study tour on how Australia manages its wetlands for the Australia China Environment Development Program. The tour followed a project design trip to China by members of the feasibility/design team including Professor Max Finlayson, Director of the University's Institute for Land, Water and Society. The program aims to share expertise and experience in managing wetlands and using them to treat waste water.
- Charles Sturt University and Charles Darwin University researchers discovered Australian eucalypt trees have buds buried in leaf canopies capable of fast recovery after low intensity fires. This finding builds on previous research that showed the trees have special epicormic buds buried within the trunk bark for recovery after more intense fires.
- Collaborative research between the EH Graham Centre for Agricultural Innovation and the Department of Primary Industries revealed herbicide resistance to the weed annual ryegrass was common in southern NSW.
- The Serrated Tussock Best Practice Management Manual and a supporting resource CD were launched to help farmers battle the noxious weed. How farmers can tackle the weed, which costs Australia \$55 million a year in economic and environmental impacts, was the topic of a free public talk jointly given by the University's Dr Aaron Simmons.
- How farmers and state and local governments work together to control serrated tussock was the PhD topic of student Ms Sonia Graham. She was one of two university students in Australia awarded a three-year \$15,000 AW Howard Memorial Research Fellowship.
- Australia's first study to map landholder preferences for different types of land management incentives across the landscape was conducted by social researcher Mr Jonathon Howard from the Institute for Land, Water and Society. The incentives would be for existing practices or tenders to help government agencies achieve more effective environmental outcomes.

FEATURING CREATURES

- The most significant Southern Bell Frog population in NSW responded well to 8,000 megalitres of environmental water that flowed into the Murrumbidgee floodplain, with breeding behaviour recorded at nearly every site. This was the verdict of Charles Sturt University researcher Dr Skye Wassens who worked with the Department of Environment and Climate Change to prioritise wetlands for environmental water. They also monitored the response of the endangered frogs inhabiting wetlands between Maude and Balranald on the Lowbidgee Floodplain in inland NSW.
- Wildlife researcher Andrew Carter tracked the movement of foxes to finetune the efficiency of baiting programs as part of his PhD with the Institute for Land, Water and Society.
- PhD research is underway in Tarcutta, southern NSW, using global positioning system collars to track ewes and their newborn lambs to slash the 40 per cent lamb mortality rate due to starvation, poor mothering and exposure.
- The Equine Centre re-opened for business following the outbreak of equine flu that threatened the national horse industry. The Centre at the Orange Campus of the University allows students to be involved in horse enterprise management, including breeding, training, show and sale preparation, handling techniques and research.
- A Connemara Pony Stud was set up at Charles Sturt University at Wagga Wagga with the arrival of four mares and a stallion. The pony breed is ideal for novice handlers, according to Equine Science lecturer, Mr Hunter Doughty.

CHALLENGES ON THE LAND

- A local roundworm uses a bacterium to kill exotic snails that devastate crop and pasture production across southern Australia, a Charles Sturt University team led by award-winning researcher Associate Professor Gavin Ash found. The Grains Research and Development Corporation funded the project.
- Researchers began looking at three decades of satellite data to assess the extent of stubble burning in agricultural practices in Australia. The project is an initiative of the EH Graham Centre for Agricultural Innovation, an alliance between the University and the NSW Department of Primary Industries.
- Microscopes have been enlisted to fight the summer perennial weed, Silverleaf Nightshade. Researchers at the EH Graham Centre for Agricultural Innovation have been looking for innovative solutions to tackle the invasive weed. Meat and Livestock Australia funded the project.

- Faculty of Science PhD student Veronica Madigan has been researching how veterinary staff can teach healthcare professionals to deal with human patients who cannot communicate. Her initial research has found veterinary staff become experts in reading and interpreting body language.

IN PRINT, ON SCREEN OR ON STAGE

- Associate Head of the School of Nursing and Midwifery and Senior Lecturer in Mental Health Nursing, Dr Andrew Crowther, released his book, *Nurse Managers, A Guide to Practice* (2nd Edition). The peak body for standard setting and accreditation in the USA ordered 500 copies of the text, which gives practical advice and tools for the novice to experienced nurse manager.
- The Centre for Information Studies launched a book, *Exploring Methods in Information Literacy Research*. The book outlines approaches to help researchers and professionals researching information literacy. University lecturers Ms Suzanne Lipu, Dr Anne Lloyd and Dr Kirsty Williamson were involved in the publication.
- Three books by human movement studies academics were launched. Professor Frank Marino, Head of the School of Movement Studies, edited *Thermoregulation and Human Performance: Physiological and Biological Aspects*. Dr Rylee Dionigi wrote *Competing for Life: Older People, Sport and Ageing*. Dr Gabrielle O'Flynn wrote *Young Women, Health, & the Self: The Body, Schooling, and the Discursive Constitution of Gendered and Classed Subjectivities*.
- Rethinking education as a profession was the challenge Professor Stephen Kemmis, School of Education, raised in his book, *Enabling Praxis*.
- *Engagement & Change - Exploring Management, Economic and Finance Implications of a Globalising Environment*. This book was published on economic globalisation with local, national and international contributions was co-edited by the University's Associate Professor Grant O'Neill, Head of the School of Marketing and Management, and his Associate Head, Dr Parikshit Basu.
- Richard Culas, Lecturer, School of Agricultural and Wine Sciences in the Faculty of Science, published his book, *Deforestation in the Tropics: Causes, Policies, and Institutions*.
- The complex decisions that health professionals make in working with very different clients – also known as clinical reasoning – were critically examined in a book edited by Professor Joy Higgs, the University's Strategic Research Professor in Professional Practice, and colleagues Mr Mark Jones and Dr Stephen Loftus. *Clinical Reasoning in the Health Professions* questioned best practice and professional autonomy in decision making.
- Senior Lecturer, School of Humanities and Social Sciences, Mr David Gilbey drew on his international travel in 2006 for inspiration for his first full-length collection of poetry, *Death and the Motorway*.
- The Centre for Information Studies helped Dr Philip Hider, School of Information Science, and his colleague, Professor Ross Harvey, revise the successful first edition of the book, *Organising Knowledge in a Global Society: Principles and Practice in Libraries and Information Centres*.
- Researchers from the University and China have uncovered a potentially vital therapeutic role for folic acid in protecting the heart muscle from the onslaught of high glucose levels experienced by diabetics. The study was published in the prestigious international journal, *Cardiovascular Drugs and Therapy*.

AVIAN FLU AND CLASSICAL SWINE FEVER TRANSMISSION

A senior researcher with the Institute for Land, Water and Society, Dr Joanne Millar, has been assisting a University of Sydney project examining poultry movements in Bali and Lombok and pig movements in West Timor, Alor and Australia to assess high risk transmission pathways for Avian Flu and Classical Swine Fever. Dr Millar advises on social science methodologies for surveying stakeholders involved in livestock markets as part of an international team of epidemiologists, sociologists and economists from Indonesia and Australia.

Dr Millar said: "Indonesia has the highest number of human deaths and cases from Avian Flu, mainly in Java, but there have been several outbreaks in Bali with at least two human deaths reported. The illegal movement of poultry from Java to Bali has

been a major factor in this spread but movements within Bali and Lombok also create risks.

"Hygiene at live bird markets is also a major issue. Vendors and traders are particularly susceptible as they handle large volumes of birds".

Classical Swine Fever has reached the eastern islands from Sumatra with serious effects for economic pig production.

Australian pig industries were also at risk from the disease, which is why the four-year project's scope included investigating risks via informal pig trading in eastern Australia.

The Australian Centre for International Agricultural Research funds the project, which the University of Sydney is coordinating.

- Research into the first 18 months of newspaper publishing in inland Australia, Crossing the Great Divide - the 160th Anniversary of Newspaper Publishing in Bathurst, was presented at a public talk by lecturer in journalism, Ms Margaret Van Heekeren.
- School of Nursing and Midwifery staff wrote three chapters in a book, *Chronic Illness and Disability*. The staff were Associate Professor Ann Bonner, Adjunct Associate Professor Julie Pryor and lecturer Ms Christine Haley.
- As part of National History Week, Professor Bruce Pennay, an adjunct Associate Professor in the Institute for Land, Water and Society, launched *So Much Sky*, a history of the Bonegilla immigration centre. Albury City Council and the NSW Migration Heritage Centre jointly funded the project.
- 'Asparagus', a play that examines the impact of war, politics, economic growth and the vision of three significant Australian writers on three generations of a Bathurst family, premiered in Bathurst. Mr Ray Harding, a Theatre/Media Lecturer, School of Communication, wrote the play with help from CSU Adjunct Lecturer and historian, Dr Robin McLachlan, School of Social Sciences and Liberal Studies.
- Governments should start encouraging women earlier to pursue study and careers in computing science to address the growing shortages of skilled information technology (IT) professionals, said Professor Toni Downes, researcher and Dean, Faculty of Education. She was a senior member of a research team focusing on the middle secondary year. The findings of the project were published in a book, *Gender and IT: Ongoing Challenges for Computing and Information Technology Education in Australian Secondary Schools*.
- Senior Lecturer Dr Peter Rushbrook's article recounting the 1945 Kapooka tragedy was published in the journal *History of Education Review*. The tragic deaths of 26 army recruits more than 60 years ago is the largest accident in the history of the Australian army. Dr Rushbrook plans to research the Kapooka story further for a book.
- Associate Professor Ann Bonner from the School of Nursing and Midwifery contributed three chapters to Lewis et al's *Medical-Surgical Nursing* (2nd Edition), a popular text for nurses across Australia and New Zealand.
- The Western Research Institute issued quarterly Westpac and Charles Sturt University Agribusiness Index Economic Performance Indicator (EPI) reports. The Institute also issued quarterly Reliance Credit Union Regional Business Surveys looking at the impact of interest rate movement and the slowing national economy on business and industry.
- A research report, *Social Impacts of Drought and Declining Water Availability in the Murray Darling Basin*, from the Institute for Land, Water and Society, suggested social and economic conditions were so difficult in the Murray Darling Basin because of drought and water shortages that a treaty between government and the region's communities was needed.
- The Institute for Land, Water and Society and the EH Graham Centre for Agricultural Innovation held a public forum on the implications of diminishing international supplies of petroleum and the possibilities for biofuel industries in rural Australia.
- Associate Professor Nick O'Brien, Australian Graduate School of Policing, travelled to Jakarta, Indonesia, to interview a senior policeman and former high-ranking terrorist about the issues of radicalisation, de-radicalisation and counter-radicalisation, for subjects offered at the School. His interviews were made available to students.
- The impact of maternity unit closures on women living in rural and remote Australia should be addressed urgently, according to Dr Elaine Dietsch, Senior Lecturer, School of Nursing and Midwifery, who was commenting on a Federal Government discussion paper on the services. She was the principal researcher in a research report, 'Luckily we had a torch': Contemporary Birthing Experiences of Women Living in Rural and Remote NSW, which made seven key recommendations about maternity services for rural communities. She said closing facilities increased risks for women giving birth and violated their human rights.
- Dr Robin McLachlan, Adjunct Senior Lecturer in History and Cultural Heritage Studies completed a 10-year project to enhance and preserve the Bathurst home of former Labor Prime Minister Ben Chifley. He also co-produced and was historian for a documentary film on the subject, called 'The Chifleys of Busby Street – A Community Remembers'.
- One of the few women to research and write on the dynamics between the media and the military, Deputy Vice-Chancellor (Administration), Professor Lyn Gorman, spoke at the Chief of Army's annual Military History Conference. She gave an Australian perspective on the Cold War.

SETTING THE AGENDA

- Australians could eat more native foods in the future as a result of research discussed at the Functional Foods and Biotechnology Forum at the University. Lecturer, School of Biomedical Sciences, Dr Jian Zhao's research revealed native plant foods have strong anti-microbial, antioxidant and emulsifying properties with potential applications in many mainstream food products.

DENTISTRY AND ORAL HEALTH PROGRAMS TO BEGIN IN 2009

In 2008, Charles Sturt University set up dentistry and oral health therapy teaching facilities with a \$65 million grant from the Federal Government. Key staff have been recruited, an ongoing partnership with dental equipment distributor Henry Schein Halas (HSH) established, and an agreement with Australian Dental Association NSW (ADA NSW) signed.

With the first student enrolments in 2009, the program's pre-clinical and clinical facilities will initially be offered at Orange and Wagga Wagga and later at Dental Education Clinics at Albury-Wodonga, Bathurst and Dubbo. The program will be fully established in 2013. Graduates of the five-year Bachelor of Dental Science and the three-year Bachelor of Oral Health (Therapy/Hygiene) will help ensure a much needed supply of dentists, dental therapists, dental hygienists and oral health therapists into inland Australia.

The University made three key appointments to the school. The Foundation Head of the School of Dentistry and Health Sciences, Professor Ward Massey, started work in early 2008. He returned to Australia from a US position as a Professor in Restorative Dentistry at the Baltimore College of Dental Surgery at the University of Maryland.

Associate Professor Barbara Taylor moved from the Sydney Dental Hospital to a new role as Charles Sturt University's Associate Professor in Dentistry and Health Sciences. From her Wagga Wagga base she develops and coordinates the University's oral health therapy program. Meanwhile, Professor David Wilson from the International Medical University in Kuala Lumpur, Malaysia was appointed to the School. He has worked in Australia, Canada, Saudi Arabia and the United Arab Emirates and has about 30 years undergraduate and postgraduate teaching experience in oral pathology and oral medicine as well as significant experience in dental curriculum development.

To help cement the links between educators and the dental profession, the University signed a Memorandum of Understanding (MoU) with the Australian Dental Association NSW Branch. The agreement seeks to improve the effectiveness of clinical education and professional development of dentistry throughout NSW, CSU students and academic staff.

This will be achieved through shared library access, IT infrastructure, joint academic developments and professional research and mentoring opportunities.

The benefits of the collaboration will be felt beyond the two organisations, said Professor Massey:

"Through a shared approach to joint seminars, workshops, continuing professional development and student interaction, regional practitioners and students alike will benefit. The outcome will be a better, more informed quality of dental service available to regional communities."

Another beneficial agreement is an ongoing partnership with Australian dental equipment distributor, Henry Schein Halas (HSH). As part of this arrangement, the University has invested in

\$6.2 million in dental equipment to outfit the School. The clinical setting will include multiple open teaching surgeries, enclosed specialist suites, and dental simulation laboratories. These will be equipped with high quality Planmeca simulation units, digital dental chairs, and X-ray instrumentation sourced from Finland. Two futuristic surgeries called 'Dream Rooms' have also been built.

On these, Professor Massey said: "They will allow us to showcase the latest developments in dental equipment to local dentists and our students. Regional dentists

considering an upgrade to their surgeries, dental graduates attending our facilities for continuing education, and our undergraduate students will be able to use state-of-the-art dental clinical technologies within these surgeries.

"This high-tech instrumentation, which strongly underlies the core curriculum, will be further enhanced by clinical management software, including an electronic dental chart that will manage clinical services to be offered from the dental clinics on the University's campuses. Each clinic will be linked for shared teaching using the University's high speed network, and there are plans to offer regional dental practitioners continuing professional education from these outlets."

Mr Joshua Adamson, a clinical science student, received the inaugural Rotary Club of Orange Scholarship. It is awarded to encourage local students to return to the NSW Central West to practise dentistry.



The Hon. Nicola Roxon, Federal Minister for Health & Ageing, and the Hon. Kay Hull, Member for Riverina, tour the new dental clinic on Wagga Wagga Campus.

APPLIED AND STRATEGIC RESEARCH

INTERNATIONAL CENTRE OF WATER FOR FOOD SECURITY

The Centre is an international centre for excellence in strategic research, smart technologies and applied training in integrated water resources management to secure and improve food production, environmental sustainability and communities' wellbeing through advanced research, enhanced technical and scientific cooperation, and knowledge transfer in related topics at regional and international levels. The Centre is the Australasian host of the UNESCO's Hydrology for the Environment, Life and Policy (HELP) initiative under the International Hydrology Program (IHP).

www.icwater.org

INSTITUTE FOR LAND, WATER AND SOCIETY

The Institute is an internationally recognised provider of integrated research that contributes to enhanced social and environmental sustainability in rural and regional areas. The Institute combines the expertise of more than 140 environmental scientists, social researchers and economists, plus 74 PhD students to address critical sustainability issues in inland Australia. The Institute also has 24 adjunct members providing a resource beyond CSU. Five broad research themes are ecology and biodiversity, economics and regional development, human dimensions of environmental management, rural and social research, and communications, arts and education.

www.csu.edu.au/research/ilws

EH GRAHAM CENTRE FOR AGRICULTURAL INNOVATION

The Centre is a strategic alliance between the University and the NSW Department of Primary Industries, combining the expertise of more than 100 scientists, technical staff and postgraduate students. The Centre was set up as a national centre of excellence in mixed farming systems for world-class collaborative research and education with key partners to deliver environmental protection and productivity gains. The Centre's multi-disciplinary research, extension and training teams will deliver new technologies and information in five key areas: climate change, food security, biosecurity; water availability, ecosystems and capacity. The Centre is ideally located to research dryland and irrigated mixed farming and the permanent pasture agricultural systems of south-eastern Australia. The combined infrastructure of the University and the NSW Department of Primary Industries provides quality research and teaching facilities to service all research areas for soil, plant, animal and veterinary sciences.

www.grahamcentre.net

THE NATIONAL WINE AND GRAPE INDUSTRY CENTRE

The National Centre undertakes research that contributes to the sustainability of grape and wine production across the wine production areas of NSW and Australia. The Centre is composed of teaching and research staff from the University and NSW Department of Primary Industries and is supported by the NSW Wine Industry Association. Its key research themes represent the areas identified by the wine industry in its analysis of research and development needs.

www.csu.edu.au/nwgic

CENTRE FOR APPLIED PHILOSOPHY AND PUBLIC ETHICS

The Centre for Applied Philosophy and Public Ethics constitutes the largest concentration of philosophers working on applied philosophy and public ethics in Australia. The Centre is a national special research centre that brings together the strengths of Charles Sturt University, the University of Melbourne and the Australian National University. Research areas are criminal justice ethics, business and professional ethics, computer ethics and the ethics of nanotechnology, biotechnology, welfare and political violence.

www.cappe.edu.au

CENTRE FOR PUBLIC AND CONTEXTUAL THEOLOGY

This research group breaks new ground in the theological scene in Australia. Traditionally, theology has been undertaken within an ecclesiastical environment. This group looks at questions and issues relevant in contemporary Australian society. Contextual theology in Australia must take into account our pluralist, multicultural society and be relevant to our diverse population. Aboriginal settlement, colonisation and progress to nationhood give a perspective that influences the various strands of theology.

www.csu.edu.au/faculty/arts/theology/pact

CENTRE OF EXCELLENCE IN POLICING AND SECURITY

This Australian Research Council Centre aims to achieve excellence in policing and security research to drive local and global policy and practice reform strengthening Australia's security and wellbeing.

www.griffith.edu.au/arts-languages-criminology/centreexcellence-policing-security

RESEARCH INSTITUTE FOR PROFESSIONAL PRACTICE, LEARNING AND EDUCATION

The Institute focuses on understanding and developing professional practice in professions including education, occupational therapy, speech pathology, nursing, accountancy, and management. Researchers work on problems including attracting and retaining professionals in rural and regional Australia and responding to increased diversity in the professions.

www.csu.edu.au/research/ripple

CENTRE FOR RESEARCH IN COMPLEX SYSTEMS

The Centre carries out world-class research in complex systems theory and applications. Its projects cover themes ranging from fundamental analysis of cellular automata to virtual environments.

silica.csu.edu.au/CRICS

CENTRE FOR INLAND HEALTH

The Centre for Inland Health was set up in 2006 to address the priority health issues and concerns of inland Australian communities through research and development. In 2008, the University Council accredited it as a CSU-designated research centre, bringing together a wider range of health, biomedical science and human services researchers. The Centre's 50-plus researchers have a strong track record of achievements, between them securing more than \$5 million in external research funding and publishing over 500 journal articles within the past five years. They supervise more than 80 research higher degree candidates, and conduct collaborative research recognised, nationally and internationally. This research continues to deliver significant benefits for inland and other communities including new and improved health services, stimulation of community and government action to address key determinants of health, and viable clinical and community approaches to enhance wellbeing.

www.csu.edu.au/special/inland-health

COOPERATIVE RESEARCH CENTRES

COOPERATIVE RESEARCH CENTRE FOR FUTURE FARM INDUSTRIES

The Centre is a unique co-investment between the meat, grains and wool industry research corporations, the Landmark agribusiness company, and the combined research power of CSIRO, six state agencies and four universities, including Charles Sturt University. The CRC's aim is to transform agricultural systems across southern Australia by developing Profitable Perennials™, and applying perennial plant technologies to innovative farming systems that increase productivity of existing livestock and grain industries, develop new regional industries through investment, reduce the risk of natural resource degradation, including dryland salinity, and improve conservation of biodiversity and water resources.

www.futurefarmcrc.com.au

COOPERATIVE RESEARCH CENTRE FOR IRRIGATION FUTURES

The Centre's mission is to facilitate cooperative research and training networks and programs that continuously improve irrigation policy, tools, practices and processes to double irrigation water use efficiency, improve profitability for commercial irrigation, and protect soil and water condition and the dependent ecosystems. The Centre's work includes involvement in the System Harmonisation Program, which develops strategies to improve cross-organisational communication and system-wide management while improving production and environmental outcomes.

www.irrigationfutures.org.au



Pharmacy students developing hands on expertise in the laboratory, Orange Campus.

COOPERATIVE RESEARCH CENTRE FOR SPATIAL INFORMATION

The Centre works to develop the concept of a virtual Australia, uniting research and commercial innovation in spatial information. The Centre harnesses Australia's recognised research and commercialisation strengths in spatial information technologies to create new opportunities and increased prosperity for all Australians.

www.crcsi.com.au

COOPERATIVE RESEARCH CENTRE FOR PLANT BIOSECURITY

The vision of the CRC for Plant Biosecurity is to be a world leader in generating, developing and delivering plant biosecurity science and education. The mission is to foster scientific collaboration and engage stakeholders to deliver plant biosecurity technologies to reduce risk to, and ensure sustainability of, Australia's plant industries.

www.crcplantbiosecurity.com.au

COOPERATIVE RESEARCH CENTRE FOR PORK

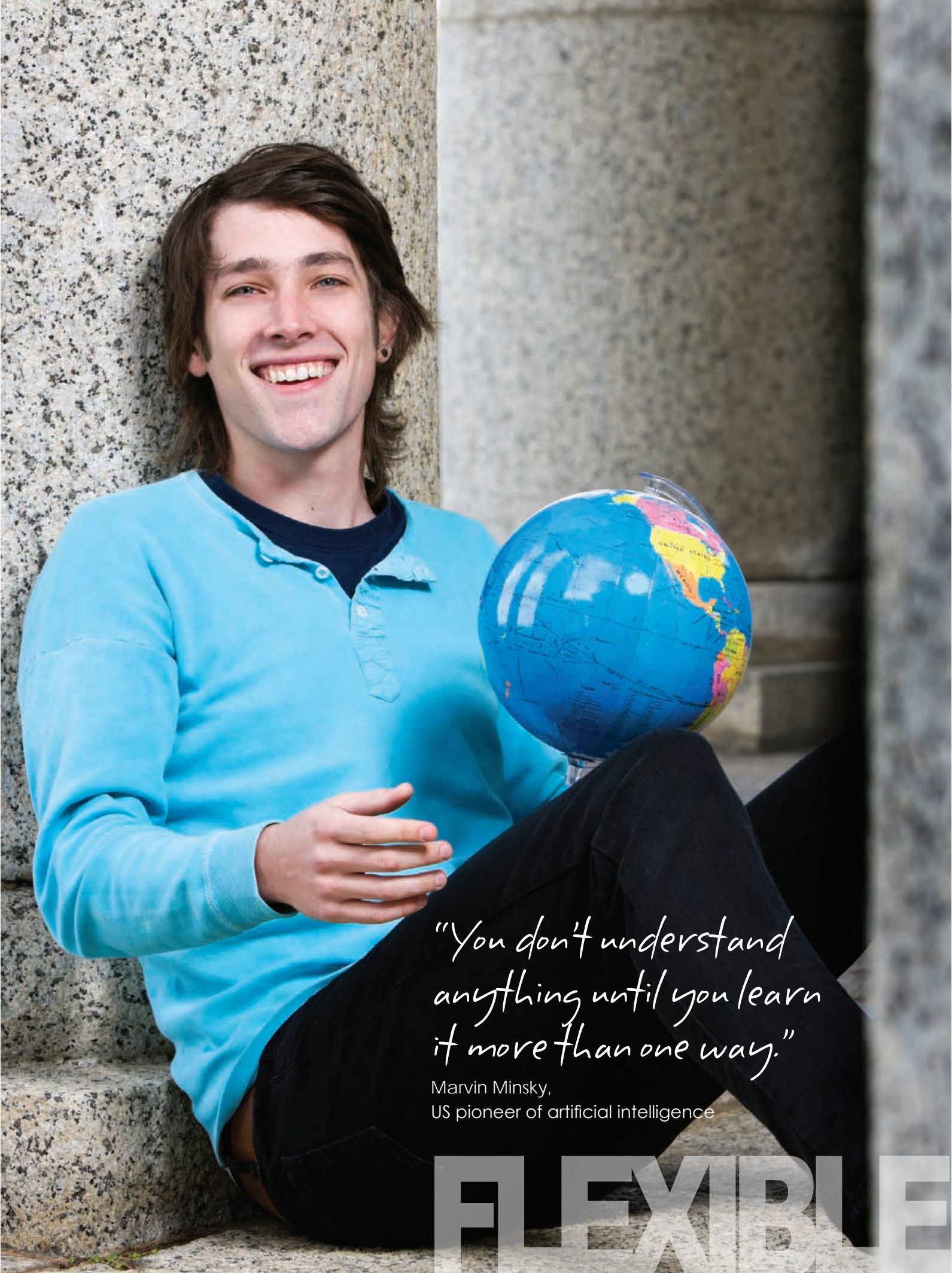
Charles Sturt University is a supporting participant in the Centre. The Centre aims to enhance the international competitiveness of the Australian pork industry by providing and adopting new and novel technologies to reduce feed costs, improve herd-feed conversion efficiency and increase the range and functionality of pork products. The Centre is focused on breakthroughs in pig and plant biology to advance knowledge and facilitate the development of technological innovations for the pork industry.

porkcrc.com.au

COOPERATIVE RESEARCH CENTRE FOR COTTON CATCHMENT COMMUNITIES

The Centre undertakes collaborative research, education and commercialisation activities to provide innovative knowledge that is adopted for the benefit of the Australian cotton industry, regional communities and the nation.

www.cotton.pi.csiro.au



*"You don't understand
anything until you learn
it more than one way."*

Marvin Minsky,
US pioneer of artificial intelligence

FLEXIBLE

2008 KEY HIGHLIGHTS

Continue to lead in the quality provision of flexible delivery of learning and teaching

EXCELLENCE IN TEACHING

- Associate Professor David McKinnon and Dr Lena Danaia from the University's School of Teacher Education won a prestigious 2008 Australian Learning and Teaching Council Award for Teaching Excellence. They won their award in the social sciences and education section for building innovative primary science classroom practice through pre-service teacher immersion in a problem-based, collaborative learning experience.
- Associate Professor Lindy McAllister, School of Community Health, Faculty of Science, was a member of a multi-institution team that won the Award for Programs that Enhance Learning in the discipline of speech pathology.
- The Australian Learning and Teaching Council also awarded the University seven Citations for Outstanding Contributions to Student Learning. The Department of Education, Employment and Workplace Relations (DEEWR) initiated the awards to celebrate and reward excellence in university teaching. The CSU winners for 2008 were:
 - The Djiruwang Program for 14 years of successful education for Indigenous mental health students, respecting the integrity of Indigenous and mainstream cultures and building the Indigenous mental health workforce.
 - Professor Joy Higgs, from the Education for Practice Institute, for two decades of exemplary contribution blending personal and research capabilities development to postgraduate research training through supervision, mentoring, group learning and scholarship.
 - Associate Professor Manohar Pawar, School of Humanities and Social Sciences, for demonstrating effective leadership in international social work and social development education, leading to enhanced learning and teaching resources, scholarly activities and professional development.
 - Mr Brett Van Heekeren, Lecturer, School of Communication, for sustained innovation and dedication to university teaching using situated learning strategies to enhance learning and produce significant graduate outcomes in radio and advertising.
 - Dr Catherine Allan, Senior Lecturer, School of Environmental Sciences, for creating and enhancing a learning environment that nurtures the development of environmental management students at the start of their university education.
- Dr Deb Clarke, Academic, School of Human Movement Studies, for sustained enthusiasm and commitment to inspiring, influencing, and motivating tertiary students in a large range of subjects, courses, modes and degree levels.
- Dr Sue Wood, Lecturer, School of Humanities and Social Sciences, for innovation and excellence in subject design and delivery in the online environment, leading to rich learning experiences for students.
- The 2008 Vice-Chancellor's Award for Teaching Excellence went to Dr Graeme McLean of the School of Humanities and Social Sciences at Wagga Wagga.

GLOBAL EDGE

- The Faculty of Education won the tender to provide Master of Education training to staff of the new Lutheran University of Papua New Guinea.
- Professor Mike Keppel, Director of the Flexible Learning Institute and member of the University's Centre for Research in Professional Practice Learning and Education, won an Australian Learning and Teaching Council grant with Deakin and RMIT Universities. The project will help build academic staff capacity to use eSimulations in professional education to help share experiences.
- Students from the University of Delaware in the United States of America spent 10 days at Charles Sturt University at Wagga Wagga to study local animal production issues and leadership opportunities through hands-on experiences, farm visits, field trips and sightseeing.
- Sally Holland, a third-year Bachelor of Education (Early Childhood) student at Charles Sturt University at Dubbo, travelled to Canada for an academic session at the University of Regina in the province of Saskatchewan. She won a \$5,000 scholarship from the Office of International Relations at the University for the International Exchange Program.
- A PhD student joined a research project funded by the National Library Board of Singapore. The study involves a cost-benefit analysis of the library service's online databases. The student, Mr Aaron Tay, is a Singapore-based librarian working at the National University of Singapore.

LEADING THE WAY

- The Bachelor of Industry Computing was awarded the prestigious Asia/Pacific Regional Best Practice in Advancing Industry Growth through Innovation in Education award by the Computing Technology Industry Association (CompTIA).
- An academic with a public passion for science was appointed Dean of the Faculty of Science. Professor Nick Klomp was previously the Head of the School of Environmental Sciences, and has been with the University since 1991. He has won both the Vice-Chancellor's Award for Teaching Excellence and the Vice-Chancellor's Award for Research Excellence and is a regular ABC Radio commentator.
- A long-serving academic in the School of Communication at the Bathurst Campus, Dr John Carroll, was appointed the University's first Professor of Communication. Professor Carroll has made a huge contribution through his academic leadership.
- Dr Pat Bradbery, a Kamilaroi man from northern NSW, received a Doctor of Business Administration, the University's first to an Indigenous person. His thesis explored the essence of the experience of learning, development and the learning organisation.

IN A CLASS OF THEIR OWN

- The University launched CSU Interact to give students a high technology learning environment. The website combines learning and research tools, offering a flexible and integrated environment to enhance quality learning.
- The University announced it would offer undergraduate students a \$300 rebate to buy laptop computers in 2009. The scheme aims to encourage and help students make the most of accessing the University's online systems.
- The Faculty of Education won the NSW Department of Education and Training 2009-2011 tenders to retrain department staff in graduate certificate and master degrees in Inclusive Education, Teaching English to Speakers of Other Languages (TESOL), and Teacher Librarianship.
- The Faculty of Arts won the contract to develop investigative interviewing training for the Office of the Workplace Ombudsman.
- Five groups of final-year marketing students delivered marketing plans to the Royal Australian Mint as part of their Strategic Management subject.
- A \$500,000 grant from the Better Universities Renewal Fund was received to upgrade the School of Visual and Performing Arts' Outside Broadcast van from analogue to digital.

AGREEMENTS EXTEND TEACHING AND LEARNING

Collaborative networks, alliances, student exchanges, and credit for international studies are some of the benefits to flow from key agreements the University has signed with overseas institutions.

In 2008, two agreements were signed with the South Korean-based Kongju National University (KNU) to continue forging collaborative networks and alliances with Charles Sturt University. A high-ranking KNU delegation visited Bathurst Campus for the signing. One agreement formalised articulation for KNU students, the other agreement formalised a student exchange program offering students from both universities opportunities for overseas practicum experience. Further opportunities for collaboration in agriculture and animal science courses will also be explored.

The University also signed a range of agreements to collaborate with a leading Chinese University in hydrology and water engineering. The Memorandum of Understanding (MoU), student exchange, staff exchange, articulation and research collaboration agreements were signed with Hohai University at Nanjing in the Jiangsu province. Hohai University has 30,000 students and

more than 3,000 staff. A delegation of Charles Sturt University science researchers travelled to Hohai University to begin work on joint research.

Additionally, one of China's top universities for agricultural studies, and ranked 32nd overall for that country's universities, the China Agricultural University (CAU) in Beijing, signed a MoU with CSU. CAU has 20,000 students and was founded in 1905. Key areas of mutual interest are irrigation and rice and improving grasslands management.

Another MoU will see student exchanges established with Dongguk University, South Korea's only Buddhist university. Both universities pursue higher education in areas ranging from interfaith dialogue to policing leadership and environmental sustainability.

CSU has also agreed to offer its Master of Arts (Fire Investigation) and Bachelor of Social Science (Emergency Management) courses to the Singapore Civil Defence Force (SCDF) under a new MoU.

An agreement signed with the Government of Chile will allow recipients of the prestigious Chilean Bicentennial Scholarship to undertake PhD and Master study at CSU.

- Theatre/media students and members of the public attended a Shakespearean masterclass at Charles Sturt University at Bathurst. The masterclass arose from a partnership between the University's School of Communication and the Local Stages/Bathurst Memorial Entertainment Centre.
- Ms Jane Wilkinson, Lecturer, School of Education, worked with Wagga High School teachers to help improve their teaching and learning strategies with refugee students in mainstream classrooms. The teachers then produced a booklet to help them better communicate with their students.
- The University's Murray School of Education celebrated a decade of providing Indigenous educational experiences for its early childhood education students.
- The Plant Science Bulletin of the American Botanical Society selected a Charles Sturt University academic's website as its editor's choice. Dr Geoff Burrows, Senior Lecturer, School of Agricultural and Wine Sciences, created the innovative site with tutorial pages to help students and the community learn basic botany.
- A two-day expo for primary and secondary students, Science in the Bush, was hosted by Charles Sturt University at Albury-Wodonga. The event is part of the Federal Government-funded Science in the City project which the Australian Museum runs with the University of Sydney.
- The University granted approval for the Sydney-based art-supply company, The Art Scene, to continue delivering the Mitchell School of Arts (MSA) programs. The long-standing programs stimulate artistic, social and economic activities in the arts community of inland Australia.

SETTING COURSE FOR THE FUTURE

- The University was well represented at the National Curriculum Board Science Forum in Melbourne, that was directed at developing a national science curriculum for Australian schools in 2011. Third-year science teaching student, Ms Lisa Davis, and Senior Lecturer, School of Education, Dr Colin Boylan, attended the forum.
- Twenty Faculty of Education staff worked with international and Australian scholars at a symposium which examined current and future issues and challenges for research on teacher education. The University hosted the symposium at Bathurst.
- Dr Barney Dalgarno, Associate Professor, Faculty of Education and Research Fellow in the Centre for Research in Complex Systems was invited to be member of a National Think Tank on Emerging Technologies in Education and Training. Organised by Education.au on behalf of the Department of Education, Employment and Workplace Relations, the think tank is part of a national Strategic ICT Advisory Service that Education.au has been undertaking in 2008-09.
- CSU hosted the National Indigenous Higher Education Network Committee meeting.

Senior representatives of Australia's 39 publicly funded higher education institutions met to discuss Indigenous education issues and make recommendations to the Federal Government.

- The School of Information Studies held workshops and focus groups to help complete its extensive review of operations. The School announced a two-year program of renewing its curriculum.
- Charles Sturt University signed a partnership agreement with TAFE NSW Riverina Institute to develop new Degree/Diploma programs in Early Childhood Studies and Nursing. The agreement improves access to and participation in higher education in Griffith and the western Riverina.
- Ms Jan Page, Lecturer, School of Teacher Education, organised the Education for Sustainability: Connecting Classrooms and Communities conference for Bathurst primary and secondary school teachers and the community.
- About 1,200 Year 12 students from across central western NSW converged on Charles Sturt University at Bathurst for the NSW Central West Careers Advisers' Association's annual FACTS (Facts About Careers and Tertiary Study) Day.
- Prospective students attended iDay08 at Sydney's Powerhouse Museum to learn about Charles Sturt University's communications and performing arts courses.
- Dr Tracey Smith, lecturer in the School of Education, gave a public talk about the value of primary and middle-school aged children doing homework, focusing on mathematics.

DOGS' DAYS AT WAGGA WAGGA

Veterinary Science students at Charles Sturt University at Wagga Wagga conducted pre-health checks on dogs being rehoused from a local animal shelter.


The Head of Small Animal Surgery at the University's Veterinary Clinical Centre, Professor Bruce Christie, said the work gave the students a valuable insight into the principles of anaesthetics and surgery.

The students assisted at the re-opening of Wagga Wagga City Council's renovated Glenfield Road Animal Shelter.

There they conducted pre-health checks on the dogs ahead of their transfer by animal ambulance to the Veterinary Clinical Centre. Under supervision, the fourth-year students spayed the dogs, de-wormed and vaccinated them against major infectious diseases.

Professor Christie said: "these principles can then be generically understood and applied to other animals during surgery."

The dogs were then rehoused through the Council's animal shelter.



*"The very process of
restoring the land to
health is the process
through which we
become attuned to
nature and, through
nature, with ourselves"*

Chris Maser,

International lecturer, facilitator in resolving
environmental conflicts, vision statements,
and sustainable community development

SUSTAINABLE

2008 KEY HIGHLIGHTS

Continue to build institutional strength, reputation and sustainability

Charles Sturt University is committed to sound and sustainable management to ensure the University prospers and grows into the future. The key highlights for 2008 include:

MAKING A MARK

- Charles Sturt University continues to maintain a robust financial position for the 2008 financial year achieving a surplus of about \$8 million (excluding abnormal items), increasing income from the Commonwealth Grants Scheme by 10% to \$105.6 million and increasing investment returns by 27% to just under \$12 million. Through prudent economic management, the University is now one of the healthiest, in financial terms, Australian non metropolitan universities and is able to support significant reinvestment in growing its educational and research infrastructure.
- The University's Division of Facilities Management held industry briefings in Wagga Wagga and Bathurst. The aim was to talk with local and national building professionals, contractors and consultants interested in partnering with Charles Sturt University on its three-to-five year \$270 million capital expenditure program.
- Confirming its long-term commitment to Canada, Charles Sturt University established the CSU Ontario School of Education. It appointed Associate Professor Will Letts as the School's Head to play a key role in the University's growth and development in Ontario. Associate Professor Letts was formerly the Sub-Dean for Learning and Teaching, Faculty of Education, at Bathurst. About 500 students have graduated since the Bachelor of Primary Education Studies was first offered in Ontario in 2005. In 2008, the Ontario College of Teachers also re-accredited the course for five years.

FUNDS FOR GROWTH

- The University received almost \$12 million under the Government's one-off Better Universities' Renewal Funding. The funding has assisted to refurbish aged and outdated facilities and amenities, including upgrading a wireless network across the University, revamping student social spaces at CSU at Bathurst, Albury-Wodonga and Wagga Wagga, and refurbishing the David Morell Laboratories, teaching and student social spaces at Wagga Wagga.
- The charitable trust, the Vincent Fairfax Family Foundation, based in Sydney, donated \$500,000 to St Martin's College, a self catering residential college operated by the Anglican Church for CSU students in Wagga Wagga. The grant went towards building a new multipurpose centre at the college.

SHAPING UP FOR THE NEXT GENERATION

- With the election of a new Federal Government, a number of reviews were initiated to inform the future policy direction for higher education, innovation and research.
- The University provided a detailed response to the Review of the Australian Higher Education System chaired by Professor Denise Bradley AO in August 2009. The University argued that the higher education system is finding it increasingly difficult to expand participation in higher education, and address critical labour force needs, because of funding and regulatory constraints. As the largest national provider of higher education based in regional Australia, Charles Sturt University argued for the reorganisation of universities under the Commonwealth and the integration of some existing providers to ensure the continued sustainability and growth of higher education provision for all Australians.
- Reinforcing its leadership position, Charles Sturt University entered into discussions with a number of different universities about potential models for enhancing national and regional participation in higher education, and labour force responsiveness, ranging from the formation of a National University System to the creation of a new integrated national University based in regional Australia.
- In December 2008, the University announced that these discussions had led to an agreement with Southern Cross University (Lismore, Coff Harbour, Gold Coast) to explore the feasibility of forming an integrated national university, incorporated under Commonwealth law, that would have a mission to grow high quality education and research in regional Australia while also having a special role in expanding higher education participation through a significant investment in the next generation of digital education technologies and curriculum. (The joint proposal was strongly endorsed in the findings of the Bradley Review released in December 2008 and the universities were requested by the Federal Minister for Education, The Hon. Julia Gillard, MP, to submit a proposal for funding to conduct the feasibility study).
- The University also made a detailed submission to the Review of the National Innovation System, chaired by Dr Terry Cutler. The University's analysis supported the view that innovation was best promoted where Government helped to unlock innovative

capacities wherever they were found – focusing on the development of ideas rather than institutions. The University argued for a national innovation system built around the creation of multiple regional innovation hubs that would ensure the talents and capacities of all Australians were harnessed. The university also argued that the Government should not overlook the critical contribution of knowledge and skills transfers to industry made by University graduates and should take a balanced view of the role of innovation in building social as well as economic capacity.

- The University also made submissions to the Senate Inquiry into the Research Workforce and Research Training and into the Review of Voluntary Student Unionism.
- Greater choice and flexibility for students and improved time for teaching and research for staff were the key drivers behind the University's adoption of a uniform academic calendar of three study sessions in 2010.
- A new charter to articulate what it means for students to be members of the wider Charles Sturt University community gained the endorsement of the University's Academic Senate. It covers values, ranging from intellectual independence to the dissemination of knowledge, social justice and economic, social and environmental sustainability.
- The University made available to school leavers in regional and remote areas across Australia its Regional Bonus Point (RBP) scheme. The equity program assists regional youth by adding five points to their university admission score.

LEADERSHIP

- The University's School of Information Studies repositioned itself as Australia's national iSchool. Almost 20 overseas universities are involved in the iSchool idea, which was designed during a workshop at Charles Sturt University at Wagga Wagga with information industry leaders from Australia and overseas, as well as from the University. iSchools are interested in the relationship between information, technology and people and are committed to learning and understanding the role of information in human endeavours.
- Mr Ian Macintosh, AM, was appointed the University's first Pro-Chancellor. He will act as an ambassador for the University in the Bathurst and central western communities, including deputising for the Chancellor and Deputy Chancellor at ceremonies. Mr Macintosh is a former Mayor of Bathurst Regional Council. He served as a member of the University Council for eight years, including four years as Deputy Chancellor.
- Under a commitment to help invigorate intellectual debate in Australia, Charles Sturt University appointed the nation's first professor of public ethics, a distinguished Australian public intellectual. Dr Clive Hamilton was appointed Professor of Public Ethics at the Centre for Applied Philosophy and Public Ethics (CAPPE), a joint centre of Charles Sturt University, the Australian National University and the University of Melbourne. The Australia Research Council funds the Centre, the world's largest collection of applied philosophers.

\$270 MILLION INFRASTRUCTURE BUILDING PROGRAM

In 2008, the University was in its second year of a five-year Infrastructure Plan of Capital Development. The \$270 million plan represents a 300% increase on such spending for the five years to 2007. In fact, the expenditure is about half of the value of the University's built infrastructure on its campuses in NSW and the ACT.

The building works will create about 3,000 extra regional jobs over the five-year plan. There are 19 projects, five of which have been completed. In 2008, the University officially opened or made available for staff and students \$30 million worth of construction. This included:

- BATHURST:
 - Dobbins Building refurbishment: \$1,770,000
- CANBERRA:
 - George Browning House \$3,080,000

- THURGOONA:
 - Academic Accommodation Stage 3: \$4,252,000
 - Learning Commons: \$9,333,278
- WAGGA WAGGA:
 - Veterinary Clinical Centre: \$8,917,820
 - Graham Building refurbishment: \$2,195,276

The largest projects are for the new Dental and Oral Health Program – teaching spaces and clinics will cost \$17.9 million to build at Wagga and \$24,400,400 at Orange. The next largest project is the Clinical Science redevelopment underway at Orange to the tune of \$13.5 million. Three student residences at Wagga Wagga, Bathurst and Thurgoona have been under construction and will each cost \$10,583,333 to build – a significant \$31.8 million investment. Each residence will be home to 200 students.

- Mr Col Sharp was appointed new Head of Campus at Bathurst. Mr Sharp has strong links with the community and inland NSW through his upbringing, education, work and sport, and is also Director of the University's Office of Planning and Audit.
- Mr Stephen Butt was appointed new Executive Director of Facilities Management. Mr Butt, an engineer and project manager, came to the University from the Greater Southern Area Health Service in Wagga Wagga.
- Professor Allan Curtis was appointed new Head of Campus at Albury-Wodonga. Professor Curtis was previously Director of the Institute of Land, Water and Society.
- Five Charles Sturt University academics were added to the 2008 edition of Who's Who of Australian Women. They are Strategic Research Professor in Professional Practice, Joy Higgs, AM, Professor of Social Work and Human Services, Margaret Alston, the Head of the University's School of Biomedical Sciences and chair of the CSU Human Research Ethics Committee, Associate Professor Lyndall Angel, Senior Lecturer in Early Childhood Education, Ms Tracey Simpson, and Associate Dean of Policing in the Faculty of Arts, and Associate Professor Tracey Green.
- The Manager of Residential Operations, Mr James Kelly, won the Fran O'Brien Award from the Australasian Association of College and University Housing Officers. The association is the national body for university accommodation professionals. Mr Kelly oversees accommodation for 1,200 students at Charles Sturt University at Bathurst, Dubbo and Orange.
- Mr Peter Bell, Manager of Residential Operations at Charles Sturt University was recognised for presenting the best member paper at the Australasian Association of College and University Housing Officers national conference. The topic of his paper was youth suicide awareness. Mr Bell received a subsidy to attend the Association's international conference in the United States of America in 2009 where he will present and lead discussion on the topic in university colleges.
- Charles Sturt University hosted the Australia 2020 Regional Summit in Bathurst in the lead up to the National Summit held in Canberra. Eleven Charles Sturt University academics, associates and alumni took part in the regional or national summit.
- Better education, employment and business opportunities, as well as economic and social growth to inland communities across NSW, are the goals of a working group involving TAFE and the Western Research Institute. The group, which formed as a result of the Local Government Managers' Forum hosted by the University and Bathurst and Blayney Councils, will develop an action plan to progress these goals.

- Four staff were honoured for three decades of service to Charles Sturt University and its predecessor institution, the Riverina College of Advanced Education (RCAE). Service medals were presented to Mrs Debby Arneill, Division of Finance, Mrs Kerry Cutting, School of Commerce, Mr Geoff Gordon, School of Visual and Performing Arts, and Dr Bruce Graham, School of Biomedical Sciences.
- Charles Sturt University launched several of its innovative interactive technology resources at the Enterprise Architecture in Higher Education Symposium in Melbourne for other institutions implementing similar reforms. The University's change processes have been captured in templates, frameworks, tips and tools on an extensive website.

TOP DROP FROM WAGGA WAGGA

- Work began on a \$1.75 million 'experimental winery' at the National Wine and Grape Industry Centre at Charles Sturt University at Wagga Wagga. The works include three temperature-controlled fermentation rooms, a wine library and equipment storage room and revamping the CD Blake experimental winery building with a new laboratory and wine tasting room.
- The CSU Winery's 2007 Shiraz was one of only four wines to be awarded a gold medal in the 2007 Shiraz class at the 2008 Royal Melbourne Wine Show. It was produced with grapes from the University's Orange vineyard and was the only NSW wine to be nominated for the 2007 Jimmy Watson Memorial Trophy at that show. The wine was also awarded bronze medals at the Orange Wine Show and the Riverina Wine Show.
- The 'Cellar Door' on the Wagga Wagga Campus was hailed as one of the top four outlets in the Tourism Winery category of the 2008 Inland NSW Tourism Awards.
- The Winery maintained its four-and-a-half star rating in the 2009 James Halliday Wine Companion.
- Olives were weighed and yield data collected from the University's Experimental Olive Grove for the first time. There are 24 commercial varieties among the 350 trees randomly planted in the grove in 2000. Some of the harvest went into commercial oil under the label, 'Long Paddock Olive Rustlers at Charles Sturt University's Experimental Grove'. It scooped two silver medals and a bronze medal at the 2008 Royal Canberra Extra Virgin Olive Oil Show. Olives will be bottled and sold through the CSU Winery's Cellar Door.
- Two Australian artists have donated almost 50 prints to the Charles Sturt University Art Collection. The artists, Dr Guy Warren from Sydney, and Ms Chayni Henry from Milner near Darwin, donated the prints to the University through the Commonwealth's Committee on Taxation Incentives for the Arts.

STRATEGIC ENVIRONMENTAL MOVES

- The CSU Green office was established, with Mr William Adlong appointed its inaugural Manager. The office is a hub of communication and coordination for the University's sustainability efforts. Its focus is to reduce the University's use of water and energy as well as greenhouse gas emissions in line with targets in the CSU Institutional Development Plan.
- The Governor-General, Her Excellency Ms Quentin Bryce, AC, opened the \$4,252,000 Academic Accommodation Stage 3 building at Thurgoona. The building includes a special material which helps regulate temperatures inside buildings to reduce the need for air conditioning. Other green features include double-glazed windows, rainwater collection for flushing toilets, an automated building management system to control ventilation and temperature and roof funnels to purge hot air from the building at night. The University applied to the Green Building Council of Australia for a green star rating which covers sustainable design, construction, energy efficiency and resources use when operational. The building was part of a \$40 million infrastructure development program at Thurgoona.
- Education lecturer Dr John Rafferty, from the Murray School of Education and Institute for Land, Water and Society, won the inaugural Albury-Wodonga Environmental Achievement Award for his activities at the Albury-Wodonga Campus at CSU. He developed the 'Inland Living Experience' concept to promote the belief that connection to the environment helps build a healthy, happy and sustainable lifestyle. The concept encourages CSU staff and students to actively minimise the environmental impact of their everyday activities and increase environmental awareness.
- Former Australian Governor-General, Sir William Deane, AC, took part in officially opening a garden with 148 plants represented in the Bible in the grounds of Charles Sturt University's Australian Centre for Christianity and Culture in Canberra. The garden was set up with a grant from The Bible Garden Trust.
- The University joined the Sustainability Advantage program through the NSW Department of Environment and Climate Change. Under this program, skilled facilitators will work with a host of tertiary education institutions to improve environmental performance under the program.
- The University received \$77,000 from the NSW Government for an energy and water conservation project, called Ecosave, at Wagga Wagga. Charles Sturt University also provided \$300,000 to the project. Improvements made covered lighting, amenities and installing power-factor correction equipment. The project could save up to 443 tonnes of greenhouse gas emissions and more than four million litres of water each year.
- Also at Wagga Wagga, the Division of Facilities Management is working towards adopting level 4 water restrictions permanently for the grounds – except for the sports playing fields.
- The University at Wagga Wagga opened its Closed-Loop Organic Recycling System for public inspection. The system collects and processes organic materials from facilities such as ovals, lawns, horse stalls, the winery, catering, the Charles Sturt University farm and offices. It saves about 200 tonnes of waste from going into landfill.
- The University is trialling waterless urinal systems, comingled recycling bins, and has rolled out Bokashi composting bins to office blocks. The odourless bins have micro-organisms to allow organic wastes to be broken down before transfer to a conventional composting system.
- In 2008, the University completed the majority of construction work on student residences at Bathurst, Wagga Wagga and Thurgoona to be opened in 2009. They incorporate sustainable design features:
 - At Bathurst and Wagga Wagga, the residences include modular concrete and corrugated iron buildings, a design feature to keep the temperature constant to reduce the need for air conditioning. Rainwater is collected in tanks to flush toilets while grey water from showers is treated for irrigation. The residences have hydronic floor heating.
 - Thurgoona's student residences have the same features, as well as a grey water detention pond for the excess water.
- The first CSU Energy Scorecard was produced to track the University's performance against energy and water targets and showed an improvement since the benchmark year of 2006.

CSU WEEK

Charles Sturt University was the first university invited to feature its work at NSW Parliament House.

CSU Week, held from 31 March, featured a display, performance and photographs of CSU, luncheons, special guest lectures, the launch of the CSU Centre for Indigenous Studies, and a cocktail party for alumni.

The then premier of NSW, the Hon. Morris Iemma, MLA, officially launched CSU Week. He noted that CSU had a history dating to the establishment of the Bathurst Experimental Farm and the Wagga Wagga Experimental Farm in 1895.

"CSU is a university that believes very much in supporting inland communities...it is not waiting for it to be done by the big metropolitan universities. It's doing it itself... This is just one example of a university of the future – a university founded on innovation...the university of inland Australia," he said.

"[CSU] is providing a secure economy for inland NSW. It has the people, the track record and the commitment for a secure and sustainable future. It should get the respect and attention it so richly deserves."

The Centre for Indigenous Studies was launched during the event. The Centre is part of the Faculty of Education and is developing a hub of Indigenous education and research at the Dubbo Campus.

Professor Shahbaz Khan, the then director of the International Centre of Water for Food Security at CSU Wagga Wagga, addressed NSW parliamentarians and guests at a lecture, *Footprints of water and energy inputs in food production – an Australian and global perspective*. He emphasised the importance of international linkages to address the challenges of water scarcity and climate change.

The Vice-Chancellor and President of CSU, Professor Ian Goulter, said the event gave attendees the opportunity to learn first-hand how CSU contributes to the development of inland communities and the nation, and to the resolution of global problems.

And as a legacy of the week, a photograph taken by a third-year photography student at CSU's Wagga Wagga Campus, Brazilian Ms Anny Jacopetti, was retained at Macquarie Street permanently.



The Hon. Morris Iemma, MLA, Premier of NSW, who described CSU as "the great inland University", was presented with the framed photograph on behalf of Vice-Chancellor and President, Professor Ian Goulter, by The Hon. Tony Catanzariti MLC, the State Member for Bathurst, Gerard Martin, and the NSW Minister for Fair Trading, Youth, and Volunteering, the Hon. Linda Burney, MLA, April 2008.

*"Education is the most powerful
weapon that you can use to
change the world"*

Nelson Mandela,
Former President of South Africa
and Nobel Prize recipient



CHARLES STURT
UNIVERSITY

Veterinary Clinical Centre

ENGAGED

2008 KEY HIGHLIGHTS

As a national university located in inland Australia, Charles Sturt University has a unique mission to enhance its inland communities

During 2008, Charles Sturt University continued to impact upon the social and economic development of its communities:

CROSSING THE BORDER

- The CSU Indigenous Education Strategy was endorsed by the Academic Senate in September 2008. The strategy will see incorporation of Indigenous Australian content into all of the University's undergraduate course offerings, and positions CSU as one of the leading Australian higher education institutions in Indigenous education.
- The University announced it would offer a new degree, the Bachelor of Health and Rehabilitation Science, to help address health services gaps in inland Australia. It creates a new pathway for careers in allied health and other health professions such as medicine.
- Registered nurses were trained to become registered midwives in their local communities and hospitals through a Charles Sturt University distance education course that aims to keep midwives in inland Australia.
- The University continued to help run a series of workshops in regional NSW and South Australia to show doctors, nurses and allied health professionals how to better assist frail elderly people to live independently.
- Associate Professor Ian Gray discussed whether Australian states were redundant in his role as the key speaker at the Sustainable Economic Growth for Regional Australia Conference in Albury. Professor Gray, who leads the Community of Rural Social Researchers in the University's Institute for Land, Water and Society, said more than half of Australians perceive themselves as living in a region or locality.
- Plans to sell off Travelling Stock Reserves (TSRs) were likened to selling off "NSW's crown jewels in a garage sale", according to Dr Peter Spooner from the University's Institute for Land, Water and Society. He was one of a concerned group of scientists who sent a protest letter to the Premiers of NSW and Queensland.
- A senior research fellow with the University's Institute for Land, Water and Society, Dr Digby Race, convened a major national forestry conference in Albury with the theme, Forestry for a Better Future: climate, commerce and communities. He said forestry was part of the new economy in a world coping with carbon pollution, not longer just an industrial producer of timber and pulp.

BUILDING CAPACITY FOR EARLY CHILDHOOD EDUCATION PROJECT

The University secured \$2.1 million in Federal Government funding for a partnership to build a workforce of qualified early childhood educators for rural, regional and Indigenous Australia.

The Building Capacity for Early Childhood Education project also involves TAFE NSW Riverina and Western Institutes, both in regional NSW, the Batchelor Institute of Indigenous Tertiary Education in the Northern Territory as well as the local communities these institutions serve.

The project will lead to the development of new articulated TAFE-university pathways from Certificates to a four-year early childhood education teaching degree and new online teaching resources to support learning and teaching.

Funding for the project came from the Federal Government's 2008 competitive round of the Diversity and Structural Adjustment Fund.



Dean of the University's Faculty of Education Professor Toni Downes said: "Securing this funding demonstrates the government has confidence in our proven strengths in developing quality early childhood education for Australia."

Charles Sturt University is leading the project, which addresses the regional, rural and Indigenous components of a workforce strategy. There are difficulties in attracting, training and retaining suitably qualified early childhood educators, and in giving current and would-be educators in these communities ways to upgrade their qualifications.

Professor Downes said: "This project provides the vehicle for developing sustainable early childhood education programs, ensuring that potential students are connected to their profession while undertaking study in inland and Indigenous communities."

- Professor Mark Morrison, School of Marketing and Management, led a two-year \$276,500 project to research how to encourage landholders to participate in market-based instruments and incentive programs such as for rural water use efficiency, conservation tenders for biodiversity and Landcare. He worked with Jennie Greig, Research Officer, Institute of Land, Water and Society as well as researchers from the Queensland Natural Resources and Water, CSIRO, Northern Rivers and Central West Catchment Management Authorities. The Faculty of Education, in association with the Charles Sturt University Foundation, established the Inland Education Foundation. The Foundation is raising funds to support CSU teacher education students undertake professional experience placements in rural, remote and Indigenous communities.
- The philanthropic George Alexander Foundation announced a \$60,000 commitment to Charles Sturt University for Faculty of Education scholarships so students can undertake professional placements in rural and remote schools throughout Australia.

KEY ROLES IN INLAND COMMUNITIES

- Associate Professor Clive Pearson, Principal of the United Theological College in Sydney within the University's School of Theology, won an Australian Affinity Award for promoting religious harmony and acceptance within Australian society.
- Charles Sturt University's Allied Health Clinic celebrated five years of providing services to the people of Albury-Wodonga and surrounding districts.
- Dr Gene Hodgins, of the University's Centre for Inland Health, gave a public lecture about mental health from a rural perspective, giving practical advice on how people can support and assist others with mental health issues. Dr Hodgins said people living with mental health problems in rural and remote Australia were at a greater risk of stigma, social disconnection, untreated illness and chronic health problems than those residing in larger centres.

REACHING OUT

- Staff from CSU's nursing, education and business courses at Dubbo Campus visited Hay, Balranald, Dareton, Broken Hill and Wilcannia to speak to Aboriginal people at public and private primary and secondary schools, local councils, health organisations and TAFE facilities.
- The Centre for Indigenous Education team, led by Gary Shipp, together with the School of Teacher Education and science staff held community consultations with the 16 Murdi Paaki working parties across NSW.
- Vice-Chancellor and President, Professor Ian Goulter, presented a cheque for \$1,300 to the Central West Women's Health Centre in Bathurst

for its emergency fund. Charles Sturt University staff and community members raised the money at the Reclaim the Night March.

- CSU staff from the School of Visual and Performing Arts, including artists, designers, performers and craft makers, held their third public exhibition of interdisciplinary works.
- Charles Sturt University at Orange hosted a group of Borenore Public School students to further their understanding of micro organisms, the first such workshop for primary school students.
- About 300 Year 12 students from Central West high schools attended a Higher School Certificate Seminar Day at Charles Sturt University at Bathurst.
- The University at Wagga Wagga hosted a forum about bullying in schools.
- Staff and students from Charles Sturt University and local businesses collected more than \$5,000 for the children's air ambulance service, NRMA CareFlight.
- More than 1,200 people attended CSU-sponsored lectures during the 2008 Public Lecture Series. Lectures were on diverse topics such as rural mental health, ageing, education, climate change, and livestock reproductive behaviour. On average more than 50 people attended each lecture.
- CSU and the Indigenous community in Dubbo hosted the Connecting Indigenous Contexts for Continuity of Education Forum, which was supported by the Faculty of Education. Delegates shared their perspectives on the effects of colonisation and history on Indigenous lives.
- The University provided \$5,000 in sponsorship for the national Regional Leadership for Women Convention. As part of the agreement, three academics attended the conference, which advocated the University as a regional employer of choice for its equal opportunity, maternity leave, and family friendly workplace policies. The academics were Professor Elaine Duffy, Head, School of Nursing and Midwifery, Associate Professor Lyn Angel, Head, School of Biomedical Sciences, and Associate Professor Julia Coyle, Head, School of Community Health.
- NSW HSC Online, a one-stop-shop for Years 11 and 12 students as they approach their NSW HSC exams, which CSU developed with NSW Department of Education and Training (NSW DET) and NSW Board of Studies support, continued to grow in popularity.

WORKING WITH INDIGENOUS PEOPLE

- The University announced it would give \$200,000 through its Indigenous Employment Incentive Scheme for recruitment of Indigenous staff. The scheme aims to increase the percentage of Indigenous staff in the University and enhance career paths for those on traineeships to move up the career ladder.
- A Wiradjuri woman from Wagga Wagga was appointed to a key position for the four Indigenous Support Units covering Charles Sturt University at Albury-Wodonga, Bathurst, Dubbo and Wagga Wagga. Based in Wagga Wagga, Ms Therese Reid, the Units' Programs Coordinator, oversees the Koori Admissions Program, an alternative admission to university for Aboriginal and Torres Strait Islanders, and the Indigenous Tutorial Assistance Scheme. She also provides support to Indigenous students who travel to CSU for study.
- Charles Sturt University researchers and staff have been considering results of a program that aims to strengthen the cultural knowledge and educational achievements of Indigenous youth in inland NSW. Tirkandi Inaburra, an Aboriginal community-controlled initiative, aims to reduce the risk of 12 to 15 year old Aboriginal boys from south western NSW, becoming involved in the criminal justice system. The program started in 2005. A team that includes CSU's Ms Elizabeth Moore, from the Institute for Land, Water and Society, is evaluating the results.
- Professor Tom Lowrie, Director of the University's Research Institute for Professional Practice, Learning and Education, is working with Professor Robyn Zevenbergen from Griffith University on a three-year project investigating mathematics in the digital age and how to reframe learning opportunities for disadvantaged students. The

project will give opportunities for Indigenous and other disadvantaged students to have better access to digital technologies that can improve their understanding of mathematics. An ARC grant of \$170,000 is funding the study.

- Ms Wendy Nolan, Senior Lecturer and Deputy Director of the University's Centre for Indigenous Studies, said at a public lecture that Australian universities should play a central role in promoting reconciliation and social justice to meet Indigenous peoples' needs. She discussed the benefits of incorporating Indigenous content into university curriculum.
- Adjunct Professor in the University's Faculty of Education, Alan Laughlin, spoke about the impact of the review of Aboriginal education across NSW since the recommendations were made three years ago.
- Charles Sturt University worked with the Wiradjuri Council of Elders to recognise the late Pastor Cec Grant, OAM for his contributions to the community, CSU and to the dialogue between Christianity and Indigenous cultures. Also known as Wiradjuri elder Wongamar, he was remembered in the inaugural Pastor Cec Grant Memorial Lecture delivered by Reverend Ray Minniecon from the Anglican Diocese of Sydney.
- The Dubbo Wiradjuri Elders' group planted a Wollemi pine to commemorate the establishment of the Centre for Indigenous Studies.
- The University and the Indigenous community in Dubbo hosted a successful forum on Indigenous Education where delegates shared their perspectives on the effects of colonisation and history on Indigenous lives.
- Charles Sturt University at Dubbo marked the National Aboriginal and Islander Observance Committee Day of Celebration for the first time.

NEW CENTRE A HUB OF INDIGENOUS EDUCATION

The Centre for Indigenous Studies at Charles Sturt University at Dubbo was officially launched during CSU Week at NSW Parliament House.

The new centre, which is part of the Faculty of Education, is responsible for delivery and governance of Charles Sturt University's Indigenous Education Strategy, which the Senate endorsed in 2008.

Centre director Mr Gary Shipp, who is also the Head of the Dubbo Campus, said the establishment of the Centre reaffirmed CSU's leadership role in Indigenous education across its region and Australia.

"The Centre moves the University toward developing a hub of Indigenous education and will improve interactive learning and help prepare graduates," Mr Shipp said.

"With a high proportion of the Indigenous population in western NSW dispersed throughout the Dubbo region, the Centre is ideally located to increase the number of Indigenous students participating in higher education."



PARTNERSHIPS

One of the unique strengths of Charles Sturt University is its ability to work collaboratively with other organisations to achieve common objectives. Charles Sturt University has the capacity and the commitment to build partnerships that promote effective pathways to University, the integration of work and learning and the development of applied and strategic research. Just a few examples of our commitment to effective partnerships are:

UNESCO

Charles Sturt University's International Centre of Water for Food Security is the Australasian host of the UNESCO's Hydrology for the Environment, Life and Policy (HELP) initiative under the International Hydrology Program (IHP). HELP is a joint initiative of UNESCO and the World Meteorological Organization. The HELP program has been developed to focus international research effort on improving livelihoods and social and economic welfare through hydrological research incorporating integrated water resources management (IWRM) topics, particularly good governance.

CSIRO/NSW DEPARTMENT OF PRIMARY INDUSTRIES

Charles Sturt University's Institute for Land, Water and Society has the research capacity and the commitment to build partnerships that are essential for regional communities to achieve more sustainable futures. It has international linkages with UNESCO and works with key industry partners including the CSIRO, and the NSW Department of Primary Industries.

NSW DEPARTMENT OF PRIMARY INDUSTRIES/NSW WINE INDUSTRY ASSOCIATION

The National Wine and Grape Industry Centre integrates the viticulture and wine science expertise of staff from Charles Sturt University and the NSW Department of Primary Industries. An alliance of the University, the Department, and the NSW Wine Industry, the centre undertakes research and training to support the continuous improvement of Australia's wine industry. It is also the home of the Grape and Wine Research and Development Corporation's Winegrowing Futures Program of research projects.

NSW DEPARTMENT OF PRIMARY INDUSTRIES

The EH Graham Centre for Agricultural Innovation is a collaborative alliance between the University and the NSW Department of Primary Industries. It undertakes research, extension and training to support sustainable and productive farming systems in southern Australia. The Centre brings together over 150 scientists in agriculture and related disciplines from the collaborating institutions.

GRIFFITH UNIVERSITY/AUSTRALIAN NATIONAL UNIVERSITY/ UNIVERSITY OF QUEENSLAND

The ARC Centre of Excellence in Policing and Security is an Australian Research Council funded Centre of Excellence involving four universities — Charles Sturt University, Griffith University, Australian National University, and University of Queensland — and a range of industry partners including the Australian Federal Police, Queensland Police and Victoria Police.

AUSTRALIAN NATIONAL UNIVERSITY/MELBOURNE UNIVERSITY

Charles Sturt University leads a partnership in the ARC Special Research Centre in Applied Philosophy and Professional Ethics with Australian National University and the University of Melbourne to provide research and consultancies in professional ethics. The Centre has strong international links, including joint appointments with Oxford University, Yale University, Washington University in St Louis, and the Delft University of Technology. The Centre's industry collaborators in implementing programs of research and teaching in professional ethics include the Australian Taxation Office, Department of Veterans Affairs, Australian Defence Force, Australian Federal Police, NSW Police Force, Victoria Police and Australian Securities and Investments Commission.

PRINCETON UNIVERSITY/ UNIVERSITY OF MANCHESTER/ STELLENBOSCH UNIVERSITY/ UNIVERSITY OF EDINBURGH

Through Charles Sturt University's Centre for Public and Contextual Theology, the University has formed an alliance with these four leading international theological institutions. The Centre has played a key role in the formation of the Global Network for Public Theology that encourages research collaboration and connections with key international civil society networks.

AUSTRALIAN FEDERAL POLICE/AUSTRALIAN CRIME COMMISSION

The National Strategic Intelligence course is offered through a partnership between Charles Sturt University, the Australian Federal Police and the Australian Crime Commission. It is the principal training program for strategic criminal intelligence in Australia. Around one quarter of the students each year are international students sponsored under the Commonwealth's Law Enforcement Cooperation Program.

NSW POLICE FORCE

Charles Sturt University works closely with the NSW Police Force in the delivery of the constable education program which is the recruit education program for the NSW Police Force. The program includes the conduct of collaborative policing education from common facilities in Goulburn and working closely in a work integrated context to ensure students meet the professional standards of the NSW Police Force and the high academic standards for admission to a university degree.

AUSTRALASIAN POLICE

Charles Sturt University's Australian Graduate School of Policing was established in 1992 to provide management and leadership education for senior police and advanced teaching and research in policing and security. The School operates under an agreement with all Australasian police jurisdictions and is responsible to a Board of Control with membership of their Commissioners.



Annual information day, School of Policing Studies, Goulburn - demonstration of contemporary policing practice.



2008 KEY HIGHLIGHTS

Prepares students for global citizenship and extends knowledge through collaborative research and the promotion of international understanding and engagement

The University Strategy aims to strengthen the position of Charles Sturt University in the global community of universities and to expand the opportunities for our students to build their experience through international work and study opportunities and engagement with international students locally. Some highlights from 2008 include:

GLOBAL ACTIVITIES

- Emeritus Professor of Agriculture, Mr Jim Pratley, was honoured with a Molisch Award for his significant contribution to the development of the science of allelopathy. The international award, which was presented to him during the Fifth World Congress on Allelopathy, recognises his research excellence and career contributions to the science of using a plant's natural defence system to beat weed infestation. Professor Pratley is on staff at the EH Graham Centre for Agricultural Innovation in Wagga Wagga.
- Dr Hazbo Skoko, from the School of Marketing and Management, was appointed to expert advisory panels for the Republic of Slovenia and the European Union (EU). This position helped bring CSU closer to the process the Bologna Declaration initiated to make higher education in Europe more compatible, competitive and attractive for Europeans, as well as for students and schools from elsewhere, including Australia. The panels assess universities' proposals to accredit new programs in economics and finance which will comply with the declaration and EU regulations.
- Professor Erica Smith, from the Faculty of Education, completed an international project on apprenticeships, which was based at Bremen University in North Germany.
- Dr Stephen Bird, Lecturer, School of Human Movement Studies, was track-side at the Beijing Olympics with competitors in the Indonesian Olympic Team. He coached athletes to develop the team's strength and conditioning exercise rehabilitation and helped the Indonesian team win their medals. He has also established an agreement between the School of Human Movement Studies and the Indonesian Sports Committee for Charles Sturt University students to undertake work experience placements.
- Whether the world was winning the war on terrorism since the 9/11 attacks in the USA was a question tackled by Associate Professor Nick O'Brien of the Australian Graduate School of Policing, in public comment.
- Australia had failed to deliver on its obligation under the international Ramsar Convention to protect its wetlands, said Professor of Ecology and Biodiversity and Director of CSU's Institute for Land, Water and Society, Mr Max Finlayson. He was writing in response to the report, Wetlands for Our Future, by the Australian Conservation Foundation and the Inland Rivers Network. Since signing the agreement, Australia's wetlands have declined or vanished, he said.
- A Senior Lecturer in criminal intelligence at Charles Sturt University's Australian Graduate School of Policing, Mr Patrick Walsh, spoke about the role tertiary education can play in collaboration with intelligence agencies at a gathering of more than 150 intelligence officers in New Zealand.
- Australia's beef and live animal export industry will gain an insight into Indonesia's beef market through a two-and-a-half year project underway at the Asian Agribusiness Research Centre. The University is collaborating with four Indonesian institutes and agri benchmark, a global network of farm economists generating sustainable, comparable, quantified information about farming systems, their economics, their framework conditions and perspectives.
- About 244,000 people in 147 countries visited a unique electronic library site CSU hosts on cultural, historical and other resources on Micronesia (micronesia.csu.edu.au). Associate Professor Dirk HR Spennemann, School of Environmental Sciences, administers the site, which averaged more than 9,000 unique user visits a day in 2008.
- Reverend Professor James Haire, AM from the Centre for Applied Philosophy and Public Ethics, led the World Council of Churches' delegation to Indonesia, which included discussions with senior Indonesian Government ministers.
 - He presented a paper at a major World Council of Churches' Consultation on Israel/Palestine, held in Switzerland.
 - Along with the Reverend Associate Professor Clive Pearson, he was appointed a member of the Center of Theological Inquiry at Princeton, USA.

STRENGTHENING TIES

- Dr Elaine Dietsch, Senior Lecturer, School of Nursing and Midwifery, continued her annual visits to the strife-torn Democratic Republic of Congo (DRC) in central Africa to gain a global perspective on trans-cultural midwifery, primary health care and women's and children's health. She visited the country with her husband, John, and a CSU student, Hilda Fitzgerald. They delivered 114

kilograms of materials, such as clothes, painkillers and ointments, donated by friends and CSU colleagues. Medical centres donated unwanted equipment and the Australian Red Cross supplied 72 knitted teddy bears.

- Associate Professor Manohar Pawar, from the Institute for Land, Water and Society, co-organised an international conference held in Nepal that aimed to increase awareness of the social development needs of the Asia-Pacific region.
- Staff from the Faculty of Education delivered the Master of Education program to the staff of the new Lutheran University of Papua New Guinea, formerly the Martin Luther Seminary and Balob Teachers College. Staff from these institutions are upgrading their qualifications to qualify to lecture in the new University.
- International delegations hosted by the Vice-Chancellor and President, Professor Ian Goulter, included representatives of City University, London and the City of London to discuss police education, Dongguk University and Kongju National University to sign several collaborative agreements, the Korean Institute for Curriculum and Valuation, and the US Consul General for a tour of Charles Sturt University at Wagga Wagga.
- The Faculty of Business organised the International Conference on Socio-Economic Development in China with the ARC-Asia-Pacific Futures Research Network at Wagga Wagga.
- Nine officials from China's Ministry of Water Resources, the Yellow River Commission and Irrigation Department and Research Institutes interested in improving water resources management in large irrigation systems visited staff at the University at Wagga Wagga.
- Leading researchers and policy makers keen to improve livestock production in Eritrea, Africa, visited agricultural research institutes in Wagga Wagga, including Charles Sturt University. Emeritus Professor Ted Wolfe from the School of Agricultural and Wine Sciences helped host the visit.
- The Institute for Land, Water and Society hosted five livestock scientists from the south-east Asian nation of Laos. The group were studying beef and goat production across the Border region. Charles Sturt University's Dr Joanne Millar led the program to support agricultural training for developing the country's scientists.
- Two journalists from the European state of Montenegro visited Charles Sturt University at Bathurst to learn how Australian media works and how the University promotes itself through the media. Dr Hazbo Skoko, Lecturer, School of Marketing and Management at CSU, hosted the visit and was interpreter for Mr Vukoman Batko Kljajevic, a radio journalist, and Mr Murat Corovic, a chief editor.

- Dr Wendy Nolan, of the University's Centre for Indigenous Studies, has been establishing relationships with the University of Mexico and the Northern Arizona University on cultural competency and pedagogic approaches in Indigenous studies.
- Dr Ingrid Muenstermann, Lecturer, School of Humanities and Social Sciences, taught German language classes to her fellow staff members for a gold coin donation. Proceeds supported the Mission in Health Care and Development in the Democratic Republic of Congo.
- Focusing on the best ways to manage canal and groundwater to maximise crops and manage salinity in Australia and Pakistan is a four-year \$1 million project funded by the Australian Centre for International Agricultural Research (ACIAR). Associate Professor, Mohsin Hafeez, is leading the CSU team, which includes Richard Culas, Lecturer, from the Faculty of Science, at the International Centre of Water for Food Security. This project is run with the Punjab Irrigation and Drainage Authority (PIDA) and the University of Agriculture, Faisalabad, Pakistan.

BROADENING OUTLOOKS

- Charles Sturt University helped more than 135 undergraduate students undertake a diverse range of international experiences as part of their degree. Two Bachelor of Pharmacy students, Sam Ledger and Lloyd Smith, attended the Seventh Asia-Pacific Pharmaceutical Symposium in Thailand. They returned with plans for a communication workshop for CSU students and to promote international student exchange and involvement in raising awareness of public health issues.
- The Faculty of Education led student groups on short visits to Vanuatu, Thailand and South Korea to undertake cultural experience programs and teaching placements in local schools.
- Students and staff from the School of Community Health continued to build their relationship with Phu My Orphanage, which began in 2001. This trans-disciplinary, intercultural placement assists 300 children with physical disabilities in Ho Chi Minh City, Vietnam.
- A distance Doctor of Education student based in Canada, Ms Paula du Hamel Yellow Horn, presented a paper at the Canadian Anthropology Conference of the Canadian Anthropology Society in May at Carleton University, Ottawa. Her talk covered the native American perspective of 500 years of colonisation.
- A third-year School of Nursing and Midwifery student, Ms Tabith Pandey, took a group of high school students to a leprosy hospital in Nepal and also spent two weeks helping nurses in Vanuatu.
- A television production student spent time backstage at Canada's acclaimed 2008 Montreal Comedy Festival. Ms Stephanie Coombes gained this experience while only six months into her three-year Bachelor of Arts (Television Production) degree.

Charles Sturt University has more than 60 partnerships in more than 20 countries that facilitate research, course delivery, cultural exchange, student and staff exchange and a diverse range of other education activities.

Country	Institution	Type of Agreement
Cambodia	Economic and Finance Institute of Cambodia	Program delivery
Canada	Lakehead University	Student exchange
	McMaster University	Academic cooperation
	Mohawk College of Applied Arts and Technology	Academic cooperation Pathway program
	Trent University	Student exchange
	University of Regina	Student exchange
Chile	Instituto de Investigaciones Agropecuarias	Academic cooperation
China	Changchun Taxation College	Program delivery
	China Agricultural University	Academic cooperation
	China Criminal Police University	Academic cooperation Pathway program
	Dali University	Pathway program
	Gansu Agricultural College	Academic cooperation
	Heilongjiang University	Academic cooperation
	Hohai University	Academic cooperation Pathway program Research collaboration Staff exchange Student exchange
	Shanghai Dong Hai Vocational Technical Institute	Academic cooperation
	South China Agricultural University	Academic cooperation Pathway program
	Tianjin University of Commerce	Program delivery
	Yangzhou University	Program delivery
	Yunnan University of Finance and Economics	Program delivery
Croatia	University of Rijeka , Faculty of Economics & Tourism, Pula (FET-Pula)	Student exchange
France	Institut Supérieur du Commerce (ISC)	Student exchange
Germany	Melanchthon Academy of Scientific Research – Bretten	Academic cooperation
	University of Applied Science Ludwigshafen	Academic cooperation
	University of Paderborn	Student exchange
Hong Kong	SPACE – University of Hong Kong	Program delivery
India	TATA Institute of Social Sciences	Academic cooperation
Indonesia	Jakarta Centre for Law Enforcement Cooperation	Academic cooperation
	Malangkececwara School of Economics	Academic cooperation
Ireland	University of Limerick	Student exchange
Japan	Josai International University	Academic cooperation
	Kansai Gaidai University	Student exchange
	Ritsumeikan Asia Pacific University	Student exchange
	Yamagata University	Academic cooperation

Country	Institution	Type of Agreement
Korea	Dongguk University	Academic cooperation Student exchange
	Dongguk University (SIBC)	Pathway program
	Dongnam Health College	Academic cooperation
	Hannam University	Academic cooperation Student exchange Pathway program
	Kongju National University	Academic cooperation Student exchange Pathway program
	National Institute for International Education Development	Academic cooperation
Malaysia	HELP University College (HUC)	Program delivery Pathway program
	Institute Advertising Communication Training	Pathway program
	INTI College	Pathway program
Mauritius	University of Mauritius	Program delivery
Myanmar	Yetzin Agricultural University	Academic cooperation
Netherlands	The Hague University	Student exchange
Pakistan	Arid Agriculture University	Academic cooperation
	North West Frontier Province Agriculture University	Academic cooperation
	Quaid-i-Azam University	Academic cooperation
	University of Agriculture Faisalabad	Academic cooperation
Papua New Guinea	Lutheran University of Papua New Guinea	Program delivery
Singapore	Institute of Advertising Singapore	Pathway program
	Management Development Institute of Singapore	Pathway program
	Singapore Civil Defence Force	Academic cooperation
Sri Lanka	IDM Computers	Program delivery
Sweden	Mittuniversitetet College (Mid Sweden University)	Student exchange
	Orebro University	Student exchange
Switzerland	FHS University of Applied Sciences, Saint Gallen	Student exchange
	Berne University of Applied Sciences	Program delivery
Thailand	Walailak University	Academic cooperation
USA	Des Moines Area Community College	Academic cooperation
	Georgetown University	Student exchange
	Lake Erie College	Student exchange
	Mansfield University	Student exchange
	North Dakota State University	Student exchange
	Oregon State University	Student exchange
	State University of New York Oswego	Student exchange
	University of Kentucky	Student exchange
	University of Montana	Student exchange
	University of North Carolina at Wilmington	Student exchange
	University of North Carolina System (16 Campuses)	Student exchange
	Western Illinois University	Student exchange
United Kingdom	University of Chester	Student exchange
	Cranfield University	Academic cooperation

CSU TELESCOPE NETS AWARD

A Canadian high school student used the remote-access telescope at Charles Sturt University (CSU) to win the Senior Physics Prize in the Province of Manitoba, and gain membership of the Royal Astronomical Society of Canada (RASC).

Ms Alaina Edwards used the CSU telescope at the University's Bathurst Campus through the internet to study and analyse the suspected variable star, SAO 154490.

She was a Year 12 student at West Kildonan Collegiate High School in Winnipeg in 2007 when she accessed the CSU telescope for her study.

Ms Edwards then entered the Manitoba Schools Science Symposium in April 2008 and won two awards for her technical paper. She won gold in the senior physics category and the Best Astronomy-Related Project prize from the RASC.

"Entering the competition was a fantastic experience. I want to thank my science teacher, Mr Edwards, and Associate Professor David McKinnon from CSU's School of Teacher Education for all their help," Ms Edwards said. "Dr McKinnon mentored me through the investigation, teaching me how to reduce the data and interpret the results."

"The award included a certificate, \$100, membership with the RASC, and an actual meteorite, which I keep on my desk at home to remind me of the satisfaction I got from understanding how to do the science. Now I just want to continue my research." Ms Edwards donated the cash prize to the science department at her school.

Professor McKinnon said; "This is a wonderful result for an outstanding student. She demonstrated many qualities we try to encourage students to develop in science and highlights the educational value of the resources Charles Sturt University can offer students around the world."

This is the second time that an award has been won through the use of the CSU telescope. In 2005, Mr James Sinclair won the NSW Science Teachers' Association senior physics prize as a Year 10 student. In 2006, he was invited to present his work at the Curriculum Corporation Annual Conference in Adelaide.



Associate Professor (Online Teaching and Learning) David McKinnon, Charles Sturt University Faculty of Education

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CHARLES STURT FOUNDATION SCHOLARSHIPS

The Charles Sturt Foundation is a controlled entity of Charles Sturt University and incorporates Faculty-based foundations in pharmacy, veterinary science, dentistry, agriculture, education and rural health.

The Charles Sturt Foundation aids and promotes excellence in the University's education, research and service activities. It does this through sourcing, securing and administering sponsorships to benefit the University and its students. The scholarship scheme, set up in 1984, has disbursed about \$5.7 million to more than 2,600 students.

The Charles Sturt Foundation develops and nurtures a solid framework of relationships in the broader community including partnerships with business, commercial, industrial and private sectors. This supports the strategic direction of the University.

In 2008, the Foundation awarded more than \$600,000 in scholarships to 220 students. These include:

- Thirteen pharmacy students at Charles Sturt University at Orange and Wagga Wagga earned prestigious Rural and Remote Pharmacy Scholarships. The Federal Department of Health and Ageing funds the scheme, which the Pharmacy Guild of Australia administers to give \$10,000 to each student for four years.
- Twelve fourth-year veterinary science students received inaugural scholarships to subsidise their practical work placements across Australia. They were recipients of the Piper Street Veterinary Clinic Professional Experience Scholarship, the Moruya Veterinary Hospital Professional Experience Scholarship and the Coopers Animal Health Professional Experience Scholarships. Each scholarship was valued at between \$750 and \$1,650.
- Event promoter V8 Supercars Australia awarded five scholarships worth a total of \$30,000 to University students.

DIVISION OF STUDENT SERVICES' SCHOLARSHIPS

- The Division of Student Services administers several scholarship and equity grant programs. They include the Commonwealth Scholarships Program, which the Australian Government established, and the CSU-funded Institution Equity Scholarships. In 2008, more than \$4 million was allocated under the following four scholarship categories:
 - Commonwealth Accommodation Scholarships (CAS-Ordinary) for undergraduate students for up to four years to assist with accommodation costs. The CAS paid to students for 2008 was \$4,324 by a payment each session of \$2,162.

- Commonwealth Education Costs Scholarships (CECS-Ordinary) available to undergraduate students for up to four years to assist with general education costs. The CECS paid to students for 2008 was \$2,162 by a payment each session of \$1,081.
- Indigenous Access Scholarships (IAS), which are a 'once-only' scholarship payment to assist new Indigenous students to undertake an undergraduate course at CSU. In 2008 this was valued at \$4,080.
- CSU Equity Scholarships (CSUES) worth \$2,000, available to undergraduate students for up to one year only.
- In 2008, the Division of Student Services allocated more than \$100,000 for the Professional Placement Equity Grants program to assist undergraduate students to complete a compulsory professional placement as part of their course. Also, the Division granted 261 free nights of accommodation for distance education students required to attend a residential school.
- Charles Sturt University also allocated 40 Science Scholarships worth up to \$4,000 a year for up to four years.

EXTERNAL SUPPORT SECURED

- Honours theology student Ms Marie-Louise Craig received an Australian Postgraduate Award scholarship for her groundbreaking research into the history of Hebrew-English lexicons and their relationship to other sources such as English-language Bibles and Hebrew grammar.
- The School of Communication is an official partner organisation with Australian Youth Ambassadors for Development and supported the aid program of CSU journalism graduate Ms Kelly Fitzgerald to train reporters at the English-language newspaper, Vientiane Times, in Laos.
- Third-year PhD student Ms Emily Mendham was awarded a highly competitive Wentworth Group Scholarship. This scholarship helps bridge the gap between science and public policy and offers postgraduate students a mentor from within the Wentworth Group of Concerned Scientists. Ms Mendham is researching trends in rural property turnover and its implications for natural resource management.
- International PhD researcher, Mr Inod Devkota, who works for the Nepalese Department of Forests, received one of two International Postgraduate Scholarships. Mr Devkota will use it to research the livelihood benefits of community forestry in Nepal while based at Charles Sturt University at Albury-Wodonga.

- Dr Jade Forwood and Associate Professor Peter O'Meara, from the School of Biomedical Science, secured six scholarships for Honours paramedic students. The Ambulance Research Centre, which was established by the NSW Department of Health last year, will fund the scholarships to cover course fees and computing to conduct research for the Centre.
- International PhD researcher Mr Lukas Wibowo, who works for the Indonesian Forestry Research and Development Agency, received a John Allwright Fellowship from the Australian Centre for International Agricultural Research. He will be based at CSU and research the policy and institutional instruments for community forestry in Indonesia.
- Two business students each won \$5,000 scholarships to study at a Chinese university for a semester in 2009. Wodonga's Mr Brenton Olsen and Mr Cobie Butler, from Albury, were studying international business management degrees at the School of Business and Information Technology at Charles Sturt University at Albury-Wodonga.
- The University awarded 20 scholarships to encourage joint studies with TAFE colleges. The Rural Learning Partnership Scholarships are worth \$2,000 and go to students who need financial help to complete their course.
- A Faculty of Business student, Mr Samuel Condon, received the \$2,500 Wagga Mutual Credit Union Scholarship. It is awarded to an exemplary student studying business and professional ethics.
- The University's Office of International Relations and the Faculty of Education helped fund eight CSU early childhood and primary students to undertake a four-week study tour and professional placement at Hannam University in Korea.

NEW PARTNERSHIPS

- The Vincent Fairfax Family Foundation (VFFF) announced it would provide \$1 million in accommodation scholarships for 20 dentistry students over five years. Each student will receive \$50,000 over five years. With the VFFF's help, the University is addressing the shortage of health professionals in rural and regional Australia.
- The philanthropic George Alexander Foundation announced it would give the University \$60,000 for scholarships for education students undertaking rural and remote school professional placements throughout Australia. The agreement followed the establishment of the University's Inland Education Foundation.
- The Mid-Western Regional Council committed \$30,000 to the Charles Sturt Foundation to create an annual scholarship to support local students. Each \$2,500 scholarship will be available to students who live in the Mid-Western Regional Council area or have completed most of their high school education there.
- Final year advertising and advertising/marketing students at CSU's School of Communication will benefit from a fourth scholarship offered by OMD Media. The scholarship provides \$2,500 to each student plus a guaranteed internship at OMD which could lead to permanent full-time work.
- The Copyright Agency Limited committed \$30,000 to support a scholarship for a final year Faculty of Education student undertaking a primary teaching placement in a rural or remote school.



Veterinary Clinical Centre - Charles Sturt University Wagga Wagga Campus.

CHARLES STURT FOUNDATION TRUST PERFORMANCE

The Charles Sturt Foundation is trustee for the Charles Sturt University Trust. Trust funds are managed by a Finance and Investment Committee comprised of members with accounting, finance and investment experience to ensure it acts with wise stewardship over funds entrusted to it to invest in secure equities and other assets and to ensure suitable policies are in place for the receipt of donations, the investment of funds and disbursement of benefits. The Foundation invests in a diversified portfolio, predominantly in blue chip Australian equities. The growth in wealth in recent years from these investments has been outstanding but, as with all investments worldwide, a significant writedown in the market valuation for investments held occurred in 2008.

The Foundation, however, remains well placed in that it does not have any debt and does not require investments to be liquidated to meet operational needs. It can rest on its investments and await the inevitable recovery.

The growth in investments and the income received from investments is presented in the graph below. In 2002 the Foundation held \$4.3 million in investments, which grew to \$7.7 million in 2007, before being revalued down to \$5.3 million based on the end of 2008 market valuation. While this is a 31% decline, it was less than the general writedown in the overall Australian equities market (36% decline).

The Foundation aims for a balance between making funds available and retention for future growth. The Foundation has had several years of investment growth in excess of 18% and continues to generate investment income of 3% on its funds invested. The Foundation has maintained a policy of 10% of corpus being available annually for distribution to the various funds and used for a range of purposes, including scholarships, capital programs, internships and guest lectureships. The prosperity of previous years allows this policy to continue despite more financially stressed periods.

CHARLES STURT FOUNDATION TRUST PERFORMANCE

Investments and their returns



INNOVATIVE IT DEGREE WELL SUPPORTED

All 22 students accepted into an innovative information technology degree to begin in 2009 will receive scholarships with funding from industry partners.

The Hon. Phillip Costa, MP, NSW Minister for Water, Rural Affairs and Regional Development launched the Bachelor of Information Technology (Business Services) degree, which was developed with industry partners to keep pace with their needs.

Charles Sturt University joined with international IT services leader IBM to develop the course to provide highly skilled IT professionals for industry clients such as Country Energy and the NSW Department of Lands. The three organisations are industry partners of the University.

CSU Head of the School of Accounting and Computer Science, Associate Professor Ross Wilson, said the mixture of technical and business components of the degree reflects what industry is looking for and will offer an expanding world of employment opportunities for graduates.

"This new degree will be popular with students seeking an IT qualification because it will give graduates the skills needed to excel in today's business world. They will be able to offer their enhanced information and communication technology experience and business know-how to a range of employers.

The degree will be offered from 2009 and is tailored to give students a fully integrated 'earn as you learn' opportunity and branches out by offering a range of contemporary IT skills as well as 'soft' skills associated with interpersonal communication, teamwork and people management, all of which are highly desired by industry.

The degree will incorporate flexible delivery to facilitate work experience and will be taught at CSU's Bathurst Campus by CSU academics and IT leaders, including IBM, to ensure all subjects are highly relevant to current and emerging practices.

Ms Kaaren Koomen, Government Relations Director, IBM Australia and New Zealand, said at the launch: "We are currently in the midst of a global shift towards a services economy. In the next decade, right across the world, nearly a hundred million jobs will be created – and most of them will be in services.

"The country that produces the best equipped talent pool to work in the global economy will receive the cream of the world's work, and this is why IBM is working with universities on new academic disciplines and new blended courses such as CSU's new degree. This will enable Australians – in this case the people of Bathurst – to serve as a pipeline of skilled workers for the Australian services sector and to reap the benefits for Australia of these jobs and the revenues that will flow from them," said Ms Koomen.



(L to R) Mr Patrick Cooper (Country Energy), Mr Warwick Beaton (NSW Dept of Lands), Mr Phillip Costa, MP, NSW Minister for Water, Rural Affairs and Regional Development, the Vice-Chancellor and President of CSU, Professor Ian Goulter, Ms Kaaren Koomen (IBM) and Associate Professor Ross Wilson, Head of the CSU School of Accounting and Computer Science, at the launch of the new IT degree at CSU Bathurst Campus, November 2008.

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- Gwynn-Jones, Mrs Sheila
- Gwynn-Jones, Ms Bronwen
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- Haley, Ms Christine
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- Hambridge, Mr Alan Lynn
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- Harvey, Mrs Margaret
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- Yeo, Ms Frances
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- Young, Mrs Bronwen Woolcott
- Zanetic, Mrs Patricia



Veterinary students conducting a small dog clinic in conjunction with Wagga Wagga City Council.

KEY STATISTICS

Charles Sturt University had 33,926 students enrolled in 508 courses in 2007. Over the past decade, the University has graduated 56,478 domestic and 14,802 international students. In 2007:

- 8,701 students attended the main campuses
- 19,503 studied by distance education
- 5,590 were in partnership arrangements (in Australia and overseas)
- most students were enrolled in undergraduate courses (23,827)
- 8,014 were pursuing postgraduate study by coursework
- 463 were research higher degree students
- 59 per cent of students were women and 41 per cent men
- 38% of domestic students came from regional NSW
- 62% of domestic students came from metropolitan NSW and interstate
- 1,107 students with disabilities were enrolled (they were Australian citizens living within Australia).

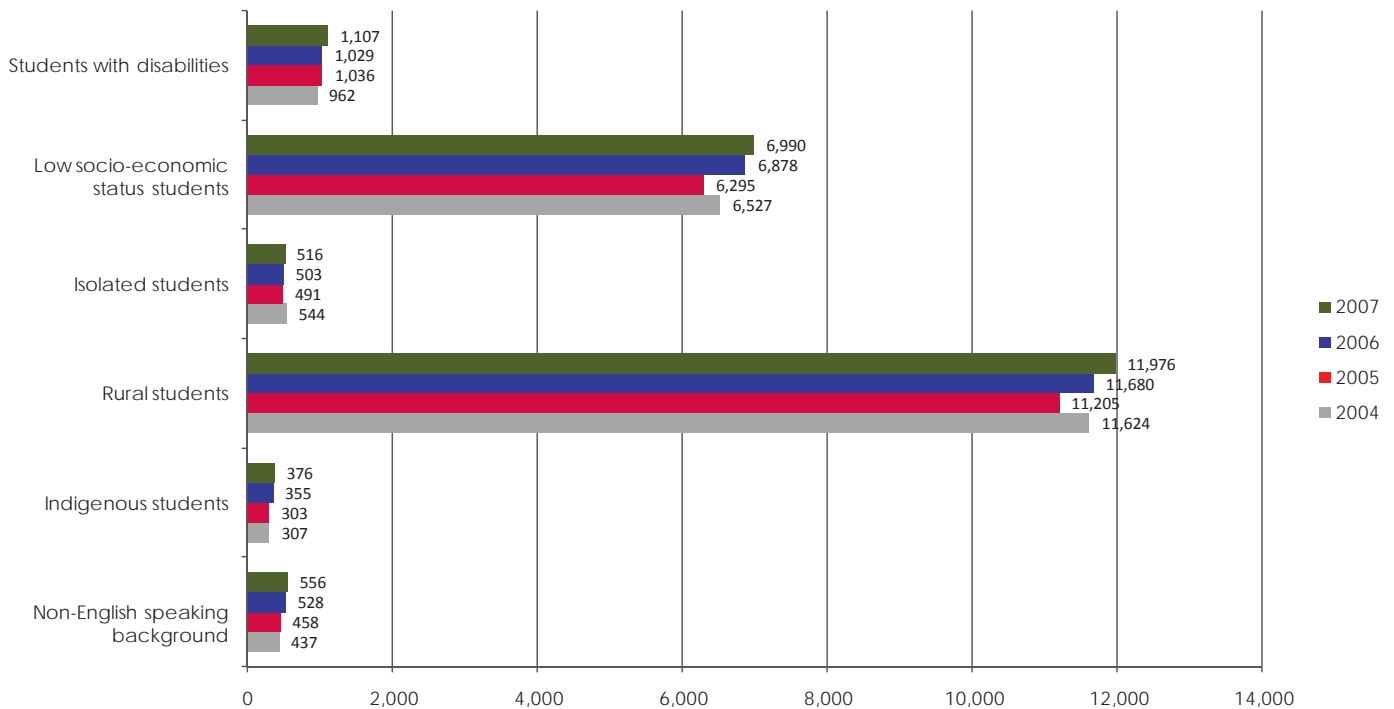


STATISTICAL PROFILE – STUDENT HEADCOUNT (2007 ACTUAL DATA)

		INTERNAL						DE **	Internal & DE		TOTAL
		Albury	Bathurst	Dubbo	Wagga	Orange	Other *		3rd Party	CEP	
CSU Total	2007	1,889	2,981	385	3,164	282	582	19,053	3,084	2,506	33,926
	2006	1,900	3,016	407	3,167	209	431	18,544	4,128	2,459	34,261
	2005	1,826	2,953	424	3,208	117	264	17,933	5,430	1,419	33,574
	2004	1,705	3,104	389	3,371		126	18,487	6,411	2,250	35,843
	2003	1,649	3,063	363	3,199		124	19,899	6,370	3,625	38,292
Commencing	2007	615	1,073	124	1,160	120	343	7,883	867	757	12,942
	2006	678	1,147	132	1,155	116	229	7,643	845	1,587	13,532
	2005	642	1,113	157	1,167	117	189	7,037	1,663	686	12,771
	2004	608	1,256	146	1,358		58	7,832	2,311	364	13,933
	2003	613	1,338	147	1,346		48	8,960	2,678	1,000	16,130
Female	2007	1,326	1,871	331	2,009	166	417	11,828	1,278	676	19,902
	2006	1,318	1,915	345	1,943	128	318	11,325	17,79	635	19,706
	2005	1,266	1,882	361	1,919	76	175	10,883	2,359	336	19,257
	2004	1,190	1,950	314	1,976		66	11,017	2,609	613	19,735
	2003	1,115	1,929	287	1,860		74	11,716	2,572	1,153	20,706
Male	2007	563	1,110	54	1,155	116	165	7,225	1,806	1,830	14,024
	2006	582	1,101	62	1,224	81	113	7,219	2,349	1,824	14,555
	2005	560	1,071	63	1,289	41	89	7,050	3,071	1,083	14,317
	2004	515	1,154	75	1,395		60	7,470	3,802	1,637	16,108
	2003	534	1,134	76	1,339		50	8,183	3,798	2,472	17,586
Indigenous	2007	11	19	22	13	1	1	270	1	41	379
	2006	10	25	31	12	1	0	240		10	329
	2005	8	28	34	17	1	1	194		23	306
	2004	7	28	24	13		1	191		43	307
	2003	12	35	36	18			229		64	394
LEVEL											
Higher Degree Research	2007	41	39		74	8	8	284	9		463
	2006	35	38		67	5	8	286	8		447
	2005	32	38		67	1	8	263	9		418
	2004	21	35		68		6	253	7		390
	2003	16	25		69		6	230	26		372
Higher Degree Coursework	2007	1	2		17		12	4,316	677		5,025
	2006	6	32		39		1	4,146	843		5,067
	2005	2	5		72		2	4,156	1301		5,538
	2004		2	1	81			4,200	1953		6,237
	2003	1	3		79			3,913	2122		6,118
Other Postgraduate	2007	152	35		28		6	2,744		24	2,989
	2006	156	23		34		4	2,693	31		2,941
	2005	79	38		36		1	2,471	35		2,660
	2004	2	191		31		8	2,470	99		2,801
	2003	1	146		42		7	2,582	144		2,922
Undergraduate	2007	1,683	2,863	384	3,006	272	512	10,258	2,343	2,506	23,827
	2006	1,685	2,888	405	2,983	204	384	9,911	3,202	2,459	24,121
	2005	1,698	2,828	423	2,987	113	218	9,755	4,031	1,419	23,472
	2004	1,661	2,816	384	3,123		92	9,587	4,300	2,250	24,213
	2003	1,599	2,799	358	2,931		88	9,861	4,038	3,625	25,299
Other (Non-Award, Enabling, Cross-institution, Open Learning)	2007	12	42	1	39	2	44	1,451	31		1,622
	2006	18	35	2	44		34	1,508	44		1,685
	2005	15	44	1	46	3	35	1,288	54		1,486
	2004	21	60	4	68		20	1,977	52		2,202
	2003	32	90	5	78		23	3,313	40		3,581

* May include - Canada, Canberra, Goulburn, Manly, Newcastle, APESMA, Griffith, ** Excludes 3rd Party and CEP students

NUMBER OF STUDENTS BY EQUITY GROUP 2004-2007

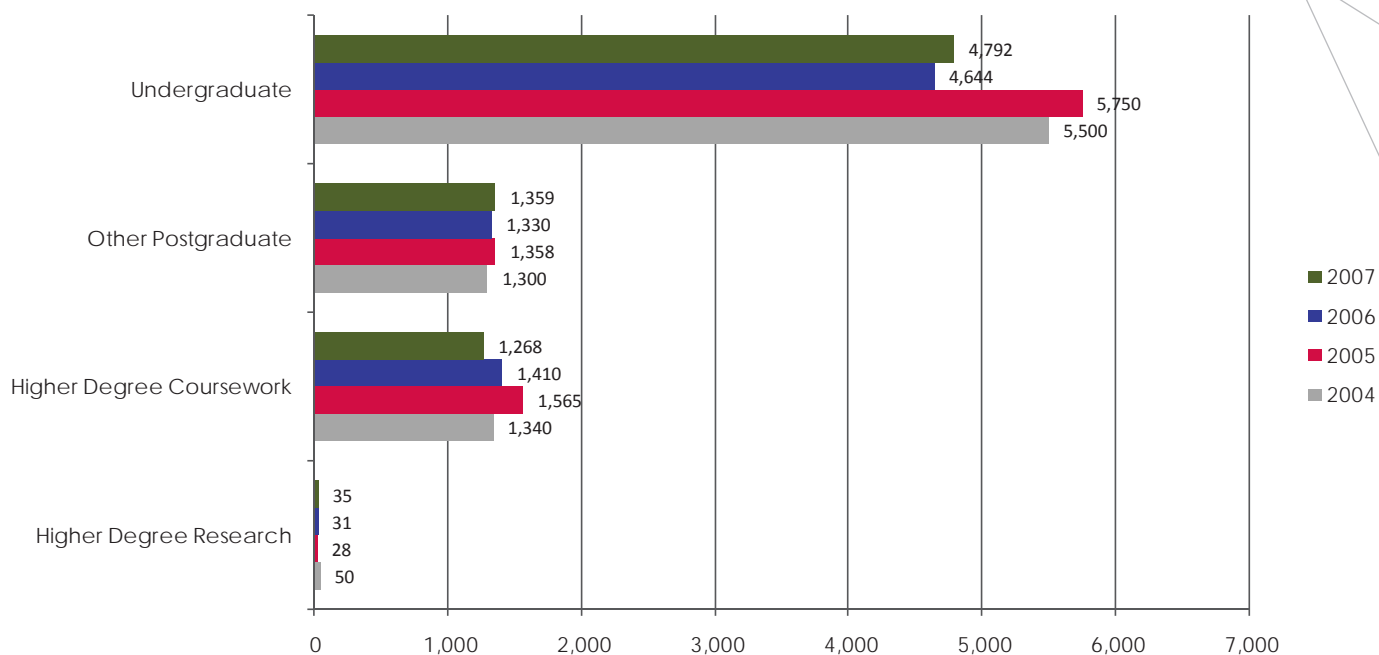


Source: CSU office of Planing and Audit Equity Groups Report

INTERNATIONAL STUDENT ENROLMENTS BY TOP TEN COUNTRIES – 2007 FINAL

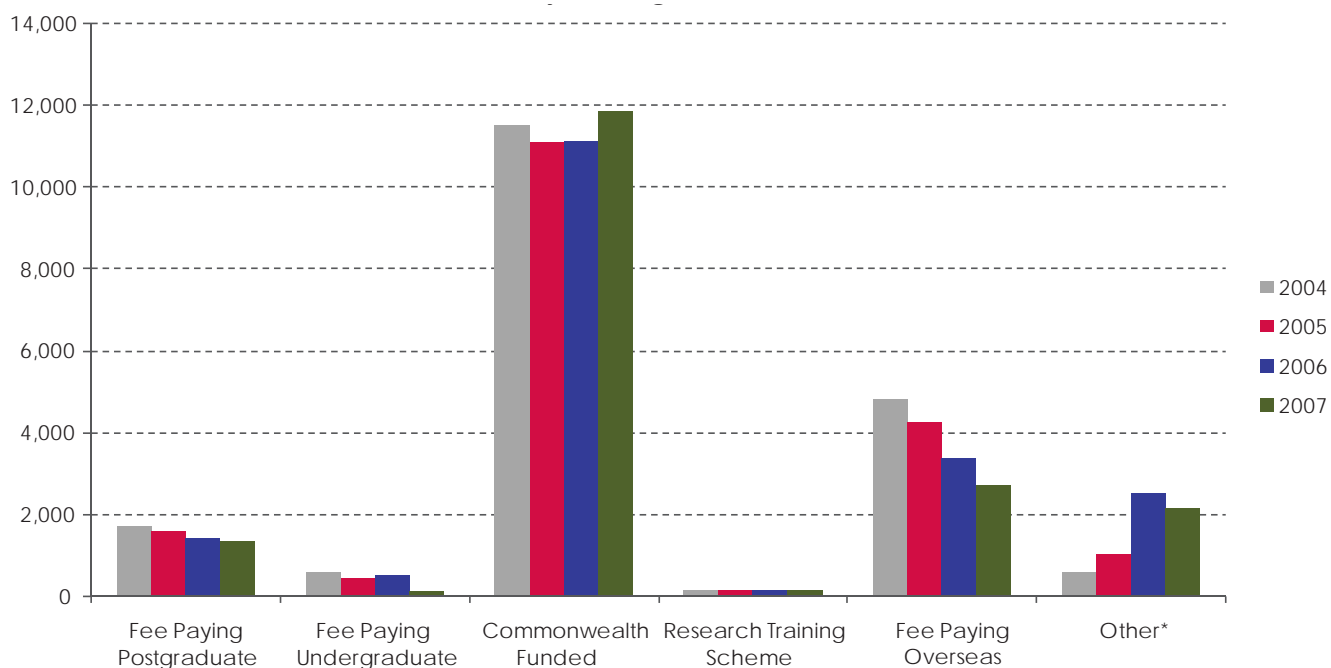
Country	Location	Students	% of all International Students
Malaysia	Offshore	1,189	28.60%
Malaysia	Onshore	44	1.06%
Canada	Offshore	902	21.69%
Canada	Onshore	15	0.36%
China (excludes SARs and Taiwan Province)	Offshore	652	15.68%
China (excludes SARs and Taiwan Province)	Onshore	355	8.54%
India	Offshore	8	0.19%
India	Onshore	261	6.28%
Hong Kong (SAR of China)	Offshore	250	6.01%
Hong Kong (SAR of China)	Onshore	36	0.87%
Singapore	Offshore	84	2.02%
Singapore	Onshore	2	0.05%
Sri Lanka	Offshore	69	1.66%
Sri Lanka	Onshore	84	2.02%
Indonesia	Onshore	60	1.44%
Indonesia	Offshore	21	0.51%
Vietnam	Offshore	2	0.05%
Vietnam	Onshore	52	1.25%
United States of America	Offshore	44	1.06%
United States of America	Onshore	28	0.67%
		4,158	100.00%

STUDENT COMPLETIONS BY AWARD 2004-2007



Source: CSU Statistical Profile 2007

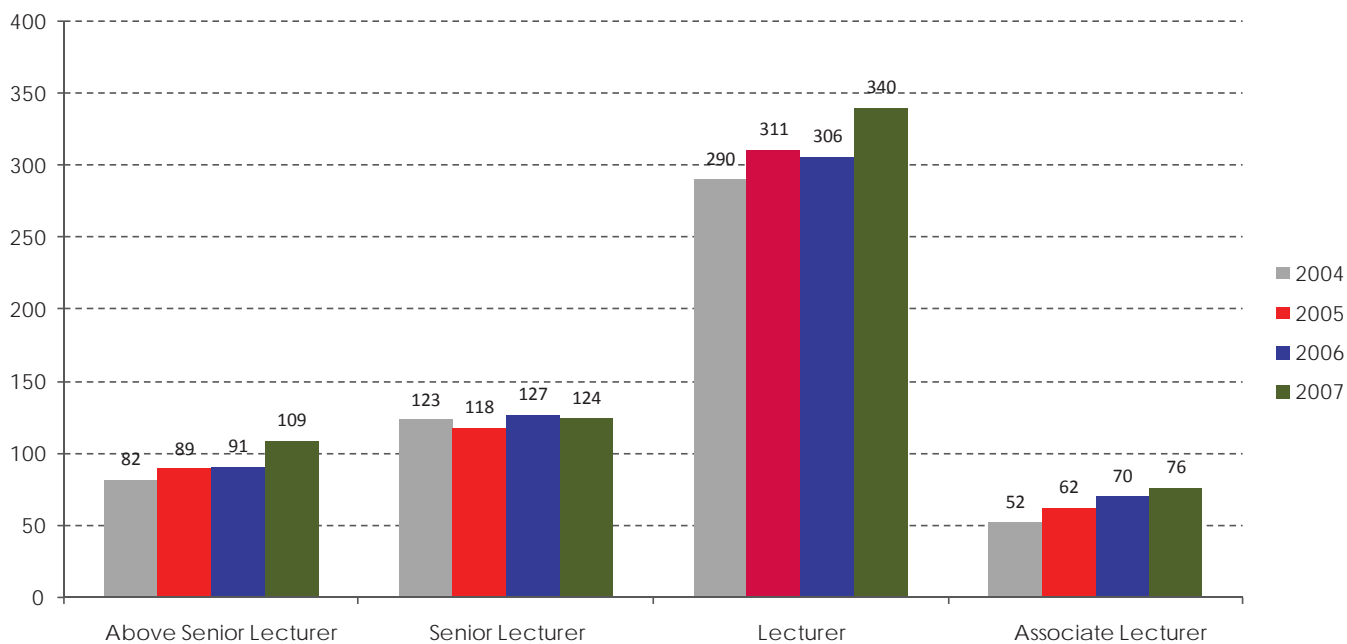
STUDENTS BY FUNDING SOURCE 2004-2007



* Other consists of all other fund sources not listed and figures includes ADPP data

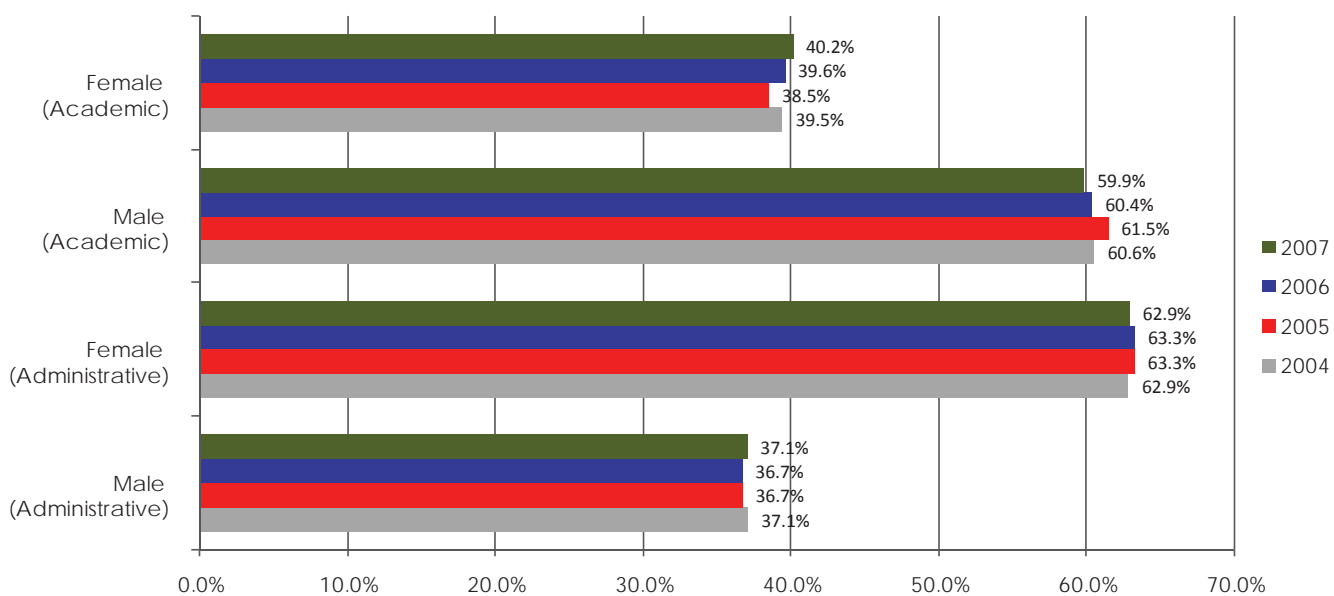
Source: CSU Statistical Profile 2007

ACADEMIC STAFF BY LEVEL 2004-2007



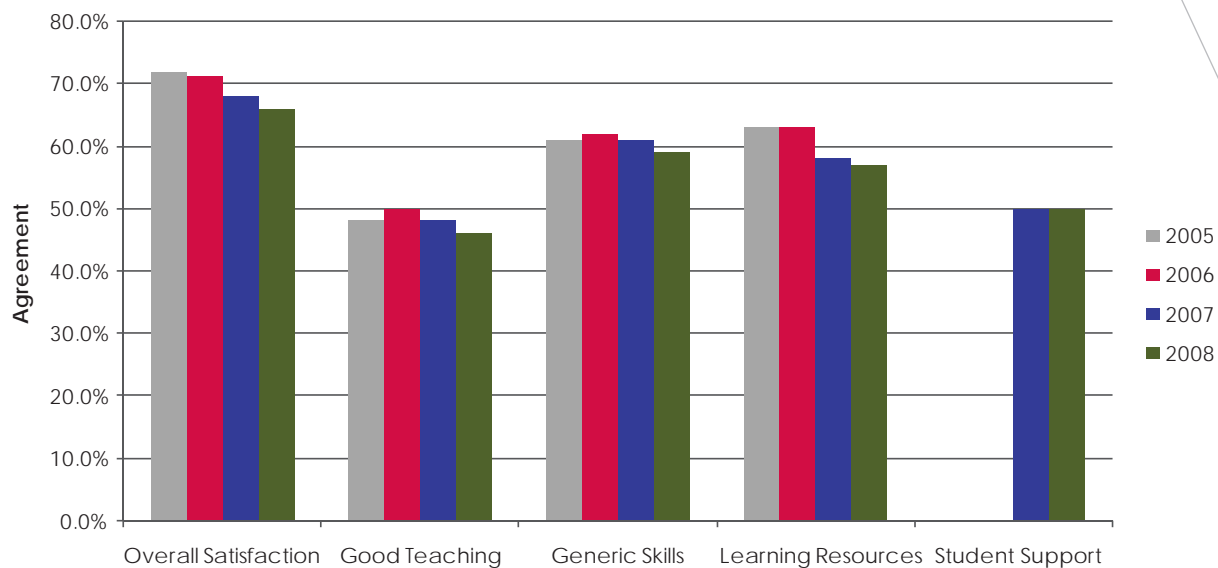
Source: CSU Statistical Profile 2007

ACADEMIC AND GENERAL STAFF BY GENDER 2004-2007



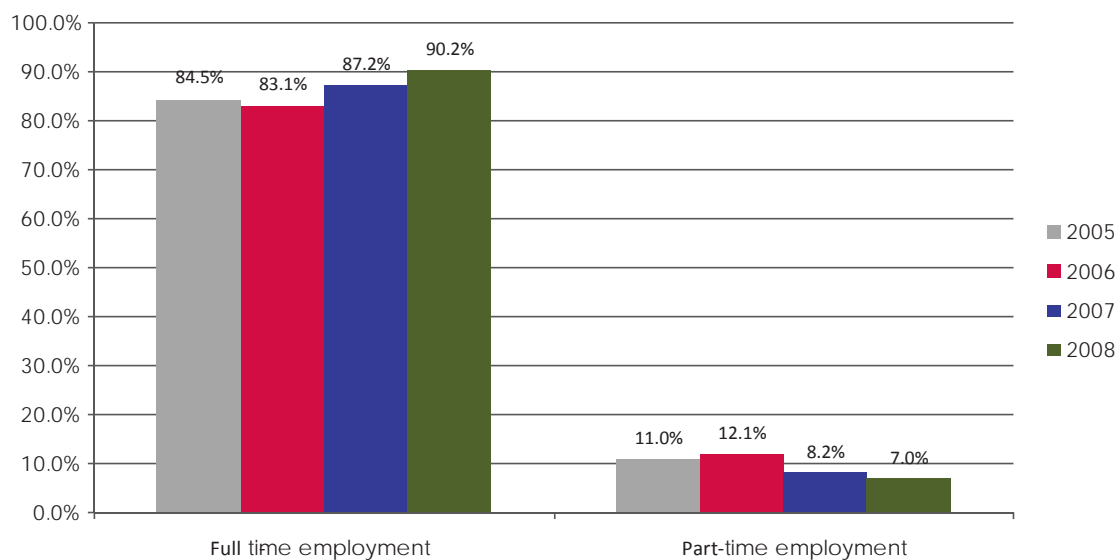
Source: CSU Statistical Profile 2007

DOMESTIC STUDENT SATISFACTION 2005-2008



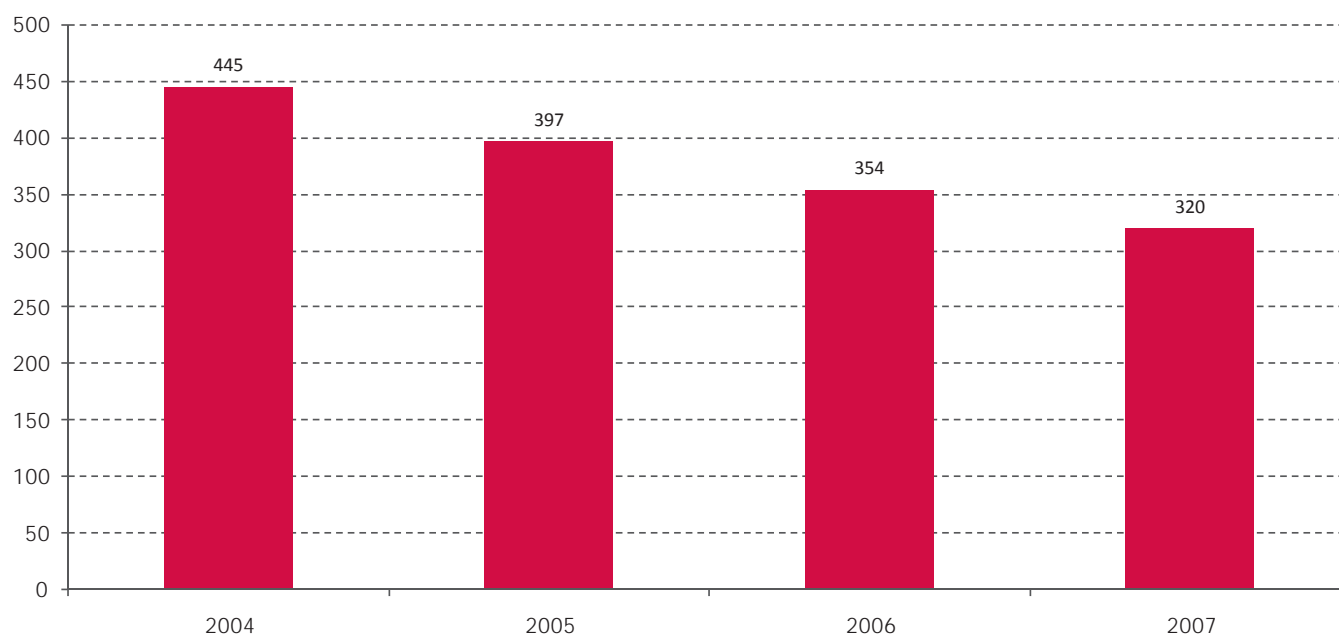
Source: CSU Statistical Profile 2007

GRADUATE DESTINATION SURVEY 2005-2008



Source: CSU office of Planning and Audit Graduate Destination survey Report. Data related to domestic Bachelor pass and honours students who are available for full-time employment only.

INTERNATIONAL STUDENTS ONSHORE 2004-2007



Notes:

1. All statistics exclude University of Sydney students.
2. Number of Students Enrolled is a headcount of students.



CORPORATE GOVERNANCE STATEMENT

Charles Sturt University is committed to delivering the highest standards of governance and to establishing the culture and environment by which our stakeholders are assured of our strategic focus, operational performance and institutional accountability.

THE UNIVERSITY COUNCIL

The Council is constituted to ensure the proper stewardship and strategic direction of the University and is directly accountable to the stakeholders of the University for creating and delivering value and improved performance through effective governance.

During 2008, the Council had 17 members. They reflected the perspectives and capabilities of our various stakeholders – our staff, students, graduates, the NSW Government and our communities.

The members of the Council are:

- Mr Lawrie Willett, AO (Chancellor)
- Ms Kathryn Pitkin (Deputy Chancellor and Ministerial appointee)
- Professor Ian Goulter (Vice-Chancellor and President)
- Professor Kevin Robards (Presiding Officer, Academic Senate)
- Mr Neville Page (Chair, Audit and Risk Committee), Council appointee
- The Hon Antonio Catanzariti, MLC Ministerial appointee
- Mr Richard Hattersley, Ministerial appointee
- Mr Gerard Martin, MP, Ministerial appointee
- Mrs Patricia Murphy, Ministerial appointee
- Mr Christopher Hancock, Council appointed CSU graduate
- Mr Angelos Frangopoulos, Council appointed CSU graduate
- Mr Peter Hayes, Council appointee
- Ms Heather Bell, Elected general staff member
- Associate Professor Robert Macklin, Elected academic staff member
- Ms Geraldine Kennett (retired elected postgraduate member)
- Mr Mitchell Elks (retired elected undergraduate member)
- Dr David Tien, Elected academic staff member
- Ms Penelope Cooke, Elected postgraduate student member
- Mr Jonathan Childs, Elected undergraduate student member

ATTENDANCE

Member	Max	Attended
Mr Lawrie Willett, AO	6	6
Ms Kathryn Pitkin	6	6
Professor Ian Goulter	6	6
Professor Kevin Robards	6	6
Mr Neville Page	6	5 (1)
The Hon Antonio Catanzariti, MLC	6	2 (4)
Mr Richard Hattersley	6	6
Mr Gerard Martin, MP	6	2 (4)
Ms Patricia Murphy	6	4 (2)
Mr Christopher Hancock	6	5 (1)
Mr Angelos Frangopoulos	6	6
Mr Peter Hayes	6	4 (2)
Ms Heather Bell	6	6
Associate Professor Robert Macklin	6	4 (2)
Ms Geraldine Kennett	2	1 (1)
Mr Mitchell Elks	2	1 (1)
Dr David Tien	4	4
Ms Penelope Cooke	4	4
Mr Jonathan Childs	4	3 (1)

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

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

The Council was saddened to note the death of Dr David James Asimus, AO in February 2008. Dr Asimus was the foundation Chancellor of Charles Sturt University in 1989 and served this post until 2002. CSU also conferred upon him an Honorary Doctorate.

CHARTER

The Council has approved the Charter of University Governance, which is a statement of the practices and processes the Council has adopted to discharge its responsibilities. The statement is supplemented by rules and policies approved by the Council for major strategic and governance functions.

The Charter of University Governance sets out the responsibility of members, which includes actively maintaining awareness of factors affecting the higher education sector and the governance of the University; informing themselves about their obligations as members; spending the time needed and meeting as frequently as necessary to discharge their responsibilities properly; reading, questioning and understanding the written materials and financial statements distributed to the Council; challenging, where necessary, assumptions or recommendations presented to the Council, and; participating openly in the Council's self-evaluation process and the evaluation of senior management.

SKILLS, QUALIFICATIONS AND EXPERIENCE

The Council regularly reviews and updates a public statement of the skills, qualifications and experience the Council requires for the proper stewardship and strategic direction of the University. Together the members have the range of skills that the Council views as necessary to enable it to effectively govern the University and drive it towards achieving the University Strategy.

Members are drawn from diverse professional backgrounds, including corporate, academic and government, with senior level experience and skills in the areas relevant to the University's governance and strategic performance.

CHANCELLOR

The Chancellor is Mr Lawrie Willett, AO. He was appointed chair of the Council in 2003 and is responsible for:

- ensuring the Council focuses on its key tasks
- ensuring an appropriate separation of governance and management responsibilities
- acting with the Vice-Chancellor and President as the University's representative. This involves presenting the University's aims externally, including officiating at University ceremonies
- chairing Council meetings including ensuring the Council is fully informed and receives proper information
- keeping track of individual members' contributions and ensuring they are involved in discussions and decision making

- directing discussions towards the emergence of a consensus view and summing up discussions so everyone understands what has been agreed on
- taking a leading role in determining the composition and structure of the Council through the Corporate Governance and Nominations' Committee
- advising and supporting members to perform their responsibilities.

INDEPENDENCE

The Council deems it essential that an appropriate balance of independent members be maintained to ensure decision making is informed and tested from a range of expert perspectives and stakeholders' interests promoted.

The Charles Sturt University Act 1989 and the Council require a majority of the members to be independent. In addition to the requirements set out in the Act, the Council has approved a rule on the determination of independence and declaration of interests. Ten of the 17 members in 2008 were independent.

TENURE AND SUCCESSION PLANNING

The Charles Sturt University Act 1989 requires the Council include a balance of experience and new members. Members may not serve a term exceeding 12 years unless the Council approves this for exceptional circumstances. The Council has approved a succession planning protocol to provide a framework through which the Corporate Governance and Nominations Committee identifies potential candidates for future nomination to the Council.

NOMINATION, APPOINTMENT AND ELECTION

The Corporate Governance and Nominations Committee is responsible for evaluating the skills, qualifications and experience required for appointment to the Council. Before vacancies arise, the Committee reviews the Council's existing composition and identifies gaps in the skills, qualifications and experience and the Council's future relative to the University Strategy. The Council approves the appointment criteria on the Committee's recommendation.

Eligible stakeholder groups elect two academic staff representatives and one representative for each of the following categories: general staff, postgraduate students and undergraduate students.

For other Council member positions, the Committee conducts searches for potential candidates. It considers how each nominee addresses the relevant criteria to select and recommend appropriate nominees for the Council's determination.

Members are appointed to the Council for a specified term of up to four years after which they must re-apply to continue sitting on the Council.

INDUCTION AND TRAINING

At the start of their term, new members must attend an induction program, conducted by the Chancellor and University Secretary. New members are introduced to the Council's operation and the University's business. Members receive a detailed induction manual containing material about the University's and Council's operations, and participate in seminars around key strategic areas, which senior executives of the University present. Other members of Council are encouraged to attend the induction program to provide additional insights.

REMUNERATION

Membership of the Council is honorary and members are not remunerated for participation. Members receive an allowance to cover incidental and out of pocket expenses to attend to their responsibilities.

INDEPENDENT ADVICE

The Council and its Committees may request independent advice at any time through the Chancellor. The University Secretary is responsible for acting on requests for independent advice.

MEETINGS

The Council meets five times a year.

UNIVERSITY SECRETARY

Mr Mark Burdack was appointed University Secretary in 2003 and is also the Director, Corporate Affairs. The University Secretary supervises the Corporate Governance Unit that provides secretariat support to the Council and its Committees, excluding the Academic Senate. The Office of Academic Governance supports the Academic Senate. Committee meeting papers, agendas and minutes are available to the Council's members. Ms Linda Breen manages the Unit. To ensure the independence of the office in supporting the Council's work, only the Council may determine and appoint the University Secretary.

PERFORMANCE ASSESSMENT

The Council undertakes a regular assessment of its own performance. In general, the Corporate Governance Unit is commissioned to survey members and report back to the Corporate Governance and Nominations Committee on issues identified. This information is used to tailor training and development opportunities for members and process reform.

The Chancellor meets with the chairs of committees annually to discuss committees' performance based on survey responses.

Members can nominate for training and development opportunities. The Corporate Governance Unit also notifies members about training opportunities.

COUNCIL COMMITTEES

The Council has established committees to assist it in exercising its responsibilities, including monitoring the University's performance against the objectives and performance indicators set out in the University Strategy and other institutional planning documents. Each of the committees has terms of reference set out in a Rule approved under the Charles Sturt University Act 1989 and has the authority to require any information or report from any University officer or employee.



EXECUTIVE COMMITTEE

The Executive Committee comprises the Chancellor, Deputy Chancellor, Vice-Chancellor and President, and Presiding Officer of the Academic Senate. The Executive Committee acts for and on behalf of the Council on urgent matters arising between the Council's meetings. The Executive Committee also approves recommendations for conferring awards on the University's graduands. The Executive Committee meets as required.

Membership

- Mr Lawrie Willett, AO (Chair)
- Ms Kathryn Pitkin (Deputy Chair)
- Professor Ian Goulter
- Professor Kevin Robards

RESOURCE AND INVESTMENT COMMITTEE

The Resource and Investment Committee meets monthly to review performance against the Annual Budget, Capital Development Infrastructure Plan and Information Architecture Infrastructure Plan. The Committee also acts as the University's principal investment decision making body.

Membership

- Mr Lawrie Willett, AO (Chair)
- Professor Ian Goulter
- Professor Kevin Robards
- Mrs Patricia Murphy
- Mr Richard Hattersley

AUDIT AND RISK COMMITTEE

The Audit and Risk Committee meets quarterly and is responsible for overseeing risk management policies and procedures within the University and receiving reports against the Internal Audit Plan.

Membership

- Mr Neville Page (Chair)
- Mr Angelos Frangopoulos (Deputy Chair)
- Ms Geraldine Kennett (until 30 June 2008)
- Mr Christopher Hancock (from 31 July 2008)

CORPORATE GOVERNANCE AND NOMINATIONS COMMITTEE

The Corporate Governance and Nominations Committee meets twice yearly and is responsible for the nominations processes of the Council, executive remuneration, the Vice-Chancellor's performance review, corporate governance performance and training, and recommendation of honorary awards.

Membership

- Mr Lawrie Willett, AO (Chair)
- Ms Kathryn Pitkin (Deputy Chair)
- Professor Ian Goulter
- Mr Christopher Hancock
- Mr Peter Hayes

THE VICE-CHANCELLOR

The Council delegates day to day management responsibility to the Vice-Chancellor and President, as Chief Executive Officer, reserving specific matters for itself or its committees including:

- the appointment of the Vice-Chancellor and President, and approval of senior officers
- approval of the overall strategy, annual business plans and annual budgets of the business
- approval of capital plan, information architecture plan, workforce plan and related enabling plans
- approval of risk management policies and principles and other governance policies such as corruption prevention and complaint management
- approval of major strategic investments and commercial activities
- approval of matters relating to the governance of the University.

Within the limits of the delegation conferred on the Vice-Chancellor and President, he or she has the authority to make decisions and approve actions which, in the Vice-Chancellor and President's judgement, are necessary or convenient to the University's interests and achieving the University Strategy.

The Vice-Chancellor is accountable to the Council at all times for the authority that is delegated, and for meeting key performance indicators in the University Strategy. The Council actively monitors the Vice-Chancellor's decisions and actions and the University's performance to assure progress is being made towards meeting the University Strategy's targets.

The Vice-Chancellor and President must report quarterly to the Council on performance against the objectives set out in the University Strategy. The Vice-Chancellor and President reports to the Committees with respect to their respective functions, which in turn report to the Council.

The Vice-Chancellor and President is supported in the day to day management of the University by a Senior Executive Committee. The members are:

- Professor Ross Chambers, Deputy Vice-Chancellor (Academic)
- Professor Paul Burnett, Deputy Vice-Chancellor (Research)
- Professor Lyn Gorman, Deputy Vice-Chancellor (Administration)
- Mr Jim Hackett, Executive Director, Finance
- Mr Michael Knight, Executive Director, Human Resources

RISK MANAGEMENT

The Council deems that identifying and effectively managing risk are essential to achieving the University Strategy. The Risk Management Policy has adopted the definitions provided in the Australian/New Zealand Standard AS/NZS 4360:2004: Risk Management. The Council annually reviews and publishes a corporate level risk assessment prepared by the University Auditor in consultation with the Audit and Risk Committee and Vice-Chancellor. Oversight of risk management is delegated to the Audit and Risk Committee.

The University's Risk Management Policy and supporting guidance integrates risk management with the University's teaching, research and business activities. Risk assessments are prepared to support strategic plans, operational plans, projects and commercial activities. Risk assessment processes inform the University's governance structures and quality assurance processes. Strategic, operational and activity level risks are also reviewed through the office of the University Auditor at least annually.

In support of strategic planning processes, each academic and business centre must annually complete and gain the Vice-Chancellor or relevant Deputy Vice-Chancellors' approval of a risk register encompassing risk identification, assessment, treatment and reporting.

CONDUCT

The Council has approved a Code of Conduct, including a Conflict of Interest Policy setting out the principles of ethical conduct encompassing honesty, integrity and accountability in decision making.

COMPLAINTS AND CONSUMER RESPONSE

The University's Complaints Policy and related procedures streamline managing the concerns within the University. The University Ombudsman acts as an independent contact point for consumer and staff feedback. The details for the University Ombudsman are on each main page of the University's website to facilitate access. The University Ombudsman reports to the Audit and Risk Committee on systemic issues arising from complaints and actions taken to address them.

The University's Policy on Fraud, Corruption, Maladministration and Waste has designated University officers, including the Chancellor, as Protected Disclosures Officers to receive complaints and concerns. This system is monitored by the University Auditor who reports to the Audit and Risk Committee, or the Chancellor, on matters arising under the Policy.

2008 KEY HIGHLIGHTS:

- The Council asked that several policies be reviewed during the year to ensure their currency and compliance. The Council approved the following new policies during 2008:
 - Official Naming Policy and Procedure
 - Emeritus Professor Policy
 - Flags Policy
 - Ceremonial Dress Policy
 - Official Portraiture Policy
 - Donations Policy
- The Council approved the Governance (Honorary Awards) Rule 2008, which was enacted with the purpose of establishing honorary awards and the criteria for conferral, as well as the Governance (Official Emblems) Rule 2008, which defines the official emblems of the University.
- During the year Ms Geraldine Kennett, postgraduate student member of Council and Mr Mitchell Elks, undergraduate student member of Council, retired at the end of their terms (30 June 2008).
- The Council also welcomed the following new and re-appointed members during 2008:
 - Commencing 1 July 2008, Ms Penelope Cooke was elected postgraduate student member of the Council and Mr Jonathan Childs as elected undergraduate student member of the Council. Their terms will run for two years ending on 30 June 2010.
 - Ms Heather Bell was re-elected as general staff member of the Council. This is Ms Bell's second term of appointment.
 - Associate Professor Robert Macklin was re-appointed as one of two academic staff members of Council for a second term. Dr David Tien was appointed as the second Academic Staff member of Council, starting his two-year term on 1 July 2008.
- Mr Christopher Hancock was appointed to the membership of the Audit and Risk Committee, following the retirement of former Council member, Ms Geraldine Kennett.
- The Council established the position of Pro-Chancellor and approved the appointment of Mr Ian Macintosh, AM to the role for the period 1 January 2009 to 31 December 2010.
- On behalf of the Council, the Chancellor provided a response to the Inquiry into University Governance as instituted by the Legislative Council of the NSW Parliament.
- As part of its regular review cycle the Council, through the Resource and Investment Committee, reviewed the University's investment portfolio and policy.

ACADEMIC SENATE

The Academic Senate is the University's principal academic body and provides advice to the Council and the Vice-Chancellor and President on academic matters relating to teaching, scholarship and research. It is responsible, for and on behalf of the Council, for assuring the quality of learning and teaching and research by developing and implementing appropriate policies (including course accreditation and periodic reviews), and advising on the University's teaching and research profile. The Academic Senate has established several sub-committees to assist with specialist functions. The Academic Senate framework provides a system for policy formulation and implementation through faculties, schools and research centres.

Membership

- Professor Kevin Robards (Presiding Officer)
- Professor Ben Bradley (Deputy Presiding Officer)
- Professor Ian Goulter (Vice-Chancellor and President)
- Professor Lyn Gorman (Deputy Vice-Chancellor [Administration])
- Professor Ross Chambers (Deputy Vice-Chancellor [Academic])
- Professor Paul Burnett (Deputy Vice-Chancellor [Research])
- Professor Anthony Cahalan (Dean, Faculty of Arts)
- Professor John Hicks (Dean, Faculty of Business)
- Professor Toni Downes (Dean, Faculty of Education)
- Professor Nick Klomp (Dean, Faculty of Science)
- Ms Shirley Oakley (Executive Director, Division of Library Services)
- Mr Gary Shipp (Director, Indigenous Education)
- Associate Professor Marian Tulloch (Director, Centre for Enhancing Learning and Teaching)
- Associate Professor Leonora Ritter (Elected Member, Faculty of Arts)
- Professor Terry Heazlewood (Elected Member of Professoriate)
- Professor Jo-Anne Reid (Elected Member of the Professoriate)
- Ms Jenny Kent (From 8.8.07) (Elected Member, Faculty of Business)
- Associate Professor Louise Hard (Elected Member, Faculty of Education)
- Associate Professor Lyn Angel (Elected Member, Faculty of Science)
- Mr Greg Adamson (until 21.10.08) (postgraduate student)
- Mr Jordan Emery (undergraduate student).



Charles Sturt University Orientation Week coordinators

2008 KEY HIGHLIGHTS OF THE ACADEMIC SENATE

- established a working party to review the CSU Subject which will include an investigation of the student workload expectations in subjects
- updated the membership of the Board of Graduate Studies and the Academic Programs' Committee
- approved the expansion of the UAI/ENTER Bonus Points Scheme and the PREP program
- endorsed the University's Indigenous Education Strategy
- adopted a model for academic governance at the University and the revision of academic regulations and policies in accordance with the model
- approved a co-tutelle agreement between CSU and the University of Lille that will lead to graduands receiving an award testamur with both institutions noted
- approved changes to the double degree policy
- approved the adoption of the Unified Session Model calendar from 2010 comprising three rather than two semesters and the principal dates for domestic and overseas operations in 2010
- recommended the University Council amend the Governance (Academic Senate) Rule 2006 No. 6
- approved the Charles Sturt University Student Charter
- received the Stage 1 report of the CSU Degree Initiative and endorsed the report's circulation to Faculties and Divisions for comment
- approved the Academic Senate – Self Review Report
- approved the establishment of the CSU Graduation Statement as part of the Australian Higher Education Graduation Statement (AHEGS) and established a working group to consider and make recommendations to Academic Senate on the optional sections of such a statement
- endorsed the continued use of the term 'Subject Outline' in relation to mandatory subject information stored in CSU Interact
- endorsed the development of a generic position statement for members of Academic Senate and its committees
- approved that, at CSU, the recognition of prior learning (RPL) will be considered as equivalent to proficiency credit
- agreed in principle for the removal of prerequisites as a formal bar to enrolment and of a dedicated supplementary examination period
- approved changes to course modification procedures and course review requirements
- established the Interim Indigenous Board of Studies

- approved the process for the appointment of the undergraduate and postgraduate student members of Academic Senate
- approved interim arrangements for determinations made in relation to the Student Academic Misconduct Policy
- reviewed and amended academic regulations as required to ensure accuracy and equity of the regulations.

Note: The Academic Senate is responsible for research and graduate training matters that are managed within the portfolio of the Deputy Vice-Chancellor (Research). Achievements and activities in research and graduate training are detailed elsewhere in this report.



Thurgoona site - Albury-Wodonga Campus



Wagga Wagga Campus

Financials and Appendices

Budgeted Statement for 2009

Audited Statements for 2008

Charles Sturt University

Charles Sturt Foundation

Charles Sturt Foundation Limited

Charles Sturt Foundation Trust

Charles Sturt Services Limited

Mitchell Services Limited

Rivservices Limited

Western Research Institute Limited

Appendices

Compliance Index

BUDGETED INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2009

	Consolidated		Parent Entity	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
Revenue from continuing operations				
Australian Government Financial Assistance				
Australian Government grants	168,608	182,957	168,608	182,957
HECS-HELP Australian Government payments	60,359	54,872	60,359	54,872
FEE-HELP	12,006	13,340	12,006	13,340
State and local Government financial assistance	100	136	100	136
HECS-HELP student payments	14,136	13,089	14,136	13,089
Fees and charges	46,885	44,652	46,885	44,652
Investment revenue	10,150	12,017	9,950	11,889
Royalties, trademarks and licences	10	9	10	9
Consultancy and contracts	7,234	8,038	7,234	8,038
Other Revenue	37,408	35,827	35,108	33,436
Total revenue from continuing operations	356,896	364,937	354,396	362,418
Loss on disposal of assets	-1,350	-1,143	-1,150	-971
Total income from continuing operations before deferred Government superannuation contributions	355,546	363,794	353,246	361,447
Deferred Government Superannuation Contributions	-15,989	119,185	-15,989	119,185
Total revenue and income from continuing operations	339,557	482,979	337,257	480,632
Expenses from continuing operations				
Employee related expenses	205,262	186,481	204,157	185,597
Depreciation and amortisation	25,526	21,272	25,526	21,272
Repairs and maintenance	11,923	9,936	11,923	9,936
Impairment of receivable assets	150	148	150	148
Other expenses	93,783	85,672	92,693	84,266
Total expenses from continuing operations before deferred employee benefits for superannuation	336,644	273,553	334,449	301,219
Deferred Employee Benefits for Superannuation	-15,989	119,185	-15,989	119,185
Total expenses from continuing operations	320,655	422,694	318,460	420,404
Operating result before impairment of available-for-sale financial assets	18,902	60,285	18,797	60,228
Impairment of available-for-sale financial assets	0	26,200	0	24,909
Operating result for the year	18,902	34,085	18,797	35,319

BUDGETED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2009

	Consolidated		Parent Entity	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
Total equity at the beginning of the financial year	592,085	543,342	586,399	535,073
Gain on revaluation of land and buildings	24,376	17,529	24,376	17,529
Change in fair value of available for sale financial assets	3,102	-29,071	2,471	-26,431
Impairment of Available-for-sale financial assets	0	26,200	0	24,909
Net income recognised directly in equity	27,478	14,658	26,847	16,007
Operating results for the period	18,902	34,085	18,797	35,319
Total recognised income and expense for the period	46,380	48,743	45,644	51,326
Total equity at the end of the financial year	638,465	592,085	632,043	586,399

BUDGETED BALANCE SHEET
AS AT 31 DECEMBER 2009

	Consolidated		Parent Entity	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
ASSETS				
Current assets				
Cash and cash equivalents	45,552	51,239	44,572	50,067
Receivables	15,773	28,045	15,589	27,827
Inventories	4,467	4,254	4,467	4,254
Available-for-sale financial assets	15,089	14,470	14,576	13,987
Total current assets	80,881	98,008	79,204	96,135
Non-current assets				
Receivables	173,313	189,302	173,313	189,302
Available-for-sale financial assets	71,713	72,753	66,854	68,742
Property, plant and equipment	582,506	513,656	582,506	513,656
Intangible assets	630	573	630	573
Other non-financial assets	25	24	0	0
Total non-current assets	828,187	776,308	823,303	772,273
Total assets	909,068	874,316	902,507	868,408
LIABILITIES				
Current liabilities				
Trade and other payables	15,607	13,552	15,922	13,845
Provisions	40,635	37,024	40,399	36,726
Other liabilities	6,731	8,806	6,731	8,806
Total current liabilities	62,972	59,382	63,051	59,377
Non-current liabilities				
Provisions	177,635	193,854	177,413	193,637
Borrowings	30,000	28,995	30,000	28,995
Total non-current liabilities	207,635	222,849	207,413	222,632
Total liabilities	270,607	282,231	270,464	282,009
Net assets	638,461	592,085	632,043	586,399
EQUITY				
Reserves	257,996	230,522	257,685	230,838
Retained surplus	380,465	361,563	374,358	355,561
Total equity	638,461	592,085	632,043	586,399

BUDGETED CASH FLOWS STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2009

	Consolidated		Parent Entity	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
Cash flows from operating activities				
Australian Government grants received	228,169	247,169	228,169	247,169
State Government Grants received	150	136	150	136
HECS - HELP Student payments	14,599	13,152	14,599	13,152
OS-HELP grants received	170	153	170	153
Receipts from student fees and other customers	122,940	109,924	120,931	107,974
Dividends Received	1,816	1,636	1,816	1,636
Interest Received	9,656	10,676	9,167	10,186
Payments to suppliers (inclusive of GST)	-131,029	-124,707	-129,006	-122,863
Payments to employees	-193,676	-181,006	-193,676	-181,006
Net cash provided by/ (used in) operating activities	52,794	77,133	52,319	76,537
Cash flows from investing activities				
Payments for property, plant and equipment	-76,022	-88,557	-76,022	-88,557
Payments for financial assets	-17,798	-19,696	-15,576	-17,436
Proceeds from sale of property, plant and equipment	8,889	7,847	8,889	7,847
Proceeds from sale of available for sale financial assets	25,444	15,401	23,889	14,035
Net cash provided by / (used in) investing activities	-59,487	-85,005	-58,820	-84,111
Cash flows from financing activities				
Proceeds from borrowings	1,005	28,995	1,005	28,995
Net cash provided by financing activities	1,005	28,995	1,005	28,995
Net increase / (decrease) in cash and cash equivalents	-5,688	21,123	-5,496	21,421
Cash and cash equivalents at beginning of the financial year	51,239	30,116	50,067	28,646
Cash and cash equivalents at the end of the financial year	45,552	51,239	44,572	50,067



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

Charles Sturt University and controlled entities

To Members of the New South Wales Parliament

I have audited the accompanying financial report of Charles Sturt University (the University), and the University and controlled entities (the consolidated entity), which comprises the balance sheet as at 31 December 2008, and the income statement, statement of changes in equity and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes. 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.

Auditor's Opinion

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of the University and the consolidated entity as of 31 December 2008, and of their financial performance for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005
- complies with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2008 Reporting Period', issued by the Australian Government Department of Education, Employment and Workplace Relations, pursuant to the *Higher Education Support Act 2003*, the *Higher Education Funding Act 1988* and the *Australian Research Council Act 2001*.

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

Council's Responsibility for the Financial Report

The Council is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

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

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

My opinion does not provide assurance:

- about the future viability of the University or the consolidated entity,
- that they have carried out their activities effectively, efficiently and economically, or
- about the effectiveness of their internal controls.

Independence

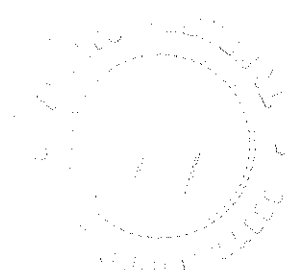
In conducting this audit, the Audit Office has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A Act further promotes independence by:

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



James Sugumar
Director, Financial Audit Services

17 April 2009
SYDNEY



CHARLES STURT UNIVERSITY

STATEMENT BY THE COUNCIL

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

1. The financial reports present a true and fair view of the financial position of the University at 31 December 2008 and the results of its operations and transactions of the University for the year then ended;
2. The financial reports have been prepared in accordance with the provisions of the New South Wales Public Finance and Audit Act 1983 and the Commonwealth Guidelines for the Preparation of Annual Financial Reports for the 2008 Reporting Period by Australian Higher Education Institutions;
3. The financial reports have been prepared in accordance with Australian Accounting Standards, Consensus views of the Urgent Issues Group and other mandatory professional reporting requirements;
4. We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate;
5. There are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due; and
6. The amount of Commonwealth financial assistance expended during the reporting period was for the purposes for which it was granted.
7. The University has complied in full with the requirements of various program guidelines that apply to the Commonwealth financial assistance identified in these financial reports.



L. Willett AO
Chancellor

Date: 7 April 2009



I.C. Goulter
Vice-Chancellor

Date: 7 April 2009

CHARLES STURT UNIVERSITY

Income Statement

for the year ended 31 December 2008

	Notes	Consolidated 2008 \$'000	2007 \$'000	Parent Entity 2008 \$'000	2007 \$'000
Revenue from continuing operations					
Australian Government Financial Assistance					
Australian Government grants	3	182,957	137,083	182,957	137,083
HECS-HELP Australian Government payments	3	54,872	46,425	54,872	46,425
FEE-HELP	3	13,340	16,104	13,340	16,104
State and local Government financial assistance	4	136	-	136	-
HECS-HELP student payments		13,089	13,152	13,089	13,152
Fees and charges	5	44,652	47,789	44,652	47,789
Investment revenue	6	12,017	9,914	11,889	9,329
Royalties, trademarks and licences	7	9	22	9	22
Consultancy and contracts	8	8,038	6,244	8,038	6,244
Other Revenue	9	35,827	27,554	33,436	25,371
Total revenue from continuing operations		364,937	304,287	362,418	301,519
Gains/(Loss) on disposal of assets	16	(1,143)	1,123	(971)	976
Total income from continuing operations before deferred Government superannuation contributions		363,794	305,410	361,447	302,495
Deferred Government Superannuation Contributions	18	119,185	(17,618)	119,185	(17,618)
Total revenue and income from continuing operations		482,979	287,792	480,632	284,877
Expenses from continuing operations					
Employee related expenses	10	186,481	170,273	185,597	169,164
Depreciation and amortisation	11	21,272	20,377	21,272	20,377
Repairs and maintenance	12	9,936	4,357	9,936	4,357
Impairment of receivable assets	14	148	160	148	160
Other expenses	15	85,672	78,386	84,266	77,384
Total expenses from continuing operations before deferred employee benefits for superannuation		303,509	273,553	301,219	271,442
Deferred Employee Benefits for Superannuation	10	119,185	(17,618)	119,185	(17,618)
Total expenses from continuing operations		422,694	255,935	420,404	253,824
Operating result before impairment of available-for-sale financial assets		60,285	31,857	60,228	31,053
Impairment of available-for-sale financial assets	14	26,200	-	24,909	-
Operating result for the year		34,085	31,857	35,319	31,053

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

CHARLES STURT UNIVERSITY
Statement of Changes in Equity
for the year ended 31 December 2008

	Notes	Consolidated		Parent Entity	
		2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Total equity at the beginning of the financial year		543,342	504,152	535,073	497,000
Gain on revaluation of land and buildings	28	17,529	14,692	17,529	14,692
Change in fair value of available for sale financial assets	28	(29,071)	(7,728)	(26,431)	(7,672)
Impairment of Available-for-sale financial assets		26,200	-	24,909	-
Change in net assets from equity transfers			369	-	-
Net income recognised directly in equity		14,658	7,333	16,007	7,020
Operating results for the period		34,085	31,857	35,319	31,053
Total recognised income and expense for the period		48,743	39,190	51,326	38,073
Total equity at the end of the financial year		592,085	543,342	586,399	535,073

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

CHARLES STURT UNIVERSITY

Balance Sheet as at 31 December 2008

		Consolidated		Parent Entity	
	Notes	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
ASSETS					
Current assets					
Cash and cash equivalents	17	51,239	30,116	50,067	28,646
Receivables	18	28,045	17,926	27,827	17,695
Inventories	19	4,254	3,978	4,254	3,978
Available-for-sale financial assets	21	14,470	14,201	13,987	14,000
Total current assets		98,008	66,221	96,135	64,319
Non-current assets					
Receivables	18	189,302	70,118	189,302	70,118
Available-for-sale financial assets	21	72,753	98,652	68,742	92,107
Property, plant and equipment	22	513,656	433,487	513,656	433,487
Intangible assets	20	573	582	573	582
Other non-financial assets	23	24	30	-	14
Total non-current assets		776,308	602,869	772,273	596,308
Total assets		874,316	669,090	868,408	660,627
LIABILITIES					
Current liabilities					
Trade and other payables	24	13,552	14,981	13,845	15,258
Provisions	26	37,024	33,638	36,726	33,392
Other liabilities	27	8,806	2,691	8,806	2,657
Total current liabilities		59,382	51,310	59,377	51,307
Non-current liabilities					
Provisions	26	193,854	74,364	193,637	74,173
Borrowings	25	28,995	-	28,995	-
Other liabilities	27	-	74	-	74
Total non-current liabilities		222,849	74,438	222,632	74,247
Total liabilities		282,231	125,748	282,009	125,554
Net assets		592,085	543,342	586,399	535,073
EQUITY					
Reserves	28	230,522	215,864	230,838	214,831
Retained surplus	28	361,563	327,478	355,561	320,242
Total equity		592,085	543,342	586,399	535,073

The above balance sheet should be read in conjunction with the accompanying notes.

CHARLES STURT UNIVERSITY

Cash Flow Statement

for the year ended 31 December 2008

	Notes	Consolidated		Parent Entity	
		2008	2007	2008	2007
		\$'000	\$'000	\$'000	\$'000
Cash flows from operating activities					
Australian Government grants received	3(j)	247,169	199,612	247,169	199,612
State Government Grants received		136	-	136	-
HECS - HELP Student payments		13,152	13,152	13,152	13,152
OS-HELP grants received		153	34	153	34
Receipts from student fees and other customers		109,924	74,689	107,974	72,729
Dividends Received		1,636	-	1,636	-
Interest Received		10,676	9,663	10,186	9,083
OS-HELP grants paid		-	(2)	-	(2)
Payments to suppliers (inclusive of GST)		(124,707)	(80,704)	(122,863)	(78,724)
Payments to employees		(181,006)	(164,911)	(181,006)	(164,911)
Net cash provided by/ (used in) operating activities	35	77,133	51,533	76,537	50,973
Cash flows from investing activities					
Payments for property, plant and equipment		(88,557)	(34,854)	(88,557)	(34,854)
Payments for financial assets		(19,696)	(60,963)	(17,436)	(59,000)
Proceeds from sale of property, plant and equipment		7,847	7,846	7,847	7,846
Proceeds from sale of available for sale financial assets		15,401	46,633	14,035	45,000
Net cash provided by / (used in) investing activities		(85,005)	(41,338)	(84,111)	(41,008)
Cash flows from financing activities					
Proceeds from borrowings		28,995	-	28,995	-
Net cash provided by financing activities		28,995	-	28,995	-
Net increase / (decrease) in cash and cash equivalents		21,123	10,195	21,421	9,965
Cash and cash equivalents at beginning of the financial year		30,116	19,921	28,646	18,681
Cash and cash equivalents at the end of the financial year	17	51,239	30,116	50,067	28,646

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

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Charles Sturt University as a Reporting Entity

Charles Sturt University was established by Charles Sturt University Act 1989 No.76 in 1989. It is a not for profit entity. The financial report includes separate financial statements for the University as an individual entity and the consolidated entity consisting of the University and its controlled entities. This consolidated financial report for the year ended 31 December 2008 has been authorised for issue by the University's Council on 7 April 2009.

Note 1. Summary of significant accounting policies

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

(a) Basis of preparation

The financial report is a general purpose financial report which has been prepared on an accrual basis in accordance with Australian Accounting Standards, AASB Interpretations, the requirements of the Department of Education, Employment and Workforce Relations and other State/Australian Government legislative requirements.

Compliance with IFRSs

The financial statements and notes of Charles Sturt University comply with Australian Accounting Standards, some of which contain requirements specific to not-for-profit entities that are inconsistent with IFRS requirements. As such, Charles Sturt University is unable to make a statement of explicit and unreserved compliance with IFRSs.

Historical cost convention

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

Critical accounting estimates

The preparation of financial statements in conformity with Australian Accounting Standard requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the University's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed where applicable in the relevant notes to the financial statements.

(b) Principles of consolidation

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Charles Sturt University ("parent entity") as at 31 December 2008 and the results of all subsidiaries for the year then ended. Charles Sturt University and its subsidiaries together are referred to in this financial report as the Group or the consolidated entity.

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

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

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

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

(c) Revenue recognition

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

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

Revenue is recognised for the major business activities as follows:

i) Government Grants

The Group generally treats operating grants received from Australian Government entities as income in the year of receipt.

ii) Student fees and charges

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

iii) Sale of Goods and Services

Revenue from the sale of goods and services comprises revenue from the provision of products or services i.e. user charges. User charges are recognised as revenue when the University obtains control of the assets that result from them.

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 1. Summary of significant accounting policies (continued)

iii) Investment Income

Interest revenue is recognised using the effective interest method as set out in AASB 139 Financial Instruments: Recognition and Measurement.

iv) Other Revenue

Rental revenue is recognised in accordance with AASB 117 Leases on a straight-line basis over the lease term.

Royalty revenue is recognised in accordance with AASB 118 Revenue on an accrual basis in accordance with the substance of the relevant agreement. Dividend revenue is recognised in accordance with AASB 118 when the agency's right to receive payment is established.

(d) Income Tax

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

(e) 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 balance sheet.

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.

(f) Leases

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

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

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

(g) Acquisition of assets

Buildings under construction are disclosed at cost (refer note 22). This includes the cost of all materials used in construction and the direct labour worked on the projects, but excludes variable overhead costs.

The cost method of accounting is used for the initial recording of all assets acquired and controlled by the University. Cost is determined as the fair value of the assets given as consideration plus the costs incidental to the acquisition. Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and revenues at their fair value at the date of acquisition.

Fair value means the amount for which an asset could be exchanged between a knowledgeable, willing buyer and a knowledgeable willing seller in an arm's length transaction.

(h) Property, plant and equipment

Land and buildings are shown at fair value, based on periodic valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

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 University and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Increases in the carrying amounts arising on revaluation of land and buildings are credited to the Property, Plant and Equipment Revaluation Reserve in equity. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit and loss. Decreases that reverse previous increases of the same asset are first charged against revaluation reserves directly in equity to the extent of the remaining reserve attributable to the asset; all other decreases are charged to the income statement.

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

Depreciation rate categories used for Property, Plant, Equipment & Software:

- 2.5% - Buildings
- 10% - Telephone installations, fixtures and fittings, catering equipment and appliances, motor vehicles, farm equipment and large buses
- 25% - Computing software and equipment, commercial vehicles and small buses
- 20% - All assets not included in the above categories.

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 1. Summary of significant accounting policies (continued)

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

- 10% - Periodicals (serials)
- 20% - Monographs and audio-visual materials

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance date.

Gains and losses on disposals are determined by comparing proceeds with carrying amounts. These are included in the income statement. When revalued assets are sold, it is policy to transfer the amounts included in other reserves in respect of those assets to retained surplus.

(i) Impairment of assets

The carrying values of property, plant and equipment are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. If such an indication exists and where the carrying value exceeds the recoverable amount, the asset is written down to the recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use.

As a not for profit entity whose future economic benefits of an asset (or class of asset) are not primarily dependent on the asset's ability to generate cash flows and the University would replace the asset if deprived of it, value in use is the depreciated replacement cost.

(j) Cash and cash equivalents

Cash and cash equivalents comprise cash at bank, cash on hand, at call deposits and short term bank bills.

(k) Trade receivables

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost, less provision for impairment. The terms of trade for trade receivables is 14 days from invoice date, unless specific contract arrangements deem otherwise.

Collectibility of trade receivables is reviewed on an ongoing basis. 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 University will not be able to collect all amounts due according to the original terms of receivables.

(l) Inventories

Inventory held are for resale.

Raw materials and stores, work in progress and finished goods are stated at the lower of cost and net realisable value.

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

(m) Investments and other financial assets

Investments and other financial assets are classified in the following categories: financial assets at fair value through profit or loss, loans and receivables, held-to-maturity investments and available for sale financial assets. The classification depends on the purpose for which the investments were acquired.

The University has designated all investments as *available-for-sale financial assets*.

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

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

(ii) Loans and receivables

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

(iii) Held-to-maturity investments

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

(iv) Available-for-sale financial assets

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

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

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

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 1. Summary of significant accounting policies (continued)

Subsequent measurement

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

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

Changes in the fair value of other monetary and non-monetary securities classified as available-for-sale are recognised in equity.

Fair value

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 University 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 issuer's specific circumstances.

Impairment

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

(n) Intangible assets

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

When the software is not an integral part of the related hardware, computer software is treated as an intangible asset.

(o) Trade and other payables

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

(p) Employee benefits

(i) Wages and salaries, annual leave and sick leave

Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months of the reporting date are recognised in other payables in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

Regardless of the expected timing of settlements, provisions made in respect of employee benefits are classified as a current liability, unless there is an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date, in which case it would be classified as a non-current liability.

(ii) Long service leave

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

(iii) Retirement Benefit Obligations

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

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

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur, outside profit or loss directly in the statement of changes in equity.

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

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 1. Summary of significant accounting policies (continued)

(iv) Termination benefits

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

(q) New Accounting Standards and Interpretations

(i) With the exception of AASB123 Borrowing Costs, the University did not early adopt any new accounting standards that are not yet effective.

(ii) The following new Accounting Standards and Interpretations have not yet been adopted and are not yet effective:

- Revised AASB 3 Business Combinations (1 July 2009);
- AASB 8 Operating Segments (1 January 2009);
- Revised AASB 101 Presentation of Financial Statements (1 January 2009);
- Revised AASB 114 Segment Reporting (1 July 2008);
- Revised AASB 116 Property, Plant and Equipment (1 July 2008);
- Revised AASB 127 Consolidated and Separate Financial Statements (1 July 2009);
- Revised AASB 137 Provisions, Contingent Liabilities and Contingent Assets (1 July 2008);
- Revised AASB 1004 Contributions (1 July 2008);
- Revised AASB 1039 Concise Financial Reports (1 January 2009);
- Revised AASB 1049 Whole of Government and General Government Sector Financial Reporting (1 July 2008);
- AASB 1050 Administered Items (1 July 2008);
- AASB 1051 Land Under Roads (1 July 2008);
- AASB 1052 Disaggregated Disclosures (1 July 2008);
- AASB 2007-3 Amendments to Australian Accounting Standards arising from AASB 8 (1 January 2009);
- AASB 2007-6 Amendments to Australian Accounting Standards arising from AASB 123 (1 January 2009);
- AASB 2007-8 Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009);
- AASB 2007-9 Amendments to Australian Accounting Standards arising from the Review of AASs 27, 29 and 31 (1 July 2008);
- AASB 2007-10 Further Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009);
- AASB 2008-1 Amendments to Australian Accounting Standard - Share-based Payments: Vesting Conditions and Cancellations (1 January 2009);
- AASB 2008-2 Amendments to Australian Accounting Standards - Puttable Financial Instruments and Obligations arising on Liquidation (1 January 2009);
- AASB 2008-3 Amendments to Australian Accounting Standards arising from AASB 3 and 127 (1 July 2009);
- AASB 2008-5 Amendments to Australian Accounting Standards arising from the Annual Improvements Project (1 January 2009);
- AASB 2008-6 Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project (1 July 2009);
- AASB 2008-7 Amendments to Australian Accounting Standards - Cost of an Investment in a Subsidiary, Jointly Controlled Entity or Associate (1 January 2009);
- AASB 2008-8 Amendments to Australian Accounting Standards - Eligible Hedged Items (1 July 2009);
- AASB 2008-9 Amendments to AASB 1049 for Consistency with AASB 101 (1 January 2009);
- AASB 2008-11 Amendments to Australian Accounting Standards - Business Combinations Among Not For Profit Entities - AASB 3 (1 July 2009);
- AASB 2008-12 Amendments to Australian Accounting Standards arising from AASB 17 - Distributions of Non-Cash Assets to Owners - AASB 5 and AASB 110 (1 July 2009);
- Revised Interpretation 1 Changes in Existing Decommissioning, Restoration and Similar Liabilities (1 January 2009);
- Revised Interpretation 12 Service Concession Arrangements (1 January 2009);
- Interpretation 13 Customer Loyalty Programmes (1 July 2008);
- Interpretation 15 Agreements for the Construction of Real Estate (1 Jan 2009);
- Interpretation 16 (1 October 2008) Hedges of a Net Investment in a Foreign Operation;
- Interpretation 17 Distribution of Non Cash Assets to Owners (1 July 2009);
- Revised Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities (1 July 2008).

The University has assessed the impact of these new Standards and Interpretations and considers the impact to be insignificant.

(r) Rounding of amounts

Amounts in the financial report have been rounded off to the nearest thousand dollars, or in certain cases, the nearest dollar.

(s) Borrowings

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. Fees paid on the establishment of loan facilities, which are not an incremental cost relating to the actual draw-down of the facility, are recognised as prepayments and amortised on a straight-line basis over the term of the facility.

Borrowings are removed from the balance sheet when the obligation specified in the contract is discharged, cancelled or expired. Borrowings are classified as non current liabilities as the University has an unconditional right to defer settlement of the liability for at least 12 months after the balance sheet date.

(t) Borrowing Costs

Borrowing costs have been incurred for the construction of residential accommodation facilities. The University has elected to early adopt the standards applicable within AASB 123 requiring borrowing costs in the construction of qualifying assets to be capitalised. The capitalisation rate used to determine the amount of borrowing costs to be capitalised is the weighted average interest rate applicable to the University's outstanding borrowings during the year, in this case 7.6% (there were no borrowing costs in 2007).

CHARLES STURT UNIVERSITY
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Note 1.1 Related Party transactions

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

	Principal Activities	Country of incorporation	Class of Shares	Ownership Interest	Net equity	
					2008 \$'000	2007 \$'000
Charles Sturt Services Ltd	Employment services	Australia	Guarantee	100%	-	-
Rivservices Ltd	Cleaning services	Australia	Guarantee	100%	-	-
Mitchell Services Ltd	Cleaning services	Australia	Guarantee	100%	-	-
Charles Sturt Foundation Ltd	Trustee services	Australia	Guarantee	100%	5,287	7,720
Campus Preschool Incorporated **	Child Care Services	Australia	Guarantee	100%	-	48
Western Research Institute Limited	Research Services	Australia	Guarantee	100%	400	501

	Total revenue		Operating Result		Contribution to Operating Result	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Charles Sturt Services Ltd	1,944	1,651	-	-	-	-
Rivservices Ltd	1,957	2,276	-	-	-	-
Mitchell Services Ltd	2,215	1,584	-	-	-	-
Olive Street Services Ltd *	-	210	-	-	-	-
Charles Sturt Foundation Ltd	1,297	1,554	(1,137)	635	(1,137)	635
Rural Australia Foundation Ltd *	-	-	-	-	-	-
Campus Preschool Incorporated **	-	296	-	37	-	37
Western Research Institute Limited	949	1,216	(101)	130	(101)	130

* As at 31 December 2007, Olive Street Services Limited and Rural Australia Foundation Limited were de-registered and ceased to be fully controlled entities of Charles Sturt University. Their operations were transferred to Mitchell Services Limited.

** From 1 January 2008 Campus Preschools Inc was de-registered and continues to operate as a cost centre within the University.

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

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

The controlled entities do not own any fixed assets. Except for the Foundation and Western Research Institute, their operating expenses are fully funded by the University. Consequently these controlled entities always have a NIL operating result for the year. The total expenditure of the controlled entities in 2008 was \$9,428,127 (\$7,098,529 in 2007).

There are no investments held in the controlled entities at 31 December 2008. (31 December 2007 - Nil).

Note 1.2 Services received at no cost

The University receives some resources free of charge (such as voluntary workers). Because these services can not be reliably measured they have not been recognised in the financial report. They are considered unlikely to materially impact the reported financial transactions.

Note 1.3 Infrastructure levy

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

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

Note 1.4 Maintenance and repairs

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

Note 1.5 Milk quota

In accordance with the Australian Government's dairy industry adjustment package, the milk quota held by the University was recognised in 2000 to reflect the face value of the standard payment right. The Dairy Adjustment Authority has made annual payments against that right to reduce the value of that right to nil in 2008.

Note 1.6 Insurance

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

Note 1.7 Presentation in Australian currency

All amounts are expressed in Australian currency.

CHARLES STURT UNIVERSITY
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Note 2. Disaggregated Information

Geographical (Consolidated Entity)

	Revenue		Results		Assets	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Australia	362,007	300,020	37,075	28,962	874,261	668,984
Canada	1,787	5,390	(2,990)	2,895	55	106
Total	363,794	305,410	34,085	31,857	874,316	669,090

Note 3. Australian Government financial assistance including HECS-HELP and FEE-HELP and other Commonwealth loan programmes

	Notes	Consolidated		Parent Entity	
		2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
a) Commonwealth Grants Scheme and Other Grants	38.1				
Commonwealth Grants Scheme#		105,609	96,265	105,609	96,265
Indigenous Support Program		1,196	1,102	1,196	1,102
Equity Support Program		874	833	874	833
Disability Support Program		140	83	140	83
Workplace Reform Program		1,265	1,236	1,265	1,236
Workplace Productivity Program		1,729	1,173	1,729	1,173
Learning & Teaching Performance Fund		-	1,462	-	1,462
Capital Development Pool		3,797	2,271	3,797	2,271
Total Commonwealth Grants Scheme and Other Grants		114,610	104,425	114,610	104,425
b) Higher Education Loan Programs	38.2				
HECS - HELP		54,872	46,425	54,872	46,425
FEE - HELP		13,340	16,104	13,340	16,104
Total Higher Education Loan Programs		68,212	62,529	68,212	62,529
c) Scholarships	38.3				
Australian Postgraduate Awards		541	520	541	520
International Postgraduate Research Scholarships		118	100	118	100
Indigenous Access Scholarships		82	-	82	-
Commonwealth Education Costs Scholarships		1,297	994	1,297	994
Commonwealth Accommodation Scholarships		2,365	1,713	2,365	1,713
Total Scholarships		4,403	3,327	4,403	3,327
d) DIISR - Research	38.4				
Institutional Grants Scheme		1,849	1,711	1,849	1,711
Research Training Scheme		3,185	3,199	3,185	3,199
Research Infrastructure Block Grants		1,107	963	1,107	963
Implementation Assistance Program		93	46	93	46
Australian Scheme for Higher Education Repositories		275	142	275	142
Commercialisation Training Scheme		31	28	31	28
Transitional cost program		1,137	-	1,137	-
Diversity & Structural Adjustment		600	-	600	-
Improving the practical component of Teacher Education		728	-	728	-
Total DIISR - Research		9,005	6,089	9,005	6,089
e) Voluntary Student Unionism	38.5				
VSU Transition Fund		-	2,110	-	2,110
Total VSU		-	2,110	-	2,110
f) Better Universities Renewal Funding					
DEEWR Better Universities Renewal Funding	38.5	11,645	-	11,645	-
Total BURF		11,645	-	11,645	-
g) Australian Research Council	38.6				
(i) Discovery	38.6(a)				
Project		711	403	711	403
Indigenous Researchers Development		-	29	-	29
Total Discovery		711	432	711	432
(ii) Linkages	38.6(b)				
Projects		583	751	583	751
International		(55)	84	(55)	84
Total Linkages		528	835	528	835
(iii) Networks and Centres	38.6(c)				
Centres		1,020	1,000	1,020	1,000
Total Networks and Centres		1,020	1,000	1,020	1,000

Includes the basic CGS grant amount, CGS-Regional Loading, CGS-Enabling Loading and HEFA Transition Fund.

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
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Note 3. Australian Government financial assistance including HECS and other Commonwealth loan programmes (continued)

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
h) Other Australian Government financial assistance				
ATAS and AFB Schemes	458	539	458	539
Grant for capital building works for Dentistry program*	36,000	18,000	36,000	18,000
Other assistance	4,577	326	4,577	326
Total Other Australian Government financial assistance	41,035	18,865	41,035	18,865
Total Australian Government financial assistance	251,169	199,612	251,169	199,612
Reconciliation				
Australian Government grants [a+c+d+e+f+g+h]	182,957	137,083	182,957	137,083
HECS - HELP - Australian Government Payments	54,872	46,425	54,872	46,425
Other Australian Government loan programmes (FEE-HELP)	13,340	16,104	13,340	16,104
Total Australian Government financial assistance	251,169	199,612	251,169	199,612

*In 2007 the Federal Government through the Department of Health and Ageing committed \$58M for the construction and equipping of facilities suitable for a program in dentistry and oral health at the University. Against this commitment the University will develop a cross campus School and associated clinics to support both the teaching program and dental services to the community in accordance with the submission accepted by the Federal Government. \$18M of the agreed funding was received in 2007 with a further \$36m received in 2008. The Capital works extend to June 2011.

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
i) Australian Government Grants received - cash basis				
CGS and Other DEEWR Grants	114,610	104,425	114,610	104,425
Higher Education Loan Programmes	68,212	62,529	68,212	62,529
Scholarships	4,403	3,327	4,403	3,327
DIISR Research	9,005	6,089	9,005	6,089
Voluntary Student Unionism	-	2,110	-	2,110
Better Universities Renewal Funding	11,645	-	11,645	-
ARC Grants - Discovery	711	432	711	432
ARC Grants - Linkages	528	835	528	835
ARC Grants - Networks and Centres	1,020	1,000	1,020	1,000
Other Australian Government Grants	37,035	18,865	37,035	18,865
Total Australian Government grants received - cash basis	247,169	199,612	247,169	199,612
OS-Help (Net)	153	34	153	34
Total Australian Government funding received - cash basis	247,322	199,646	247,322	199,646

Note 4. State and Local Government financial assistance

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
NSW Department of Community Services (child care)	136	-	136	-
Total State and Local Government financial assistance	136	-	136	-

Note 5. Fees and charges

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Course fees and charges				
Fee paying overseas students	12,564	15,154	12,564	15,154
Continuing education	2,148	2,187	2,148	2,187
Fee paying domestic postgraduate students	8,626	6,753	8,626	6,753
Fee paying domestic undergraduate students	2,019	3,678	2,019	3,678
Total course fees and charges	25,357	27,772	25,357	27,772
Other non-course fees and charges				
Parking fees	9	7	9	7
Student accommodation	13,021	12,647	13,021	12,647
Other student fees	439	273	439	273
Fees for services rendered	2,243	4,362	2,243	4,362
Conference / function charges	1,590	1,612	1,590	1,612
Other fees	1,993	1,116	1,993	1,116
Total other fees and charges	19,295	20,017	19,295	20,017
Total Fees and Charges	44,652	47,789	44,652	47,789

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Note 6. Investment revenue and income

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Interest	10,283	9,347	10,253	9,329
Dividends	1,734	567	1,636	-
Total Investment revenue	12,017	9,914	11,889	9,329

Note 7. Royalties, trademarks and licences

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Royalties, trademarks and licences	9	22	9	22
Total Royalties, Trademarks and Licences	9	22	9	22

Note 8. Consultancy and contracts

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Consultancy	225	63	225	63
Contract research	15	-	15	-
NSW Police contract scholarships	7,565	5,858	7,565	5,858
Other contract revenue	233	323	233	323
Total Consultancy and contracts	8,038	6,244	8,038	6,244

Note 9. Other revenue and income

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Other Revenue				
Sale of trading stock	4,848	4,090	4,848	4,090
Donations and bequests	195	1,917	195	1,917
Scholarships and prizes	963	897	963	897
Non-government grants	11,261	11,379	11,261	11,379
Miscellaneous sales	1,519	1,666	1,519	1,666
Capital contributions	8,743	202	8,743	202
Other revenue	8,298	7,403	5,907	5,220
Total other revenue	35,827	27,554	33,436	25,371

Note 10. Employee related expenses

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Academic				
Salaries	66,407	62,518	66,407	62,518
Contribution to superannuation and pension schemes:				
Emerging cost	10,308	9,861	10,308	9,861
Payroll tax	4,650	4,472	4,650	4,472
Worker's compensation	756	694	756	694
Long service leave expense	1,699	2,320	1,699	2,320
Annual leave	1,036	813	1,036	813
Total academic	84,856	80,678	84,856	80,678
Non-academic				
Salaries	80,803	71,341	80,025	70,379
Contribution to superannuation and pension schemes:				
Emerging cost	10,659	9,965	10,594	9,895
Payroll tax	5,284	5,098	5,243	5,035
Worker's compensation	853	794	853	781
Long service leave expense	2,889	1,771	2,889	1,771
Annual leave	1,137	626	1,137	625
Total Non-academic	101,625	89,595	100,741	88,486
Total employee related expenses	186,481	170,273	185,597	169,164
Deferred employee benefits for superannuation	119,185	(17,618)	119,185	(17,618)
Total employee related expenses, including deferred government employee benefits for superannuation	305,666	152,655	304,782	151,546

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Note 11. Depreciation and amortisation

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Depreciation				
Buildings	15,020	14,157	15,020	14,157
Plant and equipment	2,423	2,623	2,423	2,623
Motor vehicles	1,554	1,357	1,554	1,357
Library collection	1,973	2,044	1,973	2,044
Total depreciation	20,970	20,181	20,970	20,181
Amortisation				
Intangibles - computer software	302	196	302	196
Total amortisation	302	196	302	196
Total depreciation and amortisation	21,272	20,377	21,272	20,377

Note 12. Repairs and maintenance

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Cleaning expenses	3,889	3,340	3,889	3,340
Other repairs and maintenance	6,047	1,017	6,047	1,017
Total repairs and maintenance	9,936	4,357	9,936	4,357

Note 13. Finance Costs

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Residence Building Loan	522	-	522	-
Less: Amount Capitalised	522	-	522	-
Total Finance Cost Expensed	-	-	-	-

Note 14. Impairment of assets

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Impairment of receivables	148	160	148	160
Impairment of Available-for-sale financial assets	26,200	-	24,909	-
Total impairment of assets	26,348	160	25,057	160

Note 15. Other expenses

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Scholarships, grants and prizes	16,356	13,095	16,356	13,095
Non-capitalised equipment	6,677	5,923	6,677	5,923
Utilities	4,557	4,262	4,557	4,262
Advertising, marketing and promotional expenses	2,500	2,046	2,500	2,046
Audit fees, bank charges, legal costs, insurance and taxes	3,854	2,462	3,854	2,462
General consumables	2,641	2,205	2,641	2,205
Printing and stationery	4,136	5,439	4,136	5,439
Operating lease and rental expenses	3,619	4,682	3,619	4,682
Telecommunications	4,954	5,414	4,954	5,414
Travel and related staff development and training	10,253	8,978	10,253	8,978
Infrastructure levy	3,333	3,113	3,333	3,113
Cost of goods sold	8,226	7,720	8,226	7,720
Other	14,566	13,047	13,160	12,045
Total other expenses	85,672	78,386	84,266	77,384

Note 16. Gains/(losses) on disposal of assets

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Gain/(loss) on sale of property, plant and equipment	(266)	346	(266)	346
Gain/(loss) on sale of available-for-sale financial investments	(877)	777	(705)	630
Total gain/(loss) on disposal of assets	(1,143)	1,123	(971)	976

Note 17. Cash and cash equivalents

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Cash on hand	242	292	242	292
Cash at bank	3,945	5,324	2,773	3,854
Deposit on call	-	500	-	500
Short term money market	47,052	24,000	47,052	24,000
Total cash and cash equivalents and balance per cash flow statement	51,239	30,116	50,067	28,646

(a) Cash at bank and on hand

Cash at bank and on hand are interest bearing at 3.9% and non-interest bearing respectively.

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Notes to the Financial Statements
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Note 17. Cash and cash equivalents (continued)

(b) Deposits on call

In 2007 the deposits were bearing floating interest rates between 6.13% and 6.71%. There are no deposits on call in 2008.

(c) Short term money market

Term deposits with interest ranging from 4.74% to 9.00% (2007 6.10% to 8.35%) and an average maturity of 142 days (2007 97 days).

Note 18. Receivables

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Current				
Student debtors	4,894	5,049	4,894	5,049
Non-Student debtors	12,208	8,941	12,208	8,941
Less: Provision for impaired receivables	(496)	(513)	(496)	(513)
Other Receivables	9	-	9	-
	<u>16,615</u>	<u>13,477</u>	<u>16,615</u>	<u>13,477</u>
Other Debtors	2,276	1,953	2,058	1,725
Total current debtors	<u>18,891</u>	<u>15,430</u>	<u>18,673</u>	<u>15,202</u>
Accrued interest	1,183	1,116	1,183	1,116
Other accrued income	23	201	23	201
Total accrued income	<u>1,206</u>	<u>1,317</u>	<u>1,206</u>	<u>1,317</u>
Prepaid salaries	174	39	174	39
Other prepayments	7,774	1,140	7,774	1,137
Total prepayments	<u>7,948</u>	<u>1,179</u>	<u>7,948</u>	<u>1,176</u>
Total current receivables	<u>28,045</u>	<u>17,926</u>	<u>27,827</u>	<u>17,695</u>
Non-current				
Deferred government contribution for superannuation	189,302	70,118	189,302	70,118
Total non-current receivables	<u>189,302</u>	<u>70,118</u>	<u>189,302</u>	<u>70,118</u>
Total receivables	<u>217,347</u>	<u>88,044</u>	<u>217,129</u>	<u>87,813</u>

(a) Impaired receivables

As at 31 December 2008 current receivables of the group with a nominal value of \$6,509,962 (2007: \$4,498,892) were impaired. The amount of the provision was \$496,232 (2007: \$512,836). The individually impaired receivables mainly relate to non-student debtors, which are in unexpectedly difficult economic situations. It was assessed that a portion of the receivables is expected to be recovered.

The ageing of these receivables is as follows:

	Consolidated	
	2008	2007
	\$'000	\$'000
0 - 3 months	4,671	3,650
3 - 6 months	788	329
Over 6 months	1,071	519
	<u>6,510</u>	<u>4,498</u>

As of 31 December 2008, receivables of \$10,015,958 (2007: \$8,821,579) were past due but not impaired. These relate to a number of students and non-students for whom there is no recent history of default.

The ageing analysis of these receivables is as follows:

	Consolidated	
	2008	2007
	\$'000	\$'000
0 - 3 months	9,318	7,049
3 - 6 months	292	882
Over 6 months	406	891
	<u>10,016</u>	<u>8,822</u>

Movements in the provision for impaired receivables are as follows:

	Consolidated	
	2008	2007
	\$'000	\$'000
At 1 January	513	466
Provision for impairment recognised during the year	148	160
Receivables written off during the year as uncollectible	(165)	(113)
	<u>496</u>	<u>513</u>

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

(b) Foreign exchange and Interest rate risk

The carrying amounts of the Group's and parent entity's current and non-current receivables are denominated in the following currencies:

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Note 18. Receivables (continued)

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Australian dollars	217,347	88,044	217,129	87,813
	217,347	88,044	217,129	87,813
Current receivables	28,045	17,926	27,827	17,695
Non-current receivables	189,302	70,118	189,302	70,118
	217,347	88,044	217,129	87,813

A summarised analysis of the sensitivity of receivables to foreign exchange and interest rate risk is provided in Note 29.

(c) Fair value and credit risk

Due to the short term nature of the current receivables, their carrying value is assumed to approximate their fair value.

	Consolidated			
	2008		2007	
	Carrying Amount	Fair Value	Carrying Amount	Fair Value
	\$'000	\$'000	\$'000	\$'000
Deferred government contribution for superannuation	189,302	189,302	70,118	70,118
	189,302	189,302	70,118	70,118

The maximum exposure to credit risk at the reporting date is the higher of the carrying value and fair value of each class of receivables mentioned above. The Group does not hold any collateral as security. Refer to Note 29 for more information on the risk management policy of the Group.

Note 19. Inventories

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Current				
Winery stock held for sale	2,061	1,910	2,061	1,910
Mixed farm stock held for distribution	1,042	942	1,042	942
Central stores stock held for distribution	318	359	318	359
Cheese factory stock held for sale	48	81	48	81
Other stock on hand held for distribution	785	686	785	686
Total current inventories	4,254	3,978	4,254	3,978
Total inventories	4,254	3,978	4,254	3,978

Note 20. Intangible assets

	Consolidated		Parent Entity	
	2008		2008	
	Computer Software	Total	Computer Software	Total
	\$'000	\$'000	\$'000	\$'000
At 1 January 2007				
At cost	2,121	2,121	2,121	2,121
Accumulated amortisation and impairment	(1,811)	(1,811)	(1,811)	(1,811)
Net book amount	310	310	310	310
Year ended 31 December 2007				
Opening net book value	310	310	310	310
Additions	468	468	468	468
Amortisation charge	(196)	(196)	(196)	(196)
Closing net book amount	582	582	582	582
At 31 December 2007				
At cost	2,563	2,563	2,563	2,563
Accumulated amortisation and impairment	(1,981)	(1,981)	(1,981)	(1,981)
Net book amount	582	582	582	582
Year ended 31 December 2008				
Opening net book value	582	582	582	582
Additions	293	293	293	293
Amortisation charge	(302)	(302)	(302)	(302)
Closing net book amount	573	573	573	573
At 31 December 2008				
At fair value	2,856	2,856	2,856	2,856
Accumulated amortisation and impairment	(2,283)	(2,283)	(2,283)	(2,283)
Net book amount	573	573	573	573
Closing net book amount	573	573	573	573

CHARLES STURT UNIVERSITY
Notes to the Financial Statements

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Note 21. Available-for-sale financial assets

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Current				
Available-for-sale financial assets	14,470	14,201	13,987	14,000
Total current available-for-sale financial assets	14,470	14,201	13,987	14,000
Non current				
Available-for-sale financial assets	72,753	98,652	68,742	92,107
Total non-current available-for-sale financial assets	72,753	98,652	68,742	92,107
Total available-for-sale financial assets	87,223	112,853	82,729	106,107

(a) Movements

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
At beginning of year	112,853	106,125	106,107	99,779
Additions	19,595	60,963	17,436	59,000
Disposals (sale and redemption)	(15,752)	(46,516)	(14,036)	(45,004)
Revaluation surplus transfer to equity	(29,473)	(7,719)	(26,778)	(7,668)
At end of year	87,223	112,853	82,729	106,107

(b) Fair value

Available-for-sale financial assets are held at fair value and include the following:

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Australian listed equity securities	3,807	4,552	-	-
Australian listed income and hybrid securities	232	296	-	-
Unlisted managed investments	455	1,898	-	-
Floating rate bank notes	29,370	35,305	29,370	35,305
Other long term cash deposits*	53,359	70,802	53,359	70,802
	87,223	112,853	82,729	106,107

*Investments include the following shares which have been purchased with the approval of the Treasurer:

Shares in Access Australia CMC Ltd, costing \$150,000, revalued to nil
 Shares in IDP Education Australia, costing \$10,000, revalued to nil
 Shares in Australian Centre for Advanced Computing (AC3), costing \$120,000, revalued to nil.
 \$1 share in UniSuper Ltd
 \$1 share in Uniprojects Pty Ltd
 \$1 share in AARNet Pty Ltd.

The fair values of available-for-sale financial assets are based on prices quoted in an active market.

Changes in fair value of available for sale financial assets are taken directly to equity and are recorded in the available-for-sale financial assets revaluation reserve. (Note 28)

(c) Risk exposure

Available-for-sale financial assets are denominated in the following currencies:

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Australian dollars	87,223	112,853	82,729	106,107
	87,223	112,853	82,729	106,107

For an analysis of the sensitivity of available-for-sale financial assets to price and interest rate risk refer to Note 29.

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 22. Property, plant and equipment

Consolidated

	Land	Work in Progress	Buildings	Property, plant and equipment	Library	Other property, plant and equipment	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At 1 January 2007							
At cost / valuation	43,332		346,084	33,732	37,670	12,159	472,977
Accumulated depreciation	-		(802)	(27,875)	(30,692)	(2,147)	(61,516)
Net book amount	43,332	-	345,282	5,857	6,978	10,012	411,461
Year ended 31 December 2007							
Opening net book amount	43,332		345,282	5,857	6,978	10,012	411,461
Revaluation surplus	(534)		15,227	-	-	-	14,693
Additions	3,010		18,904	3,408	1,457	7,606	34,385
Disposals	-		-	(8)	-	(6,863)	(6,871)
Depreciation charge	-		(14,157)	(2,623)	(2,044)	(1,357)	(20,181)
Closing net book amount	45,808	-	365,256	6,634	6,391	9,398	433,487
At 31 December 2007							
At cost / valuation	45,808		366,167	35,745	39,127	11,950	498,797
Accumulated depreciation	-		(911)	(29,109)	(32,736)	(2,551)	(65,307)
Net book amount	45,808	-	365,256	6,634	6,391	9,398	433,487
Year ended 31 December 2008							
Opening net book amount	45,808		365,256	6,634	6,391	9,398	433,487
Revaluation surplus	(338)		18,447	-	-	-	18,109
Additions	197	66,778	7,720	5,255	1,552	6,765	88,267
Disposals	-		(564)	(43)	-	(4,630)	(5,237)
Depreciation charge	-		(15,020)	(2,423)	(1,973)	(1,554)	(20,970)
Closing net book amount	45,667	66,778	375,839	9,423	5,970	9,979	513,656
At 31 December 2008							
At cost / valuation	45,667	66,778	375,682	35,964	40,680	13,246	578,017
Accumulated depreciation	-		157	(26,541)	(34,710)	(3,267)	(64,361)
Net book amount	45,667	66,778	375,839	9,423	5,970	9,979	513,656

Parent

	Land	Work in Progress	Buildings	Property, plant and equipment	Library	Other property, plant and equipment	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At 1 January 2007							
At cost / valuation	43,332		346,084	33,732	37,670	12,159	472,977
Accumulated depreciation	-		(802)	(27,875)	(30,692)	(2,147)	(61,516)
Net book amount	43,332	-	345,282	5,857	6,978	10,012	411,461
Year ended 31 December 2007							
Opening net book amount	43,332		345,282	5,857	6,978	10,012	411,461
Revaluation surplus	(534)		15,227	-	-	-	14,693
Additions	3,010		18,904	3,408	1,457	7,606	34,385
Disposals	-		-	(8)	-	(6,863)	(6,871)
Depreciation charge	-		(14,157)	(2,623)	(2,044)	(1,357)	(20,181)
Closing net book amount	45,808	-	365,256	6,634	6,391	9,398	433,487
At 31 December 2007							
At cost / valuation	45,808		366,167	35,745	39,127	11,950	498,797
Accumulated depreciation	-		(911)	(29,109)	(32,736)	(2,551)	(65,307)
Net book amount	45,808	-	365,256	6,634	6,391	9,398	433,487
Year ended 31 December 2008							
Opening net book amount	45,808	-	365,256	6,634	6,391	9,398	433,487
Revaluation surplus	(338)		18,447	-	-	-	18,109
Additions	197	66,778	7,720	5,255	1,552	6,765	88,267
Disposals	-		(564)	(43)	-	(4,630)	(5,237)
Depreciation charge	-		(15,020)	(2,423)	(1,973)	(1,554)	(20,970)
Closing net book amount	45,667	66,778	375,839	9,423	5,970	9,979	513,656
At 31 December 2008							
At cost / valuation	45,667	66,778	375,682	35,964	40,680	13,246	578,017
Accumulated depreciation	-		157	(26,541)	(34,710)	(3,267)	(64,361)
Net book amount	45,667	66,778	375,839	9,423	5,970	9,979	513,656

* Property, plant & equipment includes all operational assets.

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

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 22. Property, plant and equipment (continued)

(a) Valuations of land and buildings

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

Freehold Land revalued as at 31 December 2008 by independent indexation valuation of the NSW Department of Commerce.

Buildings revalued as at 31 December 2008 by independent indexation valuation of the NSW Department of Commerce.

Works of Art revalued as at 31 December 2005 by independent valuation of Digby Fine Art Services, who is approved to value objects for the Australian Government's Cultural Gifts and Bequests Programs.

Self Generating Assets revalued as at 21 March 2006 by Frogley Egan Valuations.

Note 23. Other non-financial assets

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Non-current				
Dairy farm milk quota	-	14	-	14
Other	24	16	-	-
Total non-current other non-financial assets	24	30	-	14

Note 24. Trade and other payables

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Current				
Trade creditors	7,084	9,714	7,378	10,053
Accrued salaries	2,537	1,425	2,537	1,425
Other accrued expenses	3,931	3,842	3,930	3,780
Total current trade and other payables	13,552	14,981	13,845	15,258
Total trade and other payables	13,552	14,981	13,845	15,258

a) Foreign currency risk

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

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Australian dollars	13,552	14,981	13,845	15,258
	13,552	14,981	13,845	15,258

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

Note 25. Borrowings

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Non Current				
Unsecured Loan: Student residential facilities	28,995	-	28,995	-
Total Non Current borrowings	28,995	-	28,995	-
Total borrowings	28,995	-	28,995	-

a) Assets pledged as security

No assets have been pledged as security for current and non-current borrowings.

b) Financing arrangements

Unrestricted access was available at balance date to the following lines of credit

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Bank loan facilities				
Total facilities	30,000	-	30,000	-
Used at balance date	(28,995)	-	(28,995)	-
Unused at balance date	1,005	-	1,005	-

c) Class of borrowings

Approval is in place for borrowing up to \$30,000,000 with the ANZ bank for the purpose of constructing new 600 bed residential facilities. The loan term is 15 years with interest payable at 90 day BBSW plus a margin. An option was taken to accept a fixed term for the first three years with interest only payable during this period. The loan is unsecured.

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

d) Fair value

The carrying amounts and fair values of borrowings at balance date are;

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
On balance sheet				
Non-traded financial liabilities	28,995	-	28,995	-
Total	28,995	-	28,995	-

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 25. Borrowings (continued)

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

e) Risk exposures

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

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
1 - 3 years	28,995	-	28,995	-
Total	28,995	-	28,995	-

The carrying amounts of borrowings are denominated in the following currencies;

Australian dollar	28,995	-	28,995	-
Total	28,995	-	28,995	-

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

Note 26. Provisions

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Current provisions expected to be settled within 12 months				
Employee Benefits				
Annual leave	12,932	10,704	12,634	10,458
Long service leave	3,236	2,866	3,236	2,866
Employee entitlement oncosts	3,068	3,105	3,068	3,105
	19,236	16,675	18,938	16,429
Current provisions expected to be settled after more than 12 months				
Employee Benefits				
Long service leave	15,809	14,960	15,809	14,960
Employee entitlement oncosts	1,979	2,003	1,979	2,003
	17,788	16,963	17,788	16,963
Total current provisions	37,024	33,638	36,726	33,392
Non-current				
Employee Benefits				
Long service leave	3,438	3,129	3,221	2,938
Employee entitlement oncosts	389	393	389	393
Deferred government benefits for superannuation*	190,027	70,842	190,027	70,842
Total non-current provisions	193,854	74,364	193,637	74,173
Total provisions	230,878	108,002	230,363	107,565

*The estimate for the deferred superannuation liability is calculated on the basis of information provided by Pillar Administration in respect of the State Superannuation Scheme (SSS), the State Authorities Superannuation Scheme (SAAS) and the State Authorities Non-Contributory Superannuation Scheme (SANCS). The provision for deferred superannuation of \$190,026,503 is the net unfunded liability of all schemes i.e. the gross liability less the funded liability and balances held in the reserve accounts (refer Note 34).

Details of the deferred liability (where applicable), and the increase/(decrease) in unfunded liability are set in Note 34 for each superannuation scheme. The total of all schemes, \$190,026,503 less \$724,232 State Nursing grants already paid to the University, is shown as \$189,302,271 due from the Australian Government in non-current receivables (refer Note 18).

Note 27. Other liabilities

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Current				
Income received in advance				
Student fees received in advance	8,568	2,385	8,568	2,385
Other revenue received in advance	-	56	-	22
Total income received in advance	8,568	2,441	8,568	2,407
Deposits held	11	11	11	11
Future staffing costs	74	205	74	205
OS-HELP liability	153	34	153	34
Total current other liabilities	8,806	2,691	8,806	2,657
Non-current				
Future staffing costs	-	74	-	74
Total non-current other liabilities	-	74	-	74
Total other liabilities	8,806	2,765	8,806	2,731

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
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Note 28. Reserves and retained surplus

	Consolidated		Parent Entity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(a) Reserves				
Property, plant and equipment revaluation reserve	240,704	223,175	240,704	223,175
Available-for-sale financial assets revaluation reserve	(10,182)	(7,311)	(9,866)	(8,344)
Total reserves	230,522	215,864	230,838	214,831
Movements				
<i>Property, plant and equipment revaluation reserve</i>				
Balance 1 January	223,175	208,483	223,175	208,483
Revaluation - increment	17,529	14,692	17,529	14,692
Balance 31 December	240,704	223,175	240,704	223,175
<i>Available-for-sale financial assets revaluation reserve</i>				
Balance 1 January	(7,311)	417	(8,344)	(672)
Revaluation - increment/(decrement) before impairment	(29,071)	(7,728)	(26,431)	(7,672)
Impairment	26,200	-	24,909	-
Balance 31 December	(10,182)	(7,311)	(9,866)	(8,344)
(b) Retained surplus				
Retained surplus*	361,563	327,478	355,561	320,242
Total retained surplus	361,563	327,478	355,561	320,242
Movements				
Retained surplus at 1 January	327,478	295,252	320,242	289,189
Increase in net assets from equity transfers	-	369	-	-
Operating result for the year	34,085	31,857	35,319	31,053
Retained surplus at 31 December	361,563	327,478	355,561	320,242

* Included in retained surplus are unspent research grants (refer Note 38). They are immaterial in nature and therefore not disclosed separately as Statutory Funds.

Note 29. 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 of the University.

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, foreign exchange and other price risks, ageing analysis for credit risk and beta analysis in respect of investment portfolios to determine market risk.

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

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

(a) Market Risk

(i) Foreign exchange risk

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

As the University recognises all transactions, assets and liabilities in Australian dollars only, the University has minimal exposure to foreign exchange risk.

(ii) Price risk

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

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

(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 financial instruments with varying degrees of potential returns. The purpose of this is to ensure that any potential interest losses are counteracted by guaranteed interest payments.

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 29. Financial risk management (continued)

(iv) Summarised sensitivity analysis

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

31 December 2008

Carrying amount \$'000		Interest rate risk				Other price risk			
		-1%		+1%		-10%		+10%	
		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
Financial assets									
Cash and cash equivalents	51,239	(471)	(471)	471	471	-	-	-	-
Accounts Receivable	28,045	(12)	(12)	12	12	-	-	-	-
Available for sale investments	87,223	(832)	(832)	832	832	(1,683)	1,683	1,683	1,683
Financial liabilities									
Trade payables	13,552	-	-	-	-	-	-	-	-
Borrowings	28,995	290	290	(290)	(290)	-	-	-	-
Total Increase/ (decrease)		(1,025)	(1,025)	1,025	1,025	(1,683)	1,683	1,683	1,683

31 December 2007

Carrying amount \$'000		Interest rate risk				Other price risk			
		-1%		+1%		-10%		+10%	
		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
Financial assets									
Cash and cash equivalents	30,116	(245)	(245)	245	245	-	-	-	-
Accounts Receivable	17,926	(11)	(11)	11	11	-	-	-	-
Available for sale investments	112,853	(1,064)	(1,064)	1,064	1,064	(2,288)	(2,288)	2,288	2,288
Financial liabilities									
	14,981	-	-	-	-	-	-	-	-
Borrowings	-	-	-	-	-	-	-	-	-
Total Increase/ (decrease)		(1,320)	(1,320)	1,320	1,320	(2,288)	(2,288)	2,288	2,288

(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 this risk, the University assesses the credit quality of the potential non-student debtor, based on information obtained during the credit application process. Despite not being material in nature, a credit assessment is performed on the guarantor for a student loan prior to the loan being granted by the University.

(c) Liquidity Risk

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

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

To mitigate these risks, the University has in its Investment policy targets for minimum and average level of cash and cash equivalents to be maintained. The University generally use instruments that are tradeable in highly liquid markets and have readily accessible standby facilities in place.

(d) Fair value estimation

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

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

The carrying value less impairment provision of trade receivables and payables is a reasonable approximation of their fair values due to the short-term nature of trade receivables.

All financial assets and liabilities at balance date are carried at fair value.

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
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Note 30. Key management personnel disclosures

(a) Names of responsible persons and executive officers

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

Keryn Amery, Jennie Anderson, Sarah Ansell, David Bedwell, Jenny Bell, Sarah Bishop, Mark Burdack, Paul Burnett, Les Burr, Mark Burton, Stephen Butt, Anthony Cahalan, Andrew Callander, Ross Chambers, Toni Downes, Paul Dowler, Matthew Evans, Lyn Gorman, Ian Goulter, David Griffin, Jim Hackett, John Hicks, Keith Hogan, Geoff Honey, Di Ireland, Katherine Klapdor, Nick Klomp, Michael Knight, Adrian Lindner, Lachlan Mackinnon, Wayne Millar, Som Naidu, Shirley Oakley, Paul Ranby, Phil Roy, Phil Sefton, Col Sharp, Gary Shipp, Garry Taylor, Simon Thomson, Marian Tulloch, Mal Wilson

(b) Other key management personnel

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

Kym Abbott, Ifran Altas, Lyn Angel, John Atkinson, Ros Brennan-Kemmis, Mark Briskey, Julia Coyle, Ken Dillon, Elaine Duffy, Mark Farrell, Stuart Ferguson, Alan Fish, David Green, Tracey Green, Louise Hard, Philip Hider, John Kent, Will Letts, Rob Macklin, Frank Marino, Ward Massey, Rod McCulloch, Carmen Moran, Grant O'Neill, Kevin Parton, Leonora Ritter, Kevin Robards, Ninetta Santoro, Ben Wilson, Ross Wilson, Rosemary Woolston

All of the above persons were also key management persons during the year ended 31 December 2007.

(c) Remuneration of Executives

	Consolidated		Parent Entity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Aggregate remuneration of executive officers	7,726	7,116	7,726	7,116
Remuneration of Executive Officers	Number		Number	
\$110,000 to \$119,999	-	2	-	2
\$120,000 to \$129,999	5	4	5	4
\$130,000 to \$139,999	7	2	7	2
\$140,000 to \$149,999	-	6	-	6
\$150,000 to \$159,999	3	3	3	3
\$160,000 to \$169,999	3	1	3	1
\$170,000 to \$179,999	4	6	4	6
\$180,000 to \$189,999	4	4	4	4
\$190,000 to \$199,999	4	1	4	1
\$200,000 to \$209,999	1	2	1	2
\$210,000 to \$219,999	1	2	1	2
\$220,000 to \$229,999	3	-	3	-
\$230,000 to \$239,999	1	1	1	1
\$240,000 to \$249,999	-	1	-	1
\$250,000 to \$259,999	-	1	-	1
\$260,000 to \$269,999	1	-	1	-
\$270,000 to \$279,999	1	1	1	1
\$280,000 to \$289,999	1	-	1	-
\$300,000 to \$309,999	-	1	-	1
\$310,000 to \$319,999	1	-	1	-
\$320,000 and above	1	1	1	1

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

Note 31. Remuneration of auditors

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

	Consolidated		Parent Entity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Assurance Services				
1. Audit Services				
Fees paid to NSW Audit Office:				
Audit and review of financial reports and other audit work	254	249	210	195
Total remuneration for audit services	254	249	210	195
2. Fees paid to other audit firms				
Fees paid to non-NSW Audit Office audit firms	32	44	32	44
Total remuneration for other assurance services	32	44	32	44
Total remuneration of auditors	286	293	242	239

Note 32. Contingencies

The University has not identified any contingent assets or liabilities that require disclosure in the financial statements. (2007 - Nil).

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 33. Commitments

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
(a) Capital Commitments				
Capital expenditure contracted for at the reporting date but not recognised as liabilities is as follows:				
Capital commitments				
Commitments for the acquisition of plant and equipment and building works contracted for at the reporting date but not recognised as liabilities, payable:				
Within one year	62,341	29,923	62,341	29,923
Total capital commitments (including GST)	62,341	29,923	62,341	29,923
(b) 'Lease Commitments'				
Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities, payable:				
Within one year	1,633	1,365	1,633	1,365
Later than one year but not later than 5 years	2,879	1,216	2,879	1,216
Later than five years	75	598	75	598
Total lease commitments (including GST)	4,587	3,179	4,587	3,179
Representing:				
Non-cancellable operating leases	4,587	3,179	4,587	3,179
	4,587	3,179	4,587	3,179
(c) 'Other expenditure commitments				
Commitments for goods and services contracted for at the reporting date but not recognised as liabilities, payable:				
Within one year	16,237	8,963	16,237	8,963
Total other expenditure commitments (including GST)	16,237	8,963	16,237	8,963

* The University has a number of operating leases for the provision of information technology infrastructure. Operating lease terms vary from between 3 - 4 years. There are restrictions applicable to each lease according to the terms and conditions of each individual lease contract.

Note 34. Defined Benefit Plans

The University contributes to the following superannuation schemes:

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

The University incurs an obligation for deferred contributions which become payable on and after retirement of staff. The deferred liability at 31 December 2008 was determined by Pillar Administration for the State schemes. An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for the University's beneficiaries of the State Superannuation Scheme on an emerging cost basis. This arrangement is evidenced by the State Grants (General Revenue) Amendment Act 1987, Higher Education Funding Act 1988 and subsequent amending legislation. Accordingly the unfunded liabilities have been recognised in the Balance Sheet under Provisions with a corresponding asset recognised under Receivables. The recognition of both the asset and liability consequently does not affect the year end net position of the University and its controlled entity. The difference between the provision in Note 24 and the Receivable in Note 17 was previously funded by the State Government under an arrangement relating to nurse education. Information relating to the SSS, SASS and SANCS funds based on the latest actuarial assessment and the financial report of the Funds for the year ended 31 December 2008 is set out below.

Accounting policy for recognising actuarial gains/losses

SAS Trustee Corporation (STC) recognises actuarial gains and losses in profit and loss in the year they occur.

Assets invested

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

Reconciliation of the present value of the defined benefit obligation	SSS \$ '000	SASS \$ '000	SANCS \$ '000	Total \$ '000
2008				
<i>Present value of defined benefit obligations at beginning of the year</i>	200,828	39,995	8,437	249,260
Current service cost	864	1,444	398	2,706
Interest cost	12,505	2,452	508	15,465
Contributions by fund participants	1,266	710	-	1,976
Actuarial (gains)/losses	71,280	707	1,689	73,676
Benefits Paid	(13,865)	(5,634)	(1,694)	(21,193)
<i>Present value of defined benefit obligations at end of the year</i>	272,878	39,674	9,338	321,890
2007				
<i>Present value of defined benefit obligations at beginning of the year</i>	208,118	37,011	8,532	253,661
Current service cost	967	1,447	445	2,859
Interest cost	12,174	2,137	480	14,791
Contributions by fund participants	1,437	700	-	2,137
Actuarial (gains)/losses	(16,909)	1,272	(9)	(15,646)
Benefits Paid	(4,959)	(2,572)	(1,011)	(8,542)
<i>Present value of defined benefit obligations at end of the year</i>	200,828	39,995	8,437	249,260

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 34. Defined Benefit Plans (continued)

Reconciliation of the fair value of fund assets	SSS \$ '000	SASS \$ '000	SANCS \$ '000	Total \$ '000
2008				
<i>Fair value of fund assets at beginning of the year</i>	123,211	47,024	8,183	178,418
Expected return on fund assets	9,217	3,492	744	13,453
Actuarial gains/(losses)	(30,463)	(11,557)	(2,141)	(44,161)
Employer contributions	1,189	1,712	469	3,370
Contributions by Fund participants	1,266	710	-	1,976
Benefits Paid	(13,865)	(5,634)	(1,694)	(21,193)
<i>Fair value of fund assets at end of the year</i>	<u>90,555</u>	<u>35,747</u>	<u>5,561</u>	<u>131,863</u>
2007				
<i>Fair value of fund assets at beginning of the year</i>	115,124	42,382	7,696	165,202
Expected return on fund assets	8,348	3,113	675	12,136
Actuarial gains/(losses)	2,073	1,849	(38)	3,884
Employer contributions	1,189	1,552	860	3,601
Contributions by Fund participants	1,437	700	-	2,137
Benefits Paid	(4,959)	(2,572)	(1,011)	(8,542)
<i>Fair value of fund assets at end of the year</i>	<u>123,212</u>	<u>47,024</u>	<u>8,182</u>	<u>178,418</u>
Reconciliation of the assets and liabilities recognised in the balance sheet	SSS \$ '000	SASS \$ '000	SANCS \$ '000	Total \$ '000
2008				
Present value of funded defined benefit obligations at end of year	272,878	39,674	9,338	321,890
Fair value of fund assets at end of the year	(90,555)	(35,747)	(5,561)	(131,863)
<i>Net Liability/(Asset) recognised in balance sheet at end of year</i>	<u>182,323</u>	<u>3,927</u>	<u>3,777</u>	<u>190,027</u>
2007				
Present value of funded defined benefit obligations at end of year	200,828	39,995	8,437	249,260
Fair value of fund assets at end of the year	(123,212)	(47,024)	(8,182)	(178,418)
<i>Net Liability/(Asset) recognised in balance sheet at end of year</i>	<u>77,616</u>	<u>(7,029)</u>	<u>255</u>	<u>70,842</u>
Movement in deferred superannuation liability	104,707	10,956	3,522	119,185
Defined benefit superannuation expense	<u>104,707</u>	<u>10,956</u>	<u>3,522</u>	<u>119,185</u>
Total expense recognised in Income statement (current and deferred)	SSS \$ '000	SASS \$ '000	SANCS \$ '000	Total \$ '000
2008				
Current service cost	864	1,444	398	2,706
Interest cost	12,505	2,452	508	15,465
Expected return on fund assets (net expenses)	(9,217)	(3,492)	(744)	(13,453)
Actuarial losses/(gains) recognised in year	101,744	12,264	3,830	117,838
<i>Expense/(income) recognised</i>	<u>105,896</u>	<u>12,668</u>	<u>3,992</u>	<u>122,556</u>
2007				
Current service cost	967	1,447	445	2,859
Interest cost	12,174	2,137	480	14,791
Expected return on fund assets (net expenses)	(8,348)	(3,113)	(675)	(12,136)
Actuarial losses/(gains) recognised in year	(18,982)	(577)	29	(19,530)
<i>Expense/(income) recognised</i>	<u>(14,189)</u>	<u>(106)</u>	<u>279</u>	<u>(14,016)</u>
Actual return on plan assets	SSS \$ '000	SASS \$ '000	SANCS \$ '000	Total \$ '000
2008				
Actual return on plan assets	(20,568)	(7,813)	(1,397)	(29,778)
2007				
Actual return on plan assets	8,710	3,240	624	12,574

Assumptions adopted by Pillar Administration for 2008:

	% pa
Discount rate at 31 December	4.1
Expected return on plan assets at 31 December	7.3
Expected salary increases	3.5
Expected rate of CPI increase	2.5

As at 30 June 2008 the assets of the Defined Benefits Division (DBD) in aggregate were estimated to be \$323 million in excess of vested benefits. The vested benefits are benefits which are not conditional upon continued membership (or any factor other than leaving the service of the participating institution) and include the value of CPI indexed pensions being provided by DBD.

As at 30 June 2008 the assets of the DBD in aggregate were estimated to be \$1,456 million in excess of accrued benefits. The accrued benefits are have been calculated as the present value of expected future benefit payments to members and CPI indexed pensioners which arise from membership of UniSuper up to the reporting date.

The vested benefit and accrued benefit liabilities were determined by the Fund's actuary, Russell Employee benefits, using the actuarial demographic assumptions outlined in their report dated 13 July 2006 on the actuarial investigation of the DBD as at 31 December 2005.

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 34. Defined Benefit Plans (continued)

The financial assumptions used were:

	Vested Benefits	Accrued Benefits
	% pa	% pa
Gross of tax investment return	7.3	8.5
Net of tax investment return	6.8	8.0
Consumer Price Index	2.8	2.8
Inflationary salary increases long term*	3.8	3.8
Inflationary salary increases next three years*	5.0	5.0

* additional promotional salary increases are assumed to apply based on past experience

Clause 34 of the UniSuper Trust Deed outlines the process UniSuper must undertake (including employer notifications and notice periods) in order to request additional contributions from employers if the UniSuper assets are considered by the Trustee to be insufficient to provide benefits payable under the Deed. At least four years' notice that such a request may be made was required. If such a request was agreed to by all employers then members had to also contribute additional contributions. If all employers did not agree to increase contributions the Trustee had to reduce benefits on a fair and equitable basis. The Trustee notified employers during 2008 that such a request may be made in the future but it considered this was unlikely at that time.

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

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

The next actuarial review of the DBD is scheduled for 31 December 2008, with the results expected to be reported in May 2009.

Note 35. Reconciliation of operating result to net cash inflow from operating activities

	Consolidated		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Operating result for the period	34,085	31,857	35,319	31,053
Depreciation and amortisation	21,272	20,376	21,272	20,377
Profit on sale of available-for-sale investments	1,055	(751)	705	(630)
Net (gain) loss on sale of non-current assets	266	(346)	266	(346)
Gains transferred from available-for-sale investments revaluation reserve - sales	(63)	(5)	-	-
Loss on Financial Assets through Income Statement	172	-	-	-
Increase in impairment of financial assets	26,200	-	24,909	-
<i>Change in operating assets and liabilities</i>				
Increase in accrued interest	(67)	(246)	(67)	(246)
(Increase) decrease in other accrued income	178	925	178	926
(Increase) in debtors and provision for doubtful debts	(3,455)	(5,396)	(3,374)	(5,267)
(Increase) decrease in prepaid salaries	(135)	23	(135)	23
(Increase) decrease in other prepayments	(6,614)	297	(6,623)	280
(Increase) decrease in inventory	(276)	(161)	(276)	(161)
Increase (decrease) in Student fees received in advance	6,183	(3,219)	6,183	(3,219)
Increase (decrease) in other income received in advance	30	(307)	(108)	(305)
Increase (decrease) in accrued salaries	1,112	610	1,112	610
Increase in accrued expenses	(6,424)	4,255	(6,438)	4,258
Increase in provision for leave and employee entitlements	3,614	3,620	3,614	3,620
Net cash provided by operating activities	77,133	51,533	76,537	50,973

Note 36. Events occurring after the balance sheet date

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

The fair value of Available-for-sale financial assets decreased by \$2,800,000 between the balance date and 28 February 2009. The decline in market value does not relate to the condition of the investments at the reporting date but reflects circumstances that have arisen subsequently.

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 37. Assets and liabilities of trust funds for which the University is trustee

	Consolidated		Parent Entity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Current assets				
Receivables	3,378	3,247	3,378	3,247
Total Current assets	<u>3,378</u>	<u>3,247</u>	<u>3,378</u>	<u>3,247</u>
Total assets	<u>3,378</u>	<u>3,247</u>	<u>3,378</u>	<u>3,247</u>
Current Liabilities				
Provisions	306	246	306	246
Trade and other payables	300	248	300	248
Total Current Liabilities	<u>606</u>	<u>494</u>	<u>606</u>	<u>494</u>
Non-Current Liabilities				
Provisions	223	191	223	191
Total Non-Current Liabilities	<u>223</u>	<u>191</u>	<u>223</u>	<u>191</u>
Total Liabilities	<u>829</u>	<u>685</u>	<u>829</u>	<u>685</u>

The Council resolved on 7 December 2007 to cancel the registration of the CSU Campus Pre-Schools Inc and to continue the operations as a University cost centre. It further resolved to accept the assets and liabilities of the entity into the University that amounted to \$101,000 in cash.

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 38. Acquitall of Australian Government financial assistance

38.1 DEEWR - CGS and Other DEEWR Grants

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

Commonwealth Grants Scheme#	Indigenous Support Program		Equity Support Program		Disability Support Program		Workplace Reform Program	
	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000
105,609		1,196		833		83	1,265	1,236
-		-		-		-	-	-
105,609		1,196		833		83	1,265	1,236
-		-		-		-	-	-
105,609		1,196		833		83	1,265	1,236
105,609		1,196		833		83	1,265	1,236
-		-		-		-	-	-

Includes the basic CGS grant amount, CGS-Regional Loading and CGS-Enabling Loading and HEFA Transition Fund

38.1 DEEWR - CGS and Other DEEWR Grants

(continued)

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

Workplace Productivity Program	Learning & Teaching Performance Fund		Capital Development Pool		Total	
	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000
1,729		1,462		2,271		104,425
-		-		-		-
1,729		1,462		2,271		104,425
-		-		-		-
1,729		1,462		2,271		104,425
1,729		1,462		2,271		104,425
-		-		-		-

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 38. Acquittal of Australian Government financial assistance (continued)

38.2 Higher Education Loan Programmes

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

	HECS - HELP (Aust Govt Payments Only)		FEE - HELP		Total	
	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000
54,872	46,425	13,340	16,104	68,212	62,529	
54,872	46,425	13,340	16,104	68,212	62,529	
54,872	46,425	13,340	16,104	68,212	62,529	
-	-	-	-	-	-	-

OS - HELP	
2008 \$ '000	2007 \$ '000
119	182
-	(89)
119	93
34	2
153	95
-	61
153	34

38.3 Scholarships

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

	Australian Postgraduate Awards		International Postgraduate Research Scholarships		Commonwealth Education Cost Scholarships		Commonwealth Accommodation Scholarships		Indigenous Access Scholarships		Total	
	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000	2008 \$ '000	2007 \$ '000
541	520	118	111	994	1,297	994	2,365	1,713	82	-	4,403	3,338
52	85	(36)	(11)	(16)	-	-	-	-	-	-	-	(11)
593	605	82	84	994	1,297	994	2,365	1,713	82	-	4,419	3,396
613	553	89	120	994	1,297	994	2,365	1,713	82	-	4,446	3,380
(20)	52	(7)	(36)	-	-	-	-	-	-	-	(27)	16

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 38. Acquittal of Australian Government financial assistance (continued)

38.4 DIISR Research

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

Institutional Grants Scheme	Research Training Scheme		Research Infrastructure Block Grants		Commercialisation Training Scheme		Improving the Practical Component of Teacher Education Programme	
	2008	2007	2008	2007	2008	2007	2008	2007
\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
1,849	1,711	3,185	3,199	1,107	963	31	28	-
-	-	-	-	-	-	-	728	-
1,849	1,711	3,185	3,199	1,107	963	31	728	-
-	-	-	-	(1)	28	-	-	-
1,849	1,711	3,185	3,199	1,106	991	31	728	-
1,849	1,711	3,185	3,199	1,092	992	31	728	-
-	-	-	-	14	(1)	-	-	-

38.4 DIISR Research

(continued)

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

Implementation Assistance Program	Australian Scheme for Higher Education Repositories		Transitional Cost Program		Diversity & Structural Adjustment Fund		Total	
	2008	2007	2008	2007	2008	2007	2008	2007
\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
93	46	275	142	-	600	-	9,005	6,089
-	-	-	-	-	-	-	-	-
93	46	275	142	-	600	-	9,005	6,089
-	-	-	-	-	-	-	(1)	28
93	46	275	142	-	600	-	9,004	6,117
93	46	275	142	-	600	-	8,990	6,118
-	-	-	-	-	-	-	14	(1)

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 38. Acquittal of Australian Government financial assistance (continued)

**38.5 Voluntary Student Unionism
and Better Universities Renewal
Fund**

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

VSU Transition Fund		Better Universities Renewal Fund	
2008	2007	2008	2007
\$ '000	\$ '000	\$ '000	\$ '000
-	2,110	11,845	-
-	-	-	-
-	2,110	11,845	-
-	-	-	-
-	2,110	11,845	-
-	-	-	-
-	-	11,845	-

38.6 Australian Research Council Grants

(a) Discovery

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

Projects		Indigenous Researchers Development		Total	
2008	2007	2008	2007	2008	2007
\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
711	403	-	29	711	432
-	-	-	-	-	-
711	403	-	29	711	432
105	36	25	-	130	36
816	439	25	29	841	468
564	334	19	4	583	338
252	105	6	25	258	130

CHARLES STURT UNIVERSITY
Notes to the Financial Statements
31 December 2008

Note 38. Acquittal of Australian Government financial assistance (continued)

(b) Linkages

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

Projects		International		Total	
2008	2007	2008	2007	2008	2007
\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
583	762	(55)	84	528	846
-	(11)	-	-	-	(11)
583	751	(55)	84	528	835
404	509	55	-	459	509
987	1,260	-	84	987	1,344
914	856	-	29	914	885
73	404	-	55	73	459

(c) Network and Centres

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

Centres		Total	
2008	2007	2008	2007
\$ '000	\$ '000	\$ '000	\$ '000
1,020	1,000	1,020	1,000
-	-	-	-
1,020	1,000	1,020	1,000
36	40	36	40
1,056	1,040	1,056	1,040
1,056	1,004	1,056	1,004
-	36	-	36

END OF AUDITED FINANCIAL STATEMENTS

Charles Sturt Foundation Limited

ABN 23 002 557 459

(a company limited by guarantee)

Together with the trustee's report and Independent Auditor's Report for the year ended 31 December 2008 for

The Charles Sturt University Foundation Trust

Annual Financial Statements

For Year Ended 31 December 2008

Independent Auditor's Report



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

Charles Sturt Foundation Limited

To Members of the New South Wales Parliament and Members of Charles Sturt Foundation Limited

I have audited the accompanying financial report of Charles Sturt Foundation Limited (the Company), which comprises the balance sheet as at 31 December 2008, the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Auditor's Opinion

In my opinion the financial report:

- is in accordance with the *Corporations Act 2001*, including:
 - giving a true and fair view of the Company's financial position as at 31 December 2008 and its performance for the year ended on that date; and
 - complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

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

Directors' Responsibility for the Financial Report

The directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations), the PF&A Act and the *Corporations Act 2001*. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

Charles Sturt Foundation Limited

(a company limited by guarantee)
ABN No. 23 002 557 459

Independent Auditor's Report (cont)

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

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

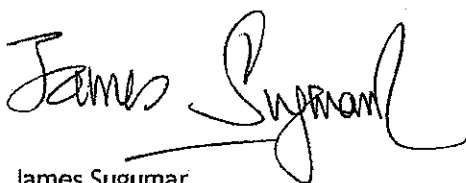
My opinion does *not* provide assurance:

- about the future viability of the Company,
- that it has carried out its activities effectively, efficiently and economically, or
- about the effectiveness of its internal controls.

Independence

In conducting this audit, the Audit Office of New South Wales has complied with the independence requirements of the Australian Auditing Standards, *Corporations Act 2001* and other relevant ethical requirements. The PF&A Act further promotes independence by:

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



James Sugumar
Director, Financial Audit Services

20 April 2009
SYDNEY

Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN 23 002 557 459

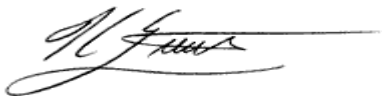
Director's Declaration for the Year Ended

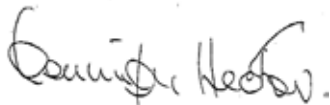
31 December 2008

In accordance with a resolution of the Directors of Charles Sturt Foundation Limited and pursuant to Section 41C (1B) and (1C) of the *Public Finance and Audit Act 1983* and the *Corporations Act 2001*, we, the Directors of the Charles Sturt Foundation Limited state that:

1. The attached general purpose financial statements and notes present a true and fair view of the financial position and performance of the Company at 31 December 2008 and the results of its operations and transactions of the Company for the year then ended;
2. The financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983*, Public Finance and Audit Regulation 2005, the *Corporations Act 2001* and Corporations Regulations 2005;
3. The financial statements and notes have been prepared in accordance with Australian Accounting Standards and Interpretations;
4. We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate; and
5. There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

For and on Behalf of the Board in accordance with its resolution:

Name Professor Ian Goulter
Director

Signed _____
Date 14 April 2009

Name Jennifer Hector
Director

Signed _____
Date 14 April 2009

Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN 23 002 557 459

Director's Report for the Year Ended

31 December 2008

In accordance with the *Corporations Act 2001*, we, the Directors of the Charles Sturt Foundation Limited report as follows:

Review Of Operations

During 2008 the company continued to operate as trustee of the Charles Sturt University Foundation Trust and had no financial results.

Significant Changes in the State Of Affairs

There were no significant changes in the state of affairs of the company.

Principal Activities

The principal activity of the company during the year was the provision of trustee services.

Significant Post Balance Date Events and Future Developments

The company is not aware of any other matter of circumstance that has arisen since the end of the financial year that has significantly affected or may significantly affect:

- the operations of the company;
- the results of those operations; and
- the state of affairs of the company in subsequent years.

There are no significant developments or changes in the Company's operations which have been proposed for the immediate future.

Share Options And Director's Shareholdings

The Company does not pay dividends as it is a company limited by guarantee.

Indemnification Of Officers And Auditors

During and since the end of the financial year, no Director of the Charles Sturt Foundation Limited has received or has become entitled to receive, a benefit because of a contract made by the Charles Sturt Foundation Limited, or a related company, with the Director, or with a firm of which the Director is a member, or an entity in which the Director has a substantial financial interest. The officers of the Company are covered by the following insurance policy:

Directors and Officers' Liability Protection
Unimutual
Certificate of Entry No: UL CSU 09
Protection Period: 1 November 2008 to 31 October 2009

Proceedings On Behalf Of Company

No person has applied for leave of the Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings.

The company was not a party to any such proceedings during the year.

Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN 23 002 557 459

Director's Report for the Year Ended (Cont)

31 December 2008

Directors


The names of the Company Officers at the date of this report, together with their experience and special responsibilities are as follows:

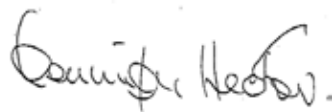
Name	Other Information	Date appointed/ceased and other responsibilities	Number of meetings during the 2008 financial year	
			Held whilst a Director	Attended
<i>In Office at the date of the Directors Report</i>				
Directors				
Henry Lee GARDINER	Retired	09/12/94 Chair, Wagga Wagga Campus Foundation Committee	1	1
Peter Morris GISSING	Retired Pharmacist	1/3/04 Chair, Pharmacy Foundation Committee	1	1
Ian Charles GOULTER	Vice-Chancellor of Charles Sturt University	4 /7/ 2001 Chairman	1	1
Richard Henry HATTERSLEY	Member of Charles Sturt University Council and Investment Advisor	23/7/07	1	1
Jennifer Beatrice HECTOR	Retired	3/12/2003 Chair, Bathurst Foundation Trust	1	1
Michael Anthony KENNEDY	Chartered Accountant	3/12/2003	1	1
Company Secretary				
Paul DOWLER	Director, Business, Charles Sturt University	30 May 2007	1	1
<i>No longer in Office</i>				
Bruce Donald CAMERON	Chartered Accountant	18/4/97 Member of Finance and Investment sub-committee	1	1

Auditor's Independence Declaration

The Auditor's Independence Declaration as required under section 307C of the Corporations Act is included as part of the Financial Report.

For and on Behalf of the Board in accordance with its resolution:

Name Professor Ian Goulter
Director

Signed _____
Date 14 April 2009

Name Jennifer Hector
Director

Signed _____
Date 14 April 2009

Charles Sturt Foundation Limited
(a company limited by guarantee)
ABN 23 002 557 459

Auditor's Independent Declaration



GPO BOX 12
Sydney NSW 2001

To the Directors
Charles Sturt Foundation Limited

Auditor's Independence Declaration

As auditor for the audit of the financial report of Charles Sturt Foundation Limited for the year ended 31 December 2008, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- the auditor independence requirements of the *Corporations Act 2001* in relation to the audit, and
- any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink that reads 'James Sugumar'.

James Sugumar
Director, Financial Audit Services

14 April 2009
SYDNEY

Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN 23 002 557 459

Charles Sturt Foundation Ltd Income Statement For the year ended 31 December 2008

	2008	2007
Revenue	-	-
Expenses	-	-
Net Surplus for the year	-	-

Charles Sturt Foundation Ltd Balance Sheet As at 31 December 2008

	2008	2007
Assets		
Current Assets	-	-
Non Current Assets	-	-
Liabilities		
Current Liabilities	-	-
Non Current Liabilities	-	-
Net Assets	-	-
Equity		
Retained Surplus	-	-
Total Equity	-	-

Charles Sturt Foundation Ltd Statement of Change in Equity For the year ended 31 December 2008

	2008	2007
Total Equity at the beginning of the financial year	-	-
Operating result for the period	-	-
Total recognised income and expense for the period	-	-
Total equity at the end of the financial year	-	-

Charles Sturt Foundation Ltd Cash Flow Statement For the year ended 31 December 2008

	2008	2007
Cash Flows from Operating Activities	-	-
Cash Flows from Investing Activities	-	-
Cash Flows from Financing Activities	-	-
Net Increase (decrease) in Cash and Cash Equivalents	-	-
Cash and Cash Equivalents at the beginning of the year	-	-
Cash and Cash Equivalents at the end of the year	-	-

Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN 23 002 557 459

Notes to and Forming Part of the Financial Statements

for the Year Ended 31 December 2008

Note 1 Summary of Significant Accounting Policies

1 (a) Reporting Entity

Charles Sturt Foundation Limited is a controlled entity of the Charles Sturt University. The Company, a not for profit entity, was incorporated in Australia as a company limited by guarantee on 19 November 2002. In accordance with the Constitution, the liability of each member, in the event of the company winding up, is limited to \$5.00.

The registered office for Charles Sturt Foundation Limited is Charles Sturt University, Panorama Avenue, Bathurst NSW.

The principal activity of the company during the year was the provision of trustee services.

The financial report has been authorised for issue by the Board of Directors on 14 April 2009.

1 (b) Basis of Preparation

The financial report is a general purpose financial report having been prepared in accordance with:

- (i) Australian Accounting Standards and Interpretations;
- (ii) Corporations Act 2001
- (iii) Public Finance and Audit Act 1983 and Regulations 2005

Judgements, key assumptions and estimates management has made are disclosed in the relevant notes to the financial report.

The financial report has been prepared on the basis of accrual accounting and in accordance with historical cost convention. All amounts are expressed in Australian dollars.

2. Auditors remuneration

	This Year	Last Year
Auditing the company's financial report	\$1,000	\$1,000

The Audit fee for the Company is paid for by Charles Sturt University.

3. Right of Indemnity out of the Trust Assets

The assets of the Trusts as at 31 December 2008 are sufficient to meet the trustee's rights of indemnity out of trust assets for liabilities incurred on behalf of the trusts, as and when they fall due.

4. Directors Remuneration

The Directors act in an honorary capacity and do not receive remuneration in connection with the management of the affairs of the Company.

5. Related parties

Directors

Directors who held office at any time during the financial year were:

BD Cameron	HL Gardiner	PM Gissing	IC Goulter
RH Hattersley	JB Hector	MA Kennedy	

Controlling entity

Charles Sturt University is considered to be the controlling entity of the Company.

Related Party Transactions

Charles Sturt University provided the Company with a range of administrative support services. These services have been provided at no charge to the Company and comprised the provision of:

- * office accommodation facilities
- * electricity and other utility services
- * subsidised travel

The value of these services has not been quantified or reported in the financial report.

Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN 23 002 557 459

Notes to and Forming Part of the Financial Statements

for the Year Ended 31 December 2008

6. Economic Dependency

The Company's operations are dependent upon the ongoing financial and other support of its parent entity, the Charles Sturt University.

7. Commitments

The Company has not identified material commitments at 31 December 2008 (2007: Nil).

8. Contingent Assets and Liabilities

The Company is not aware of any contingent assets or liabilities existing at 31 December 2008 (2007: Nil).

9. Events After Balance Sheet Date

There have not been any significant events in the interval between the end of the financial year and the date of this report that may affect the operations, the results of the Company, or require disclosures.

Independent Audit Report



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

Charles Sturt University Foundation Trust

To Members of the New South Wales Parliament

Report on the Financial Report

I have audited the accompanying financial report of Charles Sturt University Foundation Trust (the Trust), which comprises the balance sheet as at 31 December 2008 the income statement, statement of changes in equity and cash flow statement for the year then ended, a summary of significant accounting policies, other explanatory notes and the Trustees' declaration.

Qualified Auditor's Opinion

In my opinion, except for the effects of such adjustments, if any, as might have been necessary had I been able to satisfy myself as to the completeness of donated and fundraising revenue, the financial report:

- presents fairly, in all material respects, the financial position of the Trust as at 31 December 2008, and its financial performance for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2005
- is in accordance with the *Charitable Fundraising Act 1991* (CF Act) and the Charitable Fundraising Regulation 2008 (CF Regulation), including showing a true and fair view, in all material respects, of the Trust's financial result of fundraising appeals for the year ended 31 December 2008.

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

Basis for Qualified Auditor's Opinion

As is common for entities that have donations and fundraising as sources of revenue, it is impracticable for the Trust to maintain an effective system of internal control over donated and fundraising revenues it receives until their initial entry in the financial records. Accordingly, as the evidence available to me regarding revenue from these sources was limited, my audit procedures with respect to these revenues were restricted to the amounts recorded in the financial records. I am therefore unable to express an opinion on whether all donated and fundraising revenues received by the Trust during the year ended 31 December 2008 have been recorded in its financial records.

The Trustees' Responsibility for the Financial Report

The Trustees are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations), the PF&A Act and the CF Act. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Independent Audit Report (cont)

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on my audit. Except as discussed in the qualification paragraph, I conducted my audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

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

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

My opinion does *not* provide assurance:

- about the future viability of the Trust,
- that it has carried out its activities effectively, efficiently and economically,
- about the effectiveness of its internal controls, or
- that the Trust has complied with requirements and conditions of the CF Act, and CF Regulation that do not relate to the preparation and presentation of the financial report.

Report on Other Aspects of the *Charitable Fundraising Act 1991*

In addition, I have audited the Trust's operations in order to express an opinion on the matters specified at sections 24(2)(b), 24(2)(c) and 24(2)(d) of the CF Act for the year ended 31 December 2008.

Qualified Auditor's Opinion

In my opinion except for the effects of such adjustments, if any, as might have been necessary had I been able to satisfy myself as to the completeness of donated and fundraising revenue:

- the Trust has properly kept the ledgers and associated records during the year ended 31 December 2008 in accordance with the CF Act and CF Regulation (section 24(2)(b) of the CF Act)
- the Trust has, in all material respects, properly accounted for and applied money received as a result of fundraising appeals conducted during the year ended 31 December 2008 in accordance with the CF Act and the CF Regulation (section 24(2)(c) of the CF Act)
- there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they fall due over the 12 month period from the date of this independent auditor's report (section 24(2)(d) of the CF Act).

My opinion should be read in conjunction with the rest of this report, including the inherent limitations.

Independent Audit Report (cont)

Basis for Qualified Auditor's Opinion

As is common for entities that have donations and fundraising as sources of revenue, it is impracticable for the Trust to maintain an effective system of internal controls over donated and fundraising revenues it receives until their initial entry in the financial records. Accordingly, as the evidence available to me regarding revenue from these sources was limited, my audit procedures with respect to these revenues were restricted to the amounts recorded in the financial records. I am therefore unable to express an opinion on whether all donated and fundraising revenues received by the Trust during the year ended 31 December 2008 have been recorded in its financial records.

The Trustees' Responsibility under the CF Act

The Trustees of the Trust are responsible for complying with the requirements and conditions of the CF Act and CF Regulation. This responsibility includes establishing and maintaining internal controls over the conduct of all fundraising appeals; ensuring that all assets obtained during, or as a result of, a fundraising appeal are safeguarded and properly accounted for; and maintaining proper books of account and records.

The Trustees are also responsible for ensuring that the Trust will be able to pay its debts as and when they fall due.

Auditor's Responsibility

My responsibility is to express an opinion on the matters specified at sections 24 (2)(b), 24 (2)(c), and 24 (2)(d) of the CF Act. Except as discussed in the qualification paragraph, I conducted my audit in accordance with applicable Australian Auditing Standards and Standards on Assurance Engagements to obtain reasonable assurance whether the Trust has, in all material respects, complied with specific requirements of the CF Act and CF Regulation, and whether there are reasonable grounds to believe the Trust will be able to pay its debts as and when they fall due over the 12 month period from the date of this independent auditor's report (future debts).

This audit involved performing procedures to obtain audit evidence about the Trust's compliance with the CF Act and CF Regulation and its ability to pay future debts. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material breaches of compliance and inability to pay future debts. In making those risk assessments, the auditor considers relevant internal controls in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal controls.

My procedures included obtaining an understanding of the internal controls structure for fundraising appeal activities and examination, on a test basis, of evidence supporting the Trust's compliance with specific requirements of the CF Act and CF Regulation, and assessing the reasonableness and appropriateness of management's assessment regarding the Trust's ability to pay future debts.

Inherent Limitations

Because of inherent limitations of any compliance procedure, it is possible that fraud, error or non-compliance with the CF Act may occur and not be detected. My procedures have not been performed continuously throughout the period, were not designed to detect all instances of non-compliance, and have not covered all requirements of the CF Act and CF Regulation.

Any projection of the evaluation of compliance with the CF Act to future periods is subject to the risk that the procedures may become inadequate because of changes in conditions, or that the degree of compliance with them may deteriorate.

Independent Audit Report (cont)

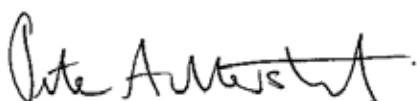
Whilst evidence is available to support the Trust's ability to pay future debts, such evidence is future orientated and speculative in nature. As a consequence, actual results are likely to be different from the information on which the opinion is based, since anticipated events frequently do not occur as expected or assumed and the variations between the prospective opinion and the actual outcome may be significant.

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

Independence

The Audit Office of New South Wales has complied with the independence requirements of the Australian Auditing Standards, Standards on Assurance Engagements and other relevant ethical requirements. The PF&A Act further promotes independence by:

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



Peter Achterstraat
Auditor-General

20 April 2009
SYDNEY

Trustee's Report

for the year ended 31 December 2008

Trustee

The Trust was established by deed dated 9 May 1983. Under that deed the Charles Sturt Foundation Limited was appointed as Trustee.

Review Of Operations

The deficit for the Trust for the year was \$1,137,478.

Significant Changes In The State Of Affairs

There were no significant changes in the state of affairs of the Trust.

Principal Activities

The principal activities of the Trust during the year were as follows:

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

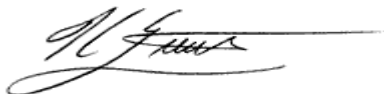
Significant Post Balance Date Events

The Trustee is not aware of any matter or circumstance other than that reported in Note 17 that has arisen since the end of the financial year and that has significantly affected or may significantly affect:

- The operation of the trust;
- The results of those operations; and
- The state of affairs of the trust in subsequent years.

By resolution of the Board of the Charles Sturt Foundation Limited, as Trustee of the Charles Sturt University Foundation Trust

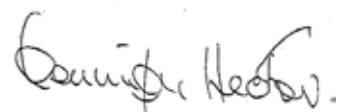
Name Professor Ian Goulter



Signed _____

Date 14 April 2009

Name Jennifer Hector



Signed _____

Date 14 April 2009

Statement by Trustee

for the year ended 31 December 2008

In the opinion of the Trustees of the Charles Sturt University Foundation Trust:

1. The attached general purpose financial statements and notes present a true and fair view of the financial position and performance of the Trust at 31 December 2008 and the results of its operations and transactions of the Trust for the year then ended;
2. The financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983* and *Public Finance and Audit Regulation 2005*;
3. The financial statements and notes have been prepared in accordance with Australian Accounting Standards and Interpretations;
4. We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate; and
5. There are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

This statement is in accordance with a resolution of the Trustee made on 14 April 2009.

By resolution of the Board of the Charles Sturt Foundation Limited, as Trustee of the Charles Sturt University Foundation Trust

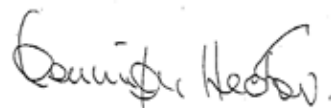
Name Professor Ian Goulter



Signed _____

Date 14 April 2009

Name Jennifer Hector



Signed _____

Date 14 April 2009

Declaration by Chairman of the Trustee in respect of Fundraising Appeals

I, Ian Charles Goulter, being Chair and President of the Charles Sturt Foundation Limited, corporate trustee of:

the Charles Sturt University Foundation Trust, declare that in my opinion:

- (a) the accounts give a true and fair view off all income and expenditure of the Trust with respect to fund raising appeals;
- (b) the balance sheet gives a true and fair view of the state of affairs of the Trust with respect to fund raising appeals;
- (c) the provisions of the *Charitable Fundraising Act 1991* and the Regulations under that Act and the conditions attached to the authority have been complied with; and
- (d) the internal controls exercised by the Trust are appropriate and effective in accounting for all income received and applied by the Trust from any of its fundraising appeals.



Ian Charles Goulter
Chair and President of the Trustee,
Charles Sturt Foundation Limited

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Income Statement
for the year ended 31 December 2008

	Note	2008 \$	2007 \$
Income			
Fundraising	2(a)	1,130,355	556,903
Investment income	2(b)	97,390	767,617
Other		69,190	123,294
Total revenue		<u>1,296,935</u>	<u>1,447,814</u>
Expenses			
Administrative expenses		46,709	32,672
Contributions	3	<u>925,465</u>	<u>725,867</u>
Total expenses excluding losses		<u>972,174</u>	<u>758,539</u>
Net losses on financial assets at fair value through profit or loss	6	171,547	-
Impairment of Available-for-sale financial assets	4	1,290,692	-
(Deficit)/Surplus for the year		<u><u>(1,137,478)</u></u>	<u><u>689,275</u></u>

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

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Balance Sheet
as at 31 December 2008

	Note	2008 \$	2007 \$
Current Assets			
Cash and Cash Equivalents	5	776,400	950,681
Receivables		17,982	36,473
Financial Assets at fair value through profit or loss	6	483,221	-
Available-for-sale financial assets	7	-	201,442
Total Current Assets		<u>1,277,603</u>	<u>1,188,596</u>
Non-current Assets			
Available-for-sale financial assets	7	4,010,618	6,544,037
Total Assets		<u>5,288,221</u>	<u>7,732,633</u>
Current Liabilities			
Payables	8	736	12,191
Total Current Liabilities		<u>736</u>	<u>12,191</u>
Total Non-Current Liabilities		<u>-</u>	<u>-</u>
Net Assets		<u>5,287,485</u>	<u>7,720,442</u>
Equity			
Accumulated Funds		5,603,676	6,741,155
Reserves	9	(316,191)	979,287
Total Equity		<u>5,287,485</u>	<u>7,720,442</u>

The balance sheet should be read in conjunction with the accompanying notes

The Charles Sturt University Foundation Trust
ABN No. 31 158 135 157

Statement of Changes in Equity
for the year ended 31 December 2008

	Note	2008	2007 \$
Total Equity at the start of the year		<u>7,720,442</u>	<u>7,141,188</u>
Available-for-sale investments:			
Changes in the Fair Value of Investments	9	(2,522,783)	(51,373)
Impairment of Available-for-sale financial assets	9	1,290,691	-
Transfer to Realised Gains	9	(63,387)	(58,648)
Net income recognised directly in equity		<u>(1,295,479)</u>	<u>(110,020)</u>
Surplus/(Deficit) for the year		<u>(1,137,478)</u>	<u>689,275</u>
Total recognised Income and Expense for the year		<u>(2,432,957)</u>	<u>579,255</u>
Total Equity at the end of the year		<u><u>5,287,485</u></u>	<u><u>7,720,442</u></u>

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

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Cash Flow Statement
for the year ended 31 December 2008

	Note	2008	2007
		\$	\$
Cashflows from operating activities			
Fundraising		958,447	529,071
Interest		56,973	70,303
Dividends and distributions		335,297	491,347
Other		69,190	123,294
Total Receipts		<u>1,419,907</u>	<u>1,214,015</u>
Payments			
Contributions		(694,200)	(645,063)
Suppliers		(68,463)	(36,957)
Australian Taxation Office		(38,939)	(25,535)
Total Payments		<u>(801,602)</u>	<u>(707,555)</u>
Net cash flow from Operating Activities	13	<u>618,305</u>	<u>506,460</u>
Cash flows from investing activities			
Disposals of financial assets at fair value through profit or loss		259,848	-
Disposals of available-for-sale financial assets		1,215,872	1,633,261
Purchases of financial assets at fair value through profit or loss		(914,616)	-
Purchases of available-for-sale financial assets		(1,353,690)	(1,963,409)
Net cash flow from Investing Activities		<u>(792,586)</u>	<u>(330,148)</u>
Net increase (decrease) in cash & cash equivalents		<u>(174,281)</u>	<u>176,312</u>
Cash & Cash Equivalents at the beginning of the year		<u>950,681</u>	<u>774,369</u>
Cash & Cash Equivalents at the end of the year	5	<u><u>776,400</u></u>	<u><u>950,681</u></u>

The cash flow statement should be read in conjunction with the accompanying notes

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2008

Note 1. Summary of Significant Accounting Policies

1 (a) Reporting Entity

The Charles Sturt University Foundation Trust is a controlled entity of the Charles Sturt University. The Trust as a reporting entity was established by deed of settlement on 17th March 1994 and is recognised as a not for profit organisation.

The Charles Sturt Foundation Limited acts as Trustee to the Trust. The Trust is for the benefit of the Charles Sturt University. The Trust holds authority to fundraise CFN 17910 under the provision of the Charitable Fundraising Act 1991.

The financial report has been authorised for release by the Trustee on 14 April 2009.

1 (b) Basis of Preparation

The financial report is a general purpose financial report having been prepared in accordance with:

- (i) Australian Accounting Standards and Interpretations
- (ii) *Public Finance and Audit Act 1983, Public Finance and Audit Regulation 2005*

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial report.

The financial report has been prepared on the basis of accrual accounting and in accordance with historical cost convention except for Financial Assets at fair value through profit or loss and Available-for-sale financial assets which have been measured at fair value. All amounts are expressed in Australian dollars.

The accounting policies adopted are consistent with those of the previous year unless otherwise specified.

1 (c) New Accounting Standards and Interpretations

The following new accounting standards have not been applied and are not yet effective. It is considered that the adoption of these Standards and Interpretations in future periods will have no material impact on the financial report of the Trust.

Revised AASB 5 Non-current Assets Held for Sale and Discontinued Operations (1 July 2008);
AASB 8 Operating Segments (1 January 2009);
Revised AASB 101 Presentation of Financial Statements (1 January 2009);
Revised AASB 114 Segment Reporting (1 July 2008);
Revised AASB 116 Property, Plant and Equipment (1 July 2008);
Revised AASB 123 Borrowing Costs (1 January 2009);
Revised AASB 137 Provisions, Contingent Liabilities and Contingent Assets (1 July 2008);
Revised AASB 1004 Contributions (1 July 2008);
Revised AASB 1039 Concise Financial Reports (1 January 2009);
AASB 2007-3 Amendments to Australian Accounting Standards arising from AASB 8 (1 January 2009)
AASB 2007-6 Amendments to Australian Accounting Standards arising from AASB 123 (1 January 2009)
AASB 2007-8 Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009)
AASB 2007-10 Further Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009)

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2008

Note 1. Summary of Significant Accounting Policies (Cont)

AASB 2008-2 Amendments to Australian Accounting Standards – Puttable Financial Instruments and Obligations arising on Liquidation (1 January 2009);

AASB 2008-3 Amendments to Australian Accounting Standards arising from AASB 3 and 127 (1 July 2009)

AASB 2008-5 Amendments to Australian Accounting Standards arising from the Annual Improvements Project (1 January 2009);

AASB 2008-6 Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project (1 July 2009)

AASB 2008-8 Amendments to Australian Accounting Standards – Eligible Hedged Items (1 July 2009);

AASB 2008-9 Amendments to AASB 1049 for Consistency with AASB 101 (1 January 2009);

Revised Interpretation 1 Changes in Existing Decommissioning, Restoration and Similar Liabilities (1 January 2009);

Revised Interpretation 12 Service Concession Arrangements (1 January 2009);

Revised Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities (1 July 2008).

1 (d) Revenue Recognition

- (i) The Trust receives a principal part of its income from donations by way of cheques, direct deposits and electronic fund transfer. Amounts donated are recognised as revenue when the Trust gains control, economic benefits are probable and the amounts can be measured reliably.
- (ii) Interest revenue is recognised on an accrual basis.
- (iii) Dividends and distributions are recognised as revenue when the Trusts' right to receive payment is established. Refunds of imputation credits arising from investment income received, are recognised as revenue when the application for refund is lodged with the Australian Taxation Office.
- (iv) Gains and losses on realisation of investments are taken to the income statement when the investment is disposed of. The gain or loss is the difference between the net proceeds of disposal and the carrying value of the investment.

1 (e) Financial Instruments

Financial instruments give rise to positions that are a financial asset of either the Trust or its counterparty and a financial liability (or equity instrument) of the other party. For the Trust these include cash and cash equivalents, investments, receivables and payables.

In accordance with AASB 132 "Financial Instruments: Presentation" and AASB 7 "Financial Instruments: Disclosure" information is disclosed in Note 12 in respect of the risks associated with and financial instruments. All such amounts are carried in the accounts at fair value unless otherwise stated. The specific accounting policy in respect of each class of such financial instrument is stated hereunder:

(i) Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of four months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts.

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2008

Note 1. Summary of Significant Accounting Policies (Cont)

(ii) Investments

The Trust designates its investments in the following categories: financial assets at fair value through profit or loss, loans and receivables, held-to-maturity investments, and available-for-sale financial assets. The designation depends on the nature and purpose of the investments and is determined at the time of initial recognition.

Financial assets classified as held for trading are included in the category "financial assets acquired at fair value through profit or loss". Financial assets are classified as held for trading if they are acquired for the purpose of selling in the near term with the intention of making a profit. Financial assets at fair value through profit or loss are stated at fair value, with any resultant gain or loss recognised in profit or loss. Gains or losses are recognised in profit or loss and the related assets are classified as current in the balance sheet.

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

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

Available-for-sale financial assets are subsequently carried at fair value. Unrealised gains and losses arising from changes in the fair value of non monetary securities are recognised in equity as investments revaluation reserve. When securities classified as available-for-sale are sold or impaired, the accumulated fair value adjustments are included in the income statement as gains and losses from investment securities.

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 issuer's specific circumstances. The fair values of unlisted managed investments are based on the exit prices advised by the investment fund managers.

(iii) Impairment of available-for-sale financial assets

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

The Trust has determined that the decline in value for certain Available-for-sale investments was considered significant or prolonged. The Trust had incurred an impairment loss of \$1,290,692 being the transfer of the accumulated fair value adjustments recognised in equity on the impaired available-for-sale financial assets to the income statement. In making this judgement the Trust assessed the duration and extent to which the fair value is less than cost.

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2008

Note 1. Summary of Significant Accounting Policies (Cont)

(iv) Financial Instruments at amortised cost

Receivables and payables are non derivative financial instruments with fixed or determinable payments that are not quoted in an active market. These instruments are recorded at amortised cost.

All revenue and expenses arising from financial instruments are recognised on an accruals basis.

1 (f) Payables

Payables represent liabilities for goods and services provided to the Trust prior to the end of the financial year and which are unpaid. These 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 they are not discounted.

1 (g) Receivables

Receivables are recognised on an accrual basis initially at fair value and subsequently measured at amortised cost using effective interest method, less allowance for impairment.

1 (h) Income Tax

The Trust is exempt from income tax.

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2008

	Note	2008 \$	2007 \$
Note 2 Income			
<i>(a) Fundraising</i>			
Donations		644,573	221,188
Annually funded Scholarships		298,250	284,715
Sponsorship Income		187,532	51,000
		<u>1,130,355</u>	<u>556,903</u>
 <i>(b) Investment income</i>			
Interest		67,494	70,303
Dividends		178,290	139,828
Distributions		164,467	351,520
Gain on sale of financial assets at fair value through profit or loss		17,792	-
(Loss)/Gain on sale of available-for-sale investments		(394,040)	147,318
Profit Realised from Revaluation Reserve		63,387	58,648
		<u>97,390</u>	<u>767,617</u>
 Note 3 Contributions			
Scholarships - annually funded		401,576	398,663
Scholarships - other		292,625	246,400
Grants		231,265	80,804
		<u>925,466</u>	<u>725,867</u>
 Note 4 Impairment of assets			
Impairment of Available-for-sale financial assets		<u>1,290,692</u>	<u>-</u>
 Note 5 Cash and Cash Equivalents			
Cash at bank		<u>776,400</u>	<u>950,681</u>

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2008

	Note	2008 \$	2007 \$
Note 6 Financial Assets at fair value through profit or loss			
At fair value:			
Australian listed equity securities		483,221	-
Reconciliation			
At beginning of year		-	-
Purchase of investments		914,616	-
Disposals		(259,848)	-
Net Losses on investments at fair value through profit or loss		(171,547)	-
At end of year		483,221	-
classified as:			
Current		483,221	-
Note 7 Available-for-sale financial assets			
At fair value:			
Australian listed equity securities		3,323,748	4,551,843
Australian listed income and hybrid securities		232,197	296,000
Unlisted managed investments		454,673	1,897,636
		4,010,618	6,745,479
Reconciliation			
At beginning of the year		6,745,479	6,345,739
Purchases of Investments		1,353,690	1,963,409
Disposals		(1,565,768)	(1,512,297)
Revaluation (Decrements)/Increments		(2,522,783)	(51,373)
At end of year		4,010,618	6,745,479
classified as:			
Current		-	201,442
Non-current		4,010,618	6,544,037
		4,010,618	6,745,479
Note 8 Payables			
Creditors and accrued expenses		1,299	9,882
GST Payable		(563)	2,309
Total current payables		736	12,191

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2008

Note	2008	2007
	\$	\$
Note 9. Reserves		
Available-for-sale Investment Revaluation Reserve Reconciliation:		
Balance at start of financial year	979,287	1,089,308
Revaluation (Decrement)/Increment	(2,522,783)	(51,373)
Impairment of Available-for-sale financial assets	1,290,691	-
Transfer to Income Statement on disposal	(63,387)	(58,648)
Balance at end of financial year	<u>(316,191)</u>	<u>979,287</u>

Note 10. Auditor Remuneration

Fees payable in respect of the audit of the financial reports for the Corporate Trustee and the Trust to the Audit Office of NSW for the financial year ended 31 December 2008 was \$15,000 (\$12,000 in 2007). The auditors did not receive any other benefits. These fees were met by the Charles Sturt University.

Note 11. Related Parties

(a) Corporate Trustee

Directors of the Corporate Trustee

Directors who held office at any time during the financial year were:

BD Cameron	HL Gardiner	PM Gissing	IC Goulter
RH Hattersley	JB Hector	MA Kennedy	

(b) Related party – Controlling entity

Charles Sturt University is the controlling entity of the Trusts and its Corporate Trustee, the Charles Sturt Foundation Limited

Related Party Transactions

Charles Sturt University provided the Trust with a range of administrative support services. These services have been provided at no charge to Trust and comprised the provision of:

- office accommodation facilities
- accounting and administrative services
- electricity and other utility services
- Personnel Services

The value of these services has not been quantified or reported in the financial report.

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2008

Note 12. Financial Instruments and Risk Management

The Trust's principal financial instruments and the main risks arising from are outlined below. These financial instruments arise directly from the Trust's operations.

Charles Sturt University Foundation Trust's activities expose it to a variety of financial risks; market risk (including price risk, currency risk, cash flow and fair value interest rate risk), credit risk and liquidity risk. The Foundation's overall risk management strategy focus is on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Trust.

Risk management is carried out by an Investment Committee under policies consistent and approved by the parent entity, Charles Sturt University. The Trust's Investment Policy provides written principles for overall risk management. Specific areas such as foreign exchange risk and the use of derivative and non-derivative financial instruments are not covered as the nature of the Trust's investment activities does not expose the Trust to such risks.

(a) Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Trust's exposures to market risk are minimal as it has no borrowings.

(i) Price Risk

The Charles Sturt University Foundation Trust is exposed to equity securities price risk for the majority of its investments classified as available for sale financial assets.

To manage its price risk arising from investments in equity securities, the Charles Sturt University Foundation Trust actively engages with its investment advisor. Diversification of the equity securities is done in accordance with the limits set by the Trust's Investment Policy.

(ii) Foreign Exchange Risk

Foreign exchange risk arises from future commercial activities that use denominated in a currency that is not the entity's functional currency. The Charles Sturt University Foundation Trust recognises all transactions, assets and liabilities in Australian dollars only. Less than 5% of the value of all investments has exposure to international financial markets and therefore there is minimal exposure to foreign exchange risk.

(iii) Summarised sensitivity analysis

The following table summarises the sensitivity of the available for sale financial investments to price and other risks.

2008	Carrying Amount	Foreign exchange risk				Price risk				Interest rate risk			
		-1%		+1%		-10%		+10%		-1%		+1%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
Financial Assets													
Financial assets at fair value through profit or loss	483,221	-	-	-	-	(48,322)	(48,322)	48,322	48,322	-	-	-	-
Available for sale investments	4,010,619	(2,505)	(2,505)	2,505	2,505	(401,062)	(401,062)	401,062	401,062	(2,322)	(2,322)	2,322	2,322
Total increase/(decrease)	4,493,840	(2,505)	(2,505)	2,505	2,505	(449,384)	(449,384)	449,384	449,384	(2,322)	(2,322)	2,322	2,322

2007	Carrying Amount	Foreign exchange risk				Price risk				Interest rate risk			
		-1%		+1%		-10%		+10%		-1%		+1%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
Financial Assets													
Available for sale investments	6,745,479	(3,632)	(3,632)	3,632	3,632	(674,548)	(674,548)	674,548	674,548	(2,960)	(2,960)	2,960	2,960
Total increase/(decrease)		(3,632)	(3,632)	3,632	3,632	(674,548)	(674,548)	674,548	674,548	(2,960)	(2,960)	2,960	2,960

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2008

Note 12. Financial Instruments and Risk Management (Cont.)

(iv) Cash flow and fair value interest rate risk

Interest rate risk is the risk that the value of the financial instrument will fluctuate due to changes in market interest rates. The Trust's interest rate risk arises primarily from investments in long term interest bearing financial instruments. In order to minimise exposure to this risk, the Trust invests in a diverse range of financial instruments with varying degrees of potential return. The purpose of this is to ensure that any potential interest losses are counteracted by guaranteed interest payments.

The Trust's exposure to interest rate risks and the effective interest rates of financial assets and liabilities both recognised and unrecognised at the balance sheet date are as follows:

		Fixed interest rate	Floating interest rate	Non-interest bearing	Total
	Weighted av. interest rate (pa)	\$	\$	\$	\$
2008					
<i>Financial assets</i>					
Cash	1.50%	400,000	376,400	-	776,400
Receivables		-	-	17,982	17,982
Financial assets at fair value through profit or loss	0	-	-	483,221	483,221
Available-for-sale financial assets	10.02%	232,197	114,598	3,663,822	4,010,618
		632,197	490,998	4,165,025	5,288,221
<i>Financial liabilities</i>					
Payables		-	-	736	736

		Fixed interest rate	Floating interest rate	Non-interest bearing	Total
	Weighted av. interest rate (pa)	\$	\$	\$	\$
2007					
<i>Financial assets</i>					
Cash	4.70%	500,000	450,681	-	950,681
Receivables		-	-	36,473	36,473
Available-for-sale financial assets	6.59%	296,000	304,910	6,144,569	6,745,479
		796,000	755,591	6,181,042	7,732,633
<i>Financial liabilities</i>					
Payables		-	-	12,191	12,191

(b) Credit Risk

Credit risk is the risk of financial loss arising from another party to a contract or financial position failing to discharge a financial obligation there under. The Trust's maximum exposure to credit risk is represented by the carrying amounts of the financial assets and liabilities included in the balance sheet.

(c) Liquidity Risk

Liquidity risk is the risk that the Trust will be unable to meet its payment obligations when they fall due. It refers to the risk of having insufficient funds to settle a transaction on its due date and as a consequence, may be forced to dispose of financial assets at a value less than fair value. The Trust continuously manages risk through monitoring future cash flows and maintaining sufficient cash and cash equivalents to meet the annually projected cash outgoings. The Trust's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2008

Note 13. Reconciliation of Cash flows provided by Operating Activities to Surplus for the Year

	Note	2008 \$	2007 \$
Surplus for the year		(1,137,478)	689,275
(Gain)/Loss on sale of available-for-sale investments		349,895	(120,965)
Transfer from Revaluation Reserve for Investments Disposed		(63,387)	(58,648)
Net Loss on financial assets at fair value through profit or loss		171,547	-
Impairment of assets		1,290,692	-
Decrease (increase) in receivables		18,491	(6,298)
Increase (decrease) in payables		(11,455)	3,096
Net cash provided by (used in) operating activities		<u>618,305</u>	<u>506,460</u>

Note 14. Charitable Fundraising Appeals

Donations and sponsorship are sought for various purposes and for general benefit of the Charles Sturt University and its campuses.

	2008 \$	2007 \$
Results of Fundraising Appeals		
Donations	644,573	221,188
Sponsorship revenue	<u>485,782</u>	<u>335,715</u>
Gross Proceeds from Fundraising Appeals	1,130,355	556,903
Cost of Fundraising Appeals	<u>46,709</u>	<u>32,672</u>
Net Surplus obtained from Fundraising Appeals	<u><u>1,083,646</u></u>	<u><u>524,231</u></u>

Comparisons of certain monetary figures and percentages in accordance with the requirements of the Charitable Fundraising Act, 1991 are set out below with clarifications.

Total cost of services represents the total contribution to the University and complies with the Charitable Fundraising Regulation 2008.

Ratios

(a) Total cost of fundraising/gross proceeds from fundraising	46,709/ 1,130,355	4%	32,672 / 556,903	6%
(b) Net surplus from fundraising / gross proceeds from fundraising	1,084,846/ 1,130,355	96%	524,231 / 556,903	94%
(c) Total cost of services / total expenditure	925,465/ 972,174	95%	725,867 / 758,539	96%
(d) Total cost of services / total income received	925,465/ 1,296,935	71%	725,867 / 1,447,814	50%

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2008

Note 15 Commitments

The Trust has not identified material commitments at 31 December 2008 (2007: Nil).

Note 16 Contingent Assets and Liabilities

The Trust is not aware of any contingent assets or liabilities existing at 31 December 2008 (2007: Nil).

Note 17 Events after Balance Sheet Date

The Foundation has not identified any events after the balance sheet date that would require adjustment to the amounts recognised or disclosures in the financial report.

The fair value of Financial Assets at fair value through profit or loss and Available-for-sale financial assets decreased by \$58,000 and \$446,000 respectively between the balance date and 27 February 2009. The decline in market value does not relate to the condition of the investments at the reporting date but reflects circumstances that have arisen subsequently.

END OF TRUST FINANCIAL STATEMENT

Charles Sturt Services Limited

ABN 64 085 727 288

(a company limited by guarantee)

Annual Financial Statements

For Year Ended 31 December 2008



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

Charles Sturt Services Limited

To Members of the New South Wales Parliament and Members of Charles Sturt Services Limited

I have audited the accompanying financial report of Charles Sturt Services Limited (the Company), which comprises the balance sheet as at 31 December 2008, the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Auditor's Opinion

In my opinion the financial report:

- is in accordance with the *Corporations Act 2001*, including:
 - giving a true and fair view of the Company's financial position as at 31 December 2008 and its performance for the year ended on that date; and
 - complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

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

Directors' Responsibility for the Financial Report

The directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations), the PF&A Act and the *Corporations Act 2001*. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

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

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

My opinion does *not* provide assurance:

- about the future viability of the Company,
- that it has carried out its activities effectively, efficiently and economically, or
- about the effectiveness of its internal controls.

Independence

In conducting this audit, the Audit Office of New South Wales has complied with the independence requirements of the Australian Auditing Standards, *Corporations Act 2001* and other relevant ethical requirements. The PF&A Act further promotes independence by:

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

I confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of Charles Sturt Services Limited on 30 March 2009, would be in the same terms if provided to the directors as at the date of this auditor's report.



James Sugumar
Director, Financial Audit Services

6 April 2009
SYDNEY

CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

Statement by Members of the Board for the Year Ended
31 December 2008

Pursuant to Section 41C(1B) and (1C) of the *Public Finance and Audit Act, 1983*, and in accordance with a resolution of the members of the Board of Directors of Charles Sturt Services Limited, we declare on behalf of the Board of Directors that in our opinion:

1. The accompanying financial statements and notes exhibit a true and fair view of the financial position of Charles Sturt Services Limited as at 31 December, 2008 and the transactions for the year then ended.
2. The financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act, 1983* as amended, and its accompanying regulations.

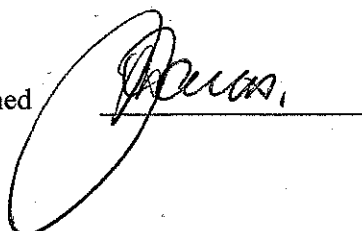
Further, we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or materially inaccurate.

Dated at Wagga Wagga this 31st day of March 2009

Signed in accordance with a resolution of the Board of Directors.

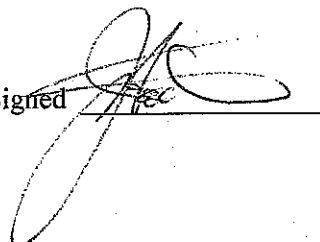
Name: J. F. Hackett
Director

Signed



Name: J.N.C. Hamilton
Director

Signed



CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

Directors' Declaration for the Year Ended
31 December 2008

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

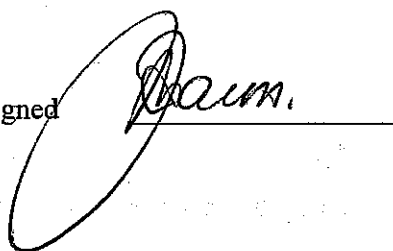
1. the attached general purpose financial statements and notes present a true and fair view of the financial position and performance of the Company at 31 December 2008 and the results of its operations and transactions of the Company for the year then ended;
2. the financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983* and the *Corporations Act 2001*;
3. the financial statements and notes have been prepared in accordance with Australian Accounting Standards and Interpretations;
4. we are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate; and
5. there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

Dated at Wagga Wagga this 31st day of March 2009

Signed in accordance with a resolution of the Board of Directors.

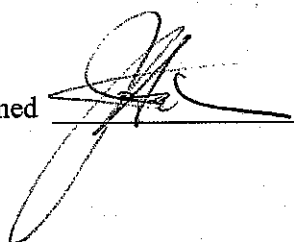
Name: J. F. Hackett
Director

Signed



Name: J.N.C. Hamilton
Director

Signed



CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

Directors' Report for the Year Ended
31 December 2008

The Directors of the Company present their report on the Company for the year ended 31 December 2008:

1. The Officers at the date of this report are:

Directors

The directors in office during or since the end of the financial year are:

Mr J F Hackett,	FCIS, FCIM, PNA, Accountant, aged 57, joined the Board in 2003
Prof JE Pratley	PhD, <i>Uni NSW</i> , BSc (hons) (Uni NSW) Academic, aged 61, joined the Board in 1999
Mr A J Callander,	GdipMan <i>C.Qld</i> , GdipHospMan <i>Sheff-Hall</i> , BBus <i>CSU</i> , AFCIA Manager, aged 48, joined the Board in 1999
Mr P J Compton,	Human Resource Officer, aged 34, joined the Board in 2005
Mr J N C Hamilton,	BBus Accountancy <i>CSU</i> , CPA Accountant, aged 58, joined the Board in 2005

The directors have been in office since the start of the financial year unless otherwise indicated.

Company Secretary

The following person held the position of the Company Secretary at the end of the financial year.

Mr R W Seaman, FPNA, ACIS, ACIM has worked for the Company for the past ten years, performing management accountant roles, he was appointed on 4th January 1999.

2. The principal activities of Charles Sturt Services Limited in the course of the financial period were employment services for the Enterprise activities of Charles Sturt University and residential support predominately at the Wagga Wagga campus. There was no change in the nature of these activities during the financial year.
3. The operating result for the year was \$Nil.
4. Charles Sturt Services Limited does not pay dividends as it is a company limited by guarantee.
5. No significant change in the state of affairs of the Company has occurred during the financial year.
6. There have not been any significant matters affecting the Company which have arisen subsequent to the end of the financial year and to the date of this report.

7. There are no significant developments in the Company's operations which have been proposed for the immediate future.
8. There are no environmental issues affecting the Company.
9. During and since the end of the financial year, no Director of Charles Sturt Services Limited has received or has become entitled to receive, a benefit because of a contract made by Charles Sturt Services Limited, or a related company, with the Director, or with a firm of which the Director is a member, or an entity in which the Director has a substantial financial interest. The Directors and Officers are covered by the following insurance policy held by Charles Sturt University:

Directors and Officers Liability Cover
 Unimutual Limited
 Policy No: UL CSU 08
 Expiry Date: 31 October 2009

10. During the year ended 31 December 2008 four (4) Directors' meetings were held. The number of meetings at which Directors were in attendance is as follows:

<u>Name of Director</u>	<u>No. of Meetings Held while in Office</u>	<u>Meetings</u>	<u>Attended</u>
Mr J F Hackett	4	4	
Prof J E Pratley	4	4	
Mr A J Callander	4	1	
Mr J N C Hamilton	4	3	
Mr P J Compton	4	4	

11. The Company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the Company or related corporate:
 - (a) indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings; or
 - (b) paid or agreed to pay a premium in respect of a contract insuring against a liability incurred as an officer for the costs or expenses to defend legal proceedings.
12. No person has applied for leave of the court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or part of those proceedings.

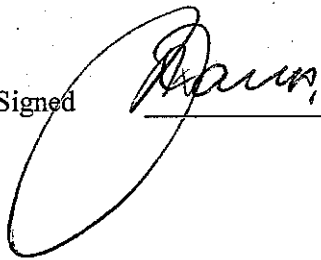
The Company was not a party to any such proceedings during the year.

13. The Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 is attached.

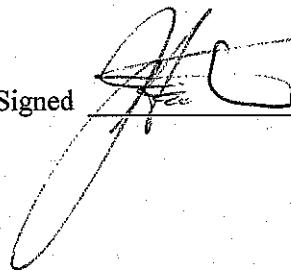
Dated at Wagga Wagga this 31st day of March 2009

Signed in accordance with a resolution of the Board of Directors.

Name: J. F. Hackett
Director

Signed  _____

Name: J.N.C. Hamilton
Director

Signed  _____



GPO BOX 12
Sydney NSW 2001

To the Directors
Charles Sturt Services Limited

Auditor's Independence Declaration

As auditor for the audit of the financial report of Charles Sturt Services Limited for the year ended 31 December 2008, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- the auditor independence requirements of the *Corporations Act 2001* in relation to the audit, and
- any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, reading "James Sugumar". The signature is fluid and cursive, with a long horizontal stroke at the end.

James Sugumar
Director, Financial Audit Services

30 March 2009
SYDNEY

CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

**INCOME STATEMENT
for the Year Ended 31 December 2008**

		2008	2007
	Note	\$	\$
Income	2(a)	1,943,934	1,650,811
Expenses	2(b)	<u>1,943,934</u>	<u>1,650,811</u>
Result for the year		<u>-</u>	<u>-</u>

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

CHARLES STURT SERVICES LIMITED
(a company limited by guarantee)

BALANCE SHEET
As at 31 December 2008

	Note	2008 \$	2007 \$
CURRENT ASSETS			
Trade and other receivables	5(e)	153,415	95,533
TOTAL CURRENT ASSETS		<u>153,415</u>	<u>95,533</u>
NON CURRENT ASSETS			
TOTAL NON CURRENT ASSETS		<u>-</u>	<u>-</u>
TOTAL ASSETS		<u>153,415</u>	<u>95,533</u>
CURRENT LIABILITIES			
Trade and other payables	7	46,588	34,770
Provisions	8	86,904	54,004
TOTAL CURRENT LIABILITIES		<u>133,492</u>	<u>88,774</u>
NON CURRENT LIABILITIES			
Provisions	8	19,923	6,759
TOTAL NON CURRENT LIABILITIES		<u>19,923</u>	<u>6,759</u>
TOTAL LIABILITIES		<u>153,415</u>	<u>95,533</u>
NET ASSETS		<u>-</u>	<u>-</u>
EQUITY			
Retained Surplus		<u>-</u>	<u>-</u>
TOTAL EQUITY		<u>-</u>	<u>-</u>

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

CHARLES STURT SERVICES LIMITED
(a company limited by guarantee)

STATEMENT OF CHANGES IN EQUITY
for the Year Ended 31 December 2008

	2008	2007
	\$	\$
Equity at the beginning of the year	<u>-</u>	<u>-</u>
Result for the year	-	-
Income and Expense for the year	<u>-</u>	<u>-</u>
Total equity at the end of the year	<u>-</u>	<u>-</u>

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

CHARLES STURT SERVICES LIMITED
(a company limited by guarantee)

CASH FLOW STATEMENT
For the Year Ended 31 December 2008

		2008 \$	2007 \$
	Note		
Cash Flows from Operating Activities			
Cash Receipts from Operations		1,886,052	1,628,669
Payments to employees		(1,880,112)	(1,624,623)
Other Payments		<u>(5,940)</u>	<u>(4,046)</u>
Net Cash from Operating Activities	9	<u>-</u>	<u>-</u>
Net Increase / (Decrease) in Cash and Cash Equivalents		-	-
Cash and Cash equivalents at the Beginning of the Year		<u>-</u>	<u>-</u>
Cash and Cash Equivalents at the End of the Year		<u>-</u>	<u>-</u>

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

CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

Notes to and Forming Part of the Financial Statements
For the Financial Year Ended 31 December 2008

Note 1 Summary of Significant Accounting Policies

(a) Reporting Entity

Charles Sturt Services Limited, a not for profit entity, is incorporated in Australia as a company limited by guarantee on 4 January 1999 (ABN number 64 085 727 288). In accordance with the Constitution, the liability of each member, in the event of the company winding up, is limited to \$20.00.

The registered office for Charles Sturt Services Limited is Building 8, Tooma Way, Charles Sturt University, Boorooma Street, Wagga Wagga.

The principal activities of Charles Sturt Services Limited in the course of the financial year were employment services for the enterprise activities of Charles Sturt University and residential support predominately at Wagga Wagga.

The financial report has been authorised for issue by the Board of Directors on 31st March 2009.

(b) Basis of Preparation

The financial statements are a general purpose financial report having been prepared in accordance with:

- (i) Australian Accounting Standards and Australian Accounting Interpretations;
- (ii) The requirement of the *NSW Public Finance and Audit Act 1983*;
- (iii) *The NSW Public Finance and Audit Regulation 2005*; and
- (iv) *The Corporations Act, 2001*

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial report.

The financial statements have been prepared on the basis of accrual accounting and in accordance with historical cost convention. All amounts are expressed in Australian dollars and rounded to the nearest whole dollar.

The accounting policies adopted are consistent with those of the previous year unless otherwise specified.

(c) Going Concern

The financial statements have been prepared on a going concern basis. The ability of the Company to continue its activities is dependent on the continued financial support of Charles Sturt University. The university has undertaken to provide financial support for at least twelve months from the date these financial statements were approved by the Directors.

(d) Revenue Recognition

Revenue is measured at fair value of the consideration or contribution received or receivable. Revenue is recognised when the Company has control of the good or right to receive, it is probable that the economic benefits will flow to the Company and the amount of revenue can be measured reliably.

Revenue from employment services and other revenue are recognised on an accrual basis and equates to the expenditure incurred by the Company and accepted by the University.

(e) Employee Benefits

(i) Salaries and Wages, Annual Leave, Sick Leave and On-Costs

Liabilities for salaries and wages (including non-monetary benefits), annual leave and paid sick leave that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when liabilities are settled.

Long-term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with AASB 119 *Employee benefits*.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

(ii) Long Service Leave and Superannuation

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

All employees of the company are entitled to benefits on retirement, disability or death from the Company's superannuation plan. The employees of the company are all members of the defined contributions section of the company's plan.

Contributions to the defined contribution fund are recognised as an expense as they become payable. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

(iii) Other Provisions

Other provisions exist when there is a present legal or constructive obligation as a result of a past event. It is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation. No circumstances exist that may give rise to such a provision.

(f) Cash and cash equivalents

The Company did not have any cash or cash equivalents.

(g) Income Tax

The Company is exempt from income tax and accordingly no provision for income tax liability has been included in the Company's financial report. The Company has Charitable Institution Status.

(h) Goods and services tax

Revenues, 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 Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of an asset or as part of an item of expense. The Company is registered for Goods and Services Tax and is grouped with Charles Sturt University, the controlling entity, for GST purposes.

(i) Financial Instruments

Financial instruments give rise to positions that are a financial asset of either the Company or its counterparty and a financial liability (or equity instrument) of the other party. For the Company these include receivables and payables.

In accordance with AASB 132 "Financial Instruments: Presentation" and AASB 7 "Financial Instruments: Disclosure" information is disclosed in Note 6 in respect of the risks associated with financial instruments. All such amounts are carried in the accounts at net fair value unless otherwise stated. The specific accounting policy in respect of each class of such financial instrument is stated hereunder.

Classes of instruments recorded at amortised cost comprise:

- Trade and other receivables
- Trade and other payables

All financial instruments including revenue, expenses or other cash flows arising from instruments are recognised on an accruals basis.

(j) Equity

Due to the nature of the Company's operations there is no equity. On the basis of an agreement with Charles Sturt University, the Company does not earn or retain earnings from its operations.

(k) Trade and other Receivables

Receivables represent the amount owing from Charles Sturt University. Receivables are recognised on an accrual basis initially at fair value and subsequently measured at amortised cost using effective interest rate method, less allowance for impairment.

(l) Trade and other payables

Payables represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. These amounts are unsecured and are usually paid on creditor payment terms. Payables are carried at amortised cost and due to their short term nature they are not discounted.

- (m) Comparative amounts
Where the presentation or reclassification of items in the financial report is amended, comparable amounts shall be reclassified unless reclassification is impracticable.
- (n) New Australian Accounting Standards (AASB), Amendments and Interpretations issued but not yet effective at 31 December 2008

The following accounting standards have not been applied and are not yet effective. It is considered the adoption of these Standards and Interpretations in future periods will have no material impact on the financial report of the Company.

- Revised AASB 3 Business Combinations (1 July 2009) ;
- Revised AASB 5 Non-current Assets Held for Sale and Discontinued Operations (1 July 2008);
- AASB 8 Operating Segments (1 January 2009);
- Revised AASB 101 Presentation of Financial Statements (1 January 2009);
- Revised AASB 114 Segment Reporting (1 July 2008);
- Revised AASB 116 Property, Plant and Equipment (1 July 2008);
- Revised AASB 123 Borrowing Costs (1 January 2009);
- Revised AASB 127 Consolidated and Separate Financial Statements (1 July 2009)
- Revised AASB 137 Provisions, Contingent Liabilities and Contingent Assets (1 July 2008);
- Revised AASB 1004 Contributions (1 July 2008);
- Revised AASB 1039 Concise Financial Reports (1 January 2009);
- AASB 2007-3 Amendments to Australian Accounting Standards arising from AASB 8 (1 January 2009)
- AASB 2007-6 Amendments to Australian Accounting Standards arising from AASB 123 (1 January 2009)
- AASB 2007-8 Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009)
- AASB 2007-10 Further Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009)
- AASB 2008-1 Amendments to Australian Accounting Standard - Share-based Payments: Vesting Conditions and Cancellations (1 January 2009);
- AASB 2008-2 Amendments to Australian Accounting Standards – Puttable Financial Instruments and Obligations arising on Liquidation (1 January 2009);
- AASB 2008-3 Amendments to Australian Accounting Standards arising from AASB 3 and 127 (1 July 2009)
- AASB 2008-5 Amendments to Australian Accounting Standards arising from the Annual Improvements Project (1 January 2009);

- AASB 2008-6 Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project (1 July 2009)
- AASB 2008-7 Amendments to Australian Accounting Standards – Cost of an Investment in a Subsidiary, Jointly Controlled Entity or Associate (1 January 2009);
- AASB 2008-8 Amendments to Australian Accounting Standards – Eligible Hedged Items (1 July 2009);
- AASB 2008-9 Amendments to AASB 1049 for Consistency with AASB 101 (1 January 2009);
- Revised Interpretation 1 Changes in Existing Decommissioning, Restoration and Similar Liabilities (1 January 2009);
- Revised Interpretation 12 Service Concession Arrangements (1 January 2009);
- Interpretation 15 Agreements for the Construction of Real Estate (1 Jan 2009);
- Revised Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities (1 July 2008).

Note 2(a) Income

	2008	2007
	\$	\$
Fees for Services Rendered	1,943,934	1,650,811
Total Revenue	<u>1,943,934</u>	<u>1,650,811</u>

The income of \$1,943,934 from Charles Sturt University was principally for employment services provided to Charles Sturt University.

Note 2(b) Expenses

	2008	2007
	\$	\$
Salaries	1,635,525	1,408,288
Provision for Annual Leave	32,900	6,282
Provision for Long Service Leave	13,165	6,759
Superannuation	141,957	120,226
Payroll Tax	98,243	99,393
Workers Compensation	15,104	3,823
Audit Fees	7,000	6,000
Fees for Services	40	40
Total Expenses	<u>1,943,934</u>	<u>1,650,811</u>

Note 3 Remuneration of Auditors

Audit fees payable in respect of the audit of the financial report to The Audit Office of NSW for the financial year ended 31 December 2008 was \$7,000 (\$6,000 in 2007). The auditors did not receive any other benefits.

Note 4 Remuneration of Directors

No Directors of the Company had during the financial year received income from the Company in connection with the management of the affairs of the Company, whether as Executive Officer or otherwise. Detail of Directors remuneration from a related entity, as at the date of the report, is:-

	No. of Directors
\$	
80,000 - 89,999	1
90,000 - 99,999	1
190,000 -199,999	1
260,000 -269,999	1

Note 5 Related Parties**(a) Names of Directors**

The names of Directors who have held office during the financial period are:

Mr JF Hackett
 Prof J Pratley
 Mr AJ Callander
 Mr JNC Hamilton
 Mr PJ Compton

(b) Remuneration

Information on remuneration of Directors is disclosed in Note 4.

(c) Controlling Entity

Charles Sturt University is the controlling entity of Charles Sturt Services Limited.

(d) Transactions with Charles Sturt University and its related entities

The Company's revenue represents reimbursement from the University for employment services. The Company does not have a separate bank account. Transactions are processed through inter entity accounts with the University in a manner similar to a bank account. These are treated as payments and receipts for the purpose of the cash flow statement.

(e) Aggregate amounts receivable from related parties at balance date are as follows:

	2008	2007
	\$	\$
Current Receivables		
Controlling Entity	153,415	95,533
	_____	_____
Other Assets	_____	_____

(f) Charles Sturt University provided Charles Sturt Services Limited with a range of administrative support services. The value of services has not been quantified and recognised in the financial report:

- office accommodation and administrative services
- electricity and other utility services

Note 6 Financial Instruments and Risk Management

The Company's principal financial instruments are outlined below. These financial instruments arise directly from the Company's operations. The Company does not enter into or trade financial instruments.

The Company's main risks arising from financial instruments are outlined below together with the Company's objectives, policies and processes for measuring and managing risk. The Board of Directors has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks.

(a) Categories of financial instruments

Financial Assets	Notes	Category	Carrying amount	Carrying amount
			2008	2007
			\$	\$
Class				
Trade and other receivables	1.	Loans and receivables (at amortised cost)	153,415	95,533
Financial Assets	Notes	Category	Carrying amount	Carrying amount
			2008	2007
			\$	\$
Class				
Trade and other payables	2.	Financial liabilities measured (at amortised cost)	46,588	34,770

Notes:

1. Excludes statutory receivables and prepayments (i.e. not within the scope of AASB 7)
2. Excludes statutory payables and unearned revenue (i.e. not within the scope of AASB7)

(b) Credit Risk

Credit risk is the risk of financial loss arising from another party to a contract or financial position failing to discharge a financial obligation thereunder. The Company's maximum exposure to credit risk is represented by the carrying amounts of the financial assets included in the balance sheet.

The entire concentration of credit risk arises in respect of receivables due from Charles Sturt University.

(c) Liquidity risk

Liquidity risk is the risk that the Company will be able to meet its payment obligations when they fall due. The Company continuously manages risk through monitoring future cash flows. The Company's exposure to liquidity

risk is deemed insignificant based on prior periods' data and current assessment of risk.

(d) Interest risk (Maturity Analysis and interest rate Exposure of financial Liabilities)

	Weighted Average Effective interest rate	Nominal amount	\$ Interest rate exposure			\$ Maturity dates		
			Fixed Interest rate	Variable Interest rate	Non interest bearing	<1 year	1-5 yrs	>5 yrs
2008								
Payable:	N/A	46,588	-	-	46,588			
Creditors								
2007								
Payable:	N/A	34,770	-	-	34,770			
Creditors								

(e) Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Company's exposure to market risks is minimal as it has no borrowings or other price risks associated investments. The Company has no exposure to foreign currency risk.

Note 7 Trade and other payables

	2008 \$	2007 \$
Current		
Accrued Salaries, wages and on-costs	38,888	28,170
Other accrued expenses	7,700	6,600
	<hr/>	<hr/>
Total trade and other payables	<u>46,588</u>	<u>34,770</u>

Note 8 Provisions

	2008 \$	2007 \$
Current		
Recreation Leave	86,904	54,004
Non Current		
Long Service Leave	19,923	6,759
	<hr/>	<hr/>
Total Provisions	<u>106,827</u>	<u>60,763</u>

Note 9 Reconciliation of Net Cash Provided by Operating Activities to Result for the year

	2008 \$	2007 \$
Result for the year		
(Increase)/Decrease in Receivables	(57,882)	(22,142)
Increase/ (Decrease) in Provision for Long Service Leave	13,164	6,759
Increase/ (Decrease) in Provision for Annual Leave	32,900	6,282
Increase/ (Decrease) in Payables	11,818	9,101
Net Cash provided from Operating Activities	<u>-</u>	<u>-</u>

Note 10 Commitments

The Company has not identified material commitments at 31 December 2008 (2007: Nil).

Note 11 Contingent Assets and Liabilities

The Company is not aware of any contingent liabilities existing as at 31 December 2008 (2007: Nil).

Note 12 Events after Balance Sheet Date

There are not been any significant events in the interval between the end of the financial year and the date of this report that may affect the operations, the results of the Company or required disclosures.

END OF AUDITED FINANCIAL STATEMENTS

Mitchell Services Limited

ABN 37 063 446 864
(a company limited by guarantee)

Annual Financial Statements

For Year Ended 31 December 2008



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

Mitchell Services Limited

To Members of the New South Wales Parliament and Members of Mitchell Services Limited

I have audited the accompanying financial report of Mitchell Services Limited (the Company), which comprises the balance sheet as at 31 December 2008, the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Auditor's Opinion

In my opinion the financial report:

- is in accordance with the *Corporations Act 2001*, including:
 - giving a true and fair view of the Company's financial position as at 31 December 2008 and its performance for the year ended on that date; and
 - complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

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

Directors' Responsibility for the Financial Report

The directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations), the PF&A Act and the *Corporations Act 2001*. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

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

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

My opinion does *not* provide assurance:


- about the future viability of the Company,
- that it has carried out its activities effectively, efficiently and economically, or
- about the effectiveness of its internal controls.

Independence

In conducting this audit, the Audit Office of New South Wales has complied with the independence requirements of the Australian Auditing Standards, *Corporations Act 2001* and other relevant ethical requirements. The PF&A Act further promotes independence by:

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

I confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of Mitchell Services Limited on 30 March 2009, would be in the same terms if provided to the directors as at the date of this auditor's report.



James Sugumar
Director, Financial Audit Services

6 April 2009
SYDNEY

MITCHELL SERVICES LIMITED

(a company limited by guarantee)

Statement by Members of the Board for the Year Ended
31 December 2008

Pursuant to Section 41C(1B) and (1C) of the *Public Finance and Audit Act, 1983*, and in accordance with a resolution of the members of the Board of Directors of Mitchell Services Limited, we declare on behalf of the Board of Directors that in our opinion:

1. The accompanying financial statements and notes exhibit a true and fair view of the financial position of Mitchell Services Limited as at 31 December, 2008 and the transactions for the year then ended.
2. The financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act, 1983* as amended, and its accompanying regulations.

Further, we are not aware of any circumstances which would render any particulars included in the financial statements and notes to be misleading or materially inaccurate.

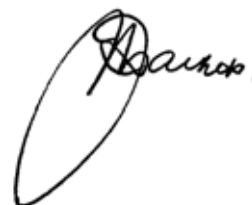
Dated at Bathurst this 31st day of March 2009

for and on behalf of the Board in accordance with its resolution.

Signed:



Signed:



MITCHELL SERVICES LIMITED

(a company limited by guarantee)

Directors' Declaration for the Year Ended
31 December 2008

In accordance with a resolution of the Directors of Mitchell Services Limited and pursuant to Section 41C (1B) and (1C) of the *Public Finance and Audit Act 1983*, we state that:

1. The attached general purpose financial statements and notes and presents a true and fair view of the financial position and performance of the Company at 31 December 2008 and the results of its operations and transactions of the Company for the year then ended;
2. The financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983* and the *Corporations Act 2001*;
3. The financial statements and notes have been prepared in accordance with Australian Accounting Standards and Interpretations;
4. We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate; and
5. There are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

Dated at Bathurst this 31st day of March 2009

for and on behalf of the Board in accordance with its resolution.

Name Jim Hackett
Director

Signed



Name Andrew Callander
Director

Signed



MITCHELL SERVICES LIMITED

(a company limited by guarantee)

Directors' Report for the Year Ended
31 December 2008

The Directors of the Company present their report on the Company for the year ended 31 December 2008.

1. The Officers at the date of this report are:

The directors in office during or since the end of the financial year are:

Directors:

Mr A J Callander	BBus <i>C.Sturt</i> , GdipMan <i>C.Qld</i> , MSc <i>Sheff-Hall</i> , AFCIA Executive Director, aged 48, joined the Board in 1995
Mr J F Hackett	FCIS, FCIM, MNIA, Executive Director, aged 57, joined the Board in 1995
Dr G A Walker	Mcom, DipEd <i>UNSW</i> , PhD <i>Macquarie</i> Head of Campus, aged 61, joined the Board in 2001
Mr S J Gittoes	Dip (Fin Plan) <i>Deakin</i> Manager, aged 50, joined the Board in 2003
Mr P Compton	Human Resources Officer, aged 34, joined the Board in 2005
Mr B Cameron	Trainer & Consultant, aged 55, joined the Board in 2007
Mr J Kelly	Manager, aged 38, joined the Board in 2008

The directors have been in office since the start of the financial year unless otherwise indicated.

Company Secretary:

Mr P W Dowler, *B Bus Mitchell CAE, CPA, MBA C.Sturt*, has worked for the Company for the past three years, performing management accountant roles, he was appointed on 1st July 2005.

2. The principal activities of Mitchell Services Limited in the course of the financial period were cleaning and courier services to Charles Sturt University predominantly at the Bathurst Campus. There was no change in the nature of these activities during the financial year.
3. The operating result for the year was \$nil.
4. Mitchell Services Limited does not pay dividends as it is a company limited by guarantee.
5. No significant change in the state of affairs of the Company has occurred during the financial year.
6. There have not been any significant matters affecting the Company which have arisen subsequent to the end of the financial year and to the date of this report.
7. There are no significant developments or changes in the Company's operations which have been proposed for the immediate future.
8. There are no environmental issues affecting the Company.

9. During and since the end of the financial year, no Director of Mitchell Services Limited has received or has become entitled to receive, a benefit because of a contract made by Mitchell Services Limited, or a related company, with the Director, or with a firm of which the Director is a member, or an entity in which the Director has a substantial financial interest. The Directors and officers are covered by the following insurance policy:

Directors and Officers Liability Cover
Unimutual Limited
Policy No: UL CSU 09
Expiry Date: 31 October 2009

10. During the year ended 31 December 2008 four (4) Directors' meetings were held. The number of meetings at which Directors were in attendance is as follows:

<u>Name of Director</u>	<u>No. of meetings held while in Office</u>	<u>Meetings Attended</u>
Mr J F Hackett	4	3
Mr A J Callander	4	3
Mr B Cameron	4	4
Mr P J Compton	4	0
Mr S J Gittoes	4	3
Dr G A Walker	4	3
Mr J Kelly	3	2

11. The Company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the company or related corporate:
- (a) Indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings; or
 - (b) Paid or agreed to pay a premium in respect of a contract insuring against a liability incurred as an officer for the costs or expenses to defend legal proceedings.
12. No person has applied for leave of the court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or part of any proceedings. The Company was not a party to any such proceedings during the year.
13. The Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 is attached.

Dated at Bathurst this 31st day of March 2009

Signed in accordance with a resolution of the Board of Directors.

Name Jim Hackett
Director

Signed



Name Andrew Callander
Director

Signed





GPO BOX 12
Sydney NSW 2001

To the Directors
Mitchell Services Limited

Auditor's Independence Declaration

As auditor for the audit of the financial report of Mitchell Services Limited for the year ended 31 December 2008, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- the auditor independence requirements of the *Corporations Act 2001* in relation to the audit, and
- any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, appearing to read "James Sugumar".

James Sugumar
Director, Financial Audit Services of Audit

30 March 2009
SYDNEY

MITCHELL SERVICES LIMITED
(a company limited by guarantee)
ABN 37 063 446 864
INCOME STATEMENT
for the Year Ended 31 December 2008

	Note	2008 \$	2007 \$
Income	2a	2,214,710	1,583,748
Expenses	2b	<u>2,214,710</u>	<u>1,583,748</u>
Result for the year		<u>-</u>	<u>-</u>

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

(a company limited by guarantee)

ABN 37 063 446 864

BALANCE SHEET

As at 31 December 2008

	Note	2008 \$	2007 \$
CURRENT ASSETS			
Trade and other receivables	5e	296,920	226,844
TOTAL CURRENT ASSETS		296,920	226,844
NON CURRENT ASSETS		-	-
TOTAL ASSETS		296,920	226,844
CURRENT LIABILITIES			
Trade and other payables	7	53,129	38,061
Provisions	8	137,874	115,784
TOTAL CURRENT LIABILITIES		191,003	153,845
NON CURRENT LIABILITIES			
Provisions	8	105,917	72,999
TOTAL NON CURRENT LIABILITIES		105,917	72,999
TOTAL LIABILITIES		296,920	226,844
NET ASSETS		-	-
EQUITY			
Retained Surplus		-	-
TOTAL EQUITY		-	-

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

MITCHELL SERVICES LIMITED
(a company limited by guarantee)
ABN 37 063 446 864
CASH FLOW STATEMENT
For the Year Ended 31 December 2008

		2008	2007
		\$	\$
Cash Flows from Operating Activities	Note		
Cash Receipts from Operations		2,144,634	1,527,047
Payments to Employees		(2,066,341)	(1,478,431)
Other Payments		(78,293)	(48,616)
		<hr/>	<hr/>
Net Cash Provided by Operating Activities	9	-	-
		<hr/>	<hr/>
Net Increase/(Decrease) in Cash and Cash Equivalents		-	-
Cash & Cash Equivalents at the Beginning of the Year		-	-
		<hr/>	<hr/>
Cash & Cash Equivalents at the End of the Year		-	-
		<hr/>	<hr/>

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

MITCHELL SERVICES LIMITED

(a company limited by guarantee)

ABN 37 063 446 864

STATEMENT OF CHANGES IN EQUITY

for the Year Ended 31 December 2008

	2008	2007
	\$	\$
Equity at the beginning of the year	<u>-</u>	<u>-</u>
Result for the year	<u>-</u>	<u>-</u>
Income and expense for the year	<u>-</u>	<u>-</u>
Equity at the end of the year	<u>-</u>	<u>-</u>

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

MITCHELL SERVICES LIMITED

(a company limited by guarantee)

Notes to and Forming Part of the Accounts
For the Financial Year Ended 31 December 2008

Note 1 Summary of significant Accounting Policies

(a) Reporting Entity

Mitchell Services Limited, a not for profit entity is incorporated in Australia as a company limited by guarantee on 11 February 1994 (ABN number 37 063 446 864). In accordance with the Constitution, the liability of each member, in the event of the company winding up, is limited to \$20.00.

The registered office for Mitchell Services Limited is Phillips Building, Charles Sturt University, Panorama Avenue, Bathurst. The principal activities of Mitchell Services Limited in the course of the financial period were cleaning and courier services to Charles Sturt University at the Bathurst Campus, Albury-Wodonga Campus and Orange campus.

The financial report has been authorised for issue by the Board of Directors on 31 March 2009.

(b) Basis of Preparation

The financial statements are a general purpose financial report having been prepared in accordance with:

- (i) Australian Accounting Standards and Australian Accounting Interpretations;
- (ii) The requirement of the *NSW Public Finance and Audit Act 1983*;
- (iii) *The NSW Public Finance and Audit Regulation 2005*; and
- (iv) *The Corporations Act, 2001*

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial report.

The financial statements have been prepared on the basis of accrual accounting and in accordance with historical cost convention. All amounts are expressed in Australian dollars and rounded to the nearest whole dollar.

The accounting policies adopted are consistent with those of the previous year unless otherwise specified.

(c) Going Concern

The financial statements have been prepared on a going concern basis. The ability of the Company to continue its activities is dependent on the continued financial support of Charles Sturt University. The university has undertaken to provide financial support for at least twelve months from the date these financial statements were approved by the Directors.

(d) Revenue Recognition

Revenue is measured at fair value of the consideration or contribution received or receivable.

Revenue is recognised when the Company has control of the good or right to receive, it is probable that the economic benefits will flow to the Company and the amount of revenue can be measured reliably.

Revenue from employment services and other revenue are recognised on an accrual basis and equates to the expenditure incurred by the Company and accepted by the University.

(e) Employee Benefits

(i) Salaries and Wages, Annual Leave, Sick Leave and On-Costs

Liabilities for salaries and wages (including non-monetary benefits), annual leave and paid sick leave that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when liabilities are settled.

Long-term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with AASB 119 *Employee benefits*.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

(ii) Long Service Leave and Superannuation

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

All employees of the company are entitled to benefits on retirement, disability or death from the Company's superannuation plan. The employees of the company are all members of the defined contributions section of the company's plan.

Contributions to the defined contribution fund are recognised as an expense as they become payable. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

(iii) Other Provisions

Other provisions exist when there is a present legal or constructive obligation as a result of a past event. It is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation. No circumstances exist that may give rise to such a provision.

(f) Cash and cash equivalents

The Company did not have any cash or cash equivalents.

(g) Income Tax

The Company is exempt from income tax and accordingly no provision for income tax liability has been included in the Company's financial report.

(h) Goods and services tax

Revenues, 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 Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of an asset or as part of an item of expense.

(i) Financial Instruments

Financial instruments give rise to positions that are a financial asset of either the Company or its counterparty and a financial liability (or equity instrument) of the other party. For the Company these include receivables and payables.

In accordance with AASB 132 "Financial Instruments: Presentation" and AASB 7 "Financial Instruments: Disclosure" information is disclosed in Note 6 in respect of the risks associated with financial instruments. All such amounts are carried in the accounts at net fair value unless otherwise stated. The specific accounting policy in respect of each class of such financial instrument is stated hereunder.

Classes of instruments recorded at amortised cost comprise:

- Trade and other receivables
- Trade and other payables

All financial instruments including revenue, expenses or other cash flows arising from instruments are recognised on an accruals basis.

(j) Equity

Due to the nature of the Company's operations there is no equity. On the basis of an agreement with Charles Sturt University, the Company does not earn or retain earnings from its operations.

(k) Trade and other Receivables

Receivables represent the amount owing from Charles Sturt University. Receivables are recognised on an accrual basis initially at fair value and subsequently measured at amortised cost using effective interest rate method, less allowance for impairment.

(l) Trade and other payables

Payables represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. These amounts are unsecured and are usually paid on creditor payment terms. Payables are carried at amortised cost and due to their short term nature they are not discounted.

(m) Comparative amounts

Where the presentation or reclassification of items in the financial report is amended, comparable amounts shall be reclassified unless reclassification is impracticable.

(n) New Australian Accounting Standards (AASB), Amendments and Interpretations issued but not yet effective at 31 December 2008

The following accounting standards have not been applied and are not yet effective. It is considered the adoption of these Standards and Interpretations in future periods will have no material impact on the financial report of the Company.

- Revised AASB 3 Business Combinations (1 July 2009) ;
- Revised AASB 5 Non-current Assets Held for Sale and Discontinued Operations (1 July 2008);
- AASB 8 Operating Segments (1 January 2009);
- Revised AASB 101 Presentation of Financial Statements (1 January 2009);
- Revised AASB 114 Segment Reporting (1 July 2008);
- Revised AASB 116 Property, Plant and Equipment (1 July 2008);
- Revised AASB 123 Borrowing Costs (1 January 2009);
- Revised AASB 127 Consolidated and Separate Financial Statements (1 July 2009)
- Revised AASB 137 Provisions, Contingent Liabilities and Contingent Assets (1 July 2008);
- Revised AASB 1004 Contributions (1 July 2008);
- Revised AASB 1039 Concise Financial Reports (1 January 2009);
- AASB 2007-3 Amendments to Australian Accounting Standards arising from AASB 8 (1 January 2009)
- AASB 2007-6 Amendments to Australian Accounting Standards arising from AASB 123 (1 January 2009)
- AASB 2007-8 Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009)
- AASB 2007-10 Further Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009)
- AASB 2008-1 Amendments to Australian Accounting Standard - Share-based Payments: Vesting Conditions and Cancellations (1 January 2009);
- AASB 2008-2 Amendments to Australian Accounting Standards – Puttable Financial Instruments and Obligations arising on Liquidation (1 January 2009);
- AASB 2008-3 Amendments to Australian Accounting Standards arising from AASB 3 and 127 (1 July 2009)
- AASB 2008-5 Amendments to Australian Accounting Standards arising from the Annual Improvements Project (1 January 2009);
- AASB 2008-6 Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project (1 July 2009)
- AASB 2008-7 Amendments to Australian Accounting Standards – Cost of an Investment in a Subsidiary, Jointly Controlled Entity or Associate (1 January 2009);
- AASB 2008-8 Amendments to Australian Accounting Standards – Eligible Hedged Items (1 July 2009);
- AASB 2008-9 Amendments to AASB 1049 for Consistency with AASB 101 (1 January 2009);

- Revised Interpretation 1 Changes in Existing Decommissioning, Restoration and Similar Liabilities (1 January 2009);
- Revised Interpretation 12 Service Concession Arrangements (1 January 2009);
- Interpretation 15 Agreements for the Construction of Real Estate (1 Jan 2009);
- Revised Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities (1 July 2008).

Note 2a **Income**

	2008	2007
	\$	\$
Fees for Services Rendered	2,200,303	1,575,904
Reimbursements	14,407	7,264
Other		580
	<hr/>	<hr/>
Total Revenue	2,214,710	1,583,748
	<hr/>	<hr/>

The Fee for Services Rendered of \$ 2,200,303 was principally for cleaning and courier services provided mainly to Charles Sturt University, Bathurst Campus, Albury-Wodonga Campus and Orange Campus.

Note 2b **Expenses**

	2008	2007
	\$	\$
Salaries	1,742,034	1,185,381
Provision for Annual Leave	22,091	37,419
Provision for Long Service Leave	32,918	26,627
Superannuation	152,577	104,713
Payroll Tax	114,839	86,543
Workers Compensation	56,890	92,449
Motor Vehicle Expenses	3,949	1,202
Audit Fees	7,000	6,000
Stores and Provisions	73,501	35,161
Insurance	860	812
Communication	3,786	3,098
Maintenance of Equipment	1,940	3,753
Travel	99	152
Other	2,226	438
	<hr/>	<hr/>
Total Expenses	2,214,710	1,583,748
	<hr/>	<hr/>

Note 3 **Remuneration of Auditors**

Audit fees payable in respect of the audit of the financial report to the Audit Office of NSW for the financial year ended 31 December 2008 was \$7,000 (\$6,000 in 2007). The auditors did not receive any other benefits.

Note 4 Remuneration of Directors

No Directors of the Company had during the financial period received income from the Company in connection with the management of the affairs of the Company, whether as Executive Officer or otherwise. Detail of Directors salary from a related entity, as at the date of this report, is:-

			No Directors
\$			
70,000	to	79,999	2
190,000	to	199,999	1
260,000	to	269,999	1

Note 5 Related Parties**(a) Names of Directors**

The names of Directors who have held office during the financial period are:

Name	Appointments and Cessations
Mr J F Hackett	
Mr A J Callander	
Mr B Cameron	
Mr P J Compton	
Mr S J Gittoes	
Dr G A Walker	
Mr J Kelly	Appointed 16/07/2008

(b) Remuneration

Information on remuneration of Directors is disclosed in Note 4.

(c) Controlling Entity

Charles Sturt University is the controlling entity of Mitchell Services Limited.

(d) Transactions with Charles Sturt University and its related entities

The University meets the expenses of the Company principally in return for employment services provided to the University. The Company does not have a separate bank account. Its transactions are processed through inter entity accounts with the University in a manner similar to a bank account. These are treated as payments and receipts for the purpose of the cash flow statement.

(e) Aggregate amounts receivable from related parties at balance date are as follows:

	2008 \$	2007 \$
Current Receivables		
Controlling Entity	<u>296,920</u>	<u>226,844</u>

- (f) Charles Sturt University provided Mitchell Services Limited with a range of administrative support services. The value of services has not been quantified and recognised in the financial report:
- office accommodation facilities
 - accounting and administrative services
 - electricity and other utility services

Note 6 Financial Instruments

The Company's principal financial instruments are outlined below. These financial instruments arise directly from the Company's operations. The Company does not enter into or trade financial instruments.

The Company's main risks arising from financial instruments are outlined below together with the Company's objectives, policies and processes for measuring and managing risk. The Board of Directors has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks.

(a) Categories of financial Instruments

Financial Assets	Notes	Category	Carrying amount	Carrying amount
			2008	2007
			\$	\$
Class				
Trade and other receivables	1	Loans and receivables (at amortised cost)	296,920	226,844
Financial Assets	Notes	Category	Carrying amount	Carrying amount
			2008	2007
			\$	\$
Class				
Trade and other payables	2	Financial liabilities measured at amortised cost	53,129	38,061

Notes

1. Excludes statutory receivables and prepayments (i.e. not within the scope of AASB 7)
2. Excludes statutory payables and unearned revenue (i.e. not within the scope of AASB7)

(b) Credit Risk

Credit risk is the risk of financial loss arising from another party to a contract or financial position failing to discharge a financial obligation thereunder. The Company's maximum exposure to credit risk is represented by the carrying amounts of the financial assets included in the balance sheet.

The entire concentration of credit risk arises in respect of receivables due from Charles Sturt University.

(c) Liquidity risk

Liquidity risk is the risk that the Company will be able to meet its payment obligations when they fall due. The Company continuously manages risk through monitoring future cash flows. The Company's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

(d) Interest risk

Maturity analysis and interest rate exposure of financial liabilities

	Weighted Average Effective interest rate	Nominal amount	\$ Interest rate exposure			\$ Maturity dates		
			Fixed Interest rate	Variable Interest rate	Non interest bearing	<1 year	1- 5 yrs	>5 yrs
2008								
Payable:								
Creditors	N/A	53,129			53,129			
2007								
Payable:								
Creditors	N/A	38,061			38,061			

(e) Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Company's exposure to market risks is minimal as it has no borrowings or other price risks associated investments. The Company has no exposure to foreign currency risk.

(f) Fair value

The amortised cost of financial instruments recognised in the balance sheet approximates the fair value, because of the short term nature of many of the financial instruments.

Note 7 **Current trade and other payables**

	2008	2007
	\$	\$
Accrued Salaries, wages and on-costs	45,429	31,461
Other accrued expenses	7,700	6,600
Total trade and other payables	53,129	38,061

Note 8 **Provisions**

	2008	2007
	\$	\$
Current		
Recreation Leave	137,874	115,784
Non Current		
Long Service Leave	105,917	72,999
Total Provisions	243,791	188,783

Note 9 **Reconciliation of Net Result Provided by Operating Activities to Result for the year**

	2008	2007
	\$	\$
Result for the year	-	-
(Increase)/Decrease in Receivables	(70,076)	(78,278)
Increase/ (Decrease) in Provision for Annual Leave	22,090	37,419
Increase/ (Decrease) in Provision for Long Service Leave	32,918	26,627
Increase/ (Decrease) in Payables	15,068	14,232
Net Cash Provided from Operating Activities	-	-

Note 10 **Commitments**

The Company has not identified material commitments at 31 December 2008 (2007: Nil).

Note 11 **Contingent Liabilities**

The Company is not aware of any contingent assets or liabilities existing at 31 December 2008 (2007: Nil).

Note 12 **Events after Balance Sheet Date**

There have not been any significant events in the interval between the end of the financial year and the date of this report that may affect the operations, the results of the company, or require disclosures.

END OF AUDITED FINANCIAL STATEMENTS

Rivservices Limited

ABN 46 003 492 233

(a company limited by guarantee)

Annual Financial Statements

For Year Ended 31 December 2008



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

Rivservices Limited

To Members of the New South Wales Parliament and Members of Rivservices Limited

I have audited the accompanying financial report of Rivservices Limited (the Company), which comprises the balance sheet as at 31 December 2008, the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Auditor's Opinion

In my opinion the financial report:

- is in accordance with the *Corporations Act 2001*, including:
 - giving a true and fair view of the Company's financial position as at 31 December 2008 and its performance for the year ended on that date; and
 - complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

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

Directors' Responsibility for the Financial Report

The directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations), the PF&A Act and the *Corporations Act 2001*. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

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

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

My opinion does *not* provide assurance:

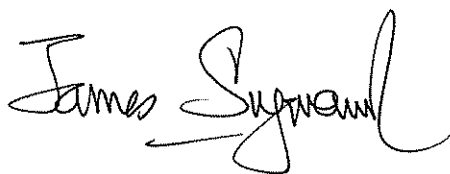
- about the future viability of the Company,
- that it has carried out its activities effectively, efficiently and economically, or
- about the effectiveness of its internal controls.

Independence

In conducting this audit, the Audit Office of New South Wales has complied with the independence requirements of the Australian Auditing Standards, *Corporations Act 2001* and other relevant ethical requirements. The PF&A Act further promotes independence by:

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

I confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of Rivservices Limited on 30 March 2009, would be in the same terms if provided to the directors as at the date of this auditor's report.



James Sugumar
Director, Financial Audit Services

6 April 2009
SYDNEY

RIVSERVICES LIMITED
(a company limited by guarantee)

Statement by Members of the Board for the Year Ended
31 December 2008

Pursuant to Section 41C(1B) and (1C) of the *Public Finance and Audit Act, 1983*, and in accordance with a resolution of the members of the Board of Directors of Rivservices Limited, we declare on behalf of the Board of Directors that in our opinion:

1. The accompanying financial statements and notes exhibit a true and fair view of the financial position of Rivservices Limited as at 31 December, 2008 and the transactions for the year then ended.
2. The financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act, 1983* as amended, and its accompanying regulations.

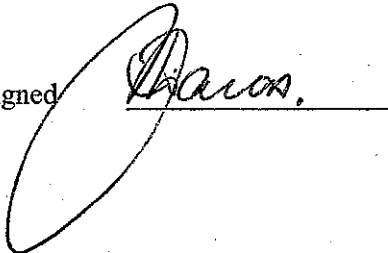
Further, we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or materially inaccurate.

Dated at Wagga Wagga this 31st day of March 2009

Signed in accordance with a resolution of the Board of Directors.

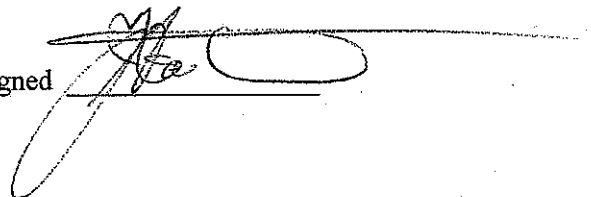
Name: J. F. Hackett
Director

Signed



Name: J.N.C. Hamilton
Director

Signed



RIVSERVICES LIMITED
(a company limited by guarantee)

Directors' Declaration for the Year Ended
31 December 2008

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

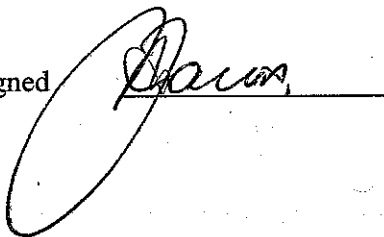
1. the attached general purpose financial statements and notes present a true and fair view of the financial position and performance of the Company at 31 December 2008 and the results of its operations and transactions of the Company for the year then ended;
2. the financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983* and the *Corporations Act 2001*;
3. the financial statements and notes have been prepared in accordance with Australian Accounting Standards and Interpretations;
4. we are not aware of any circumstances which would render any particulars included in the financial statements and notes to be misleading or inaccurate; and
5. there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

Dated at Wagga Wagga this 31st day of March 2009

Signed in accordance with a resolution of the Board of Directors.

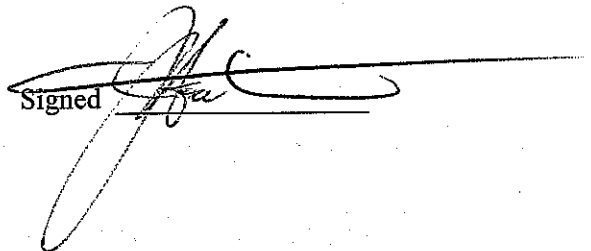
Name: J. F. Hackett
Director

Signed



Name: J.N.C. Hamilton
Director

Signed



RIVSERVICES LIMITED
(a company limited by guarantee)

Directors' Report for the Year Ended
31 December 2008

The Directors of the Company present their report on the Company for the year ended 31 December 2008.

1. The Officers at the date of this report are:

Directors

The directors in office during or since the end of the financial year are:

Mr A J Callander,	GdipMan <i>C. Qld</i> , GdipHospMan <i>Sheff-Hall</i> , BBus <i>CSU</i> , AFCIA Manager, aged 48, joined the Board in 1988
Mr J F Hackett,	FCIS, FCIM, PNA, Accountant, aged 57, joined the Board in 1988
Professor D L Green,	NDD., Des RCA <i>London</i> , Academic, aged 68, joined the Board in 2001
Mr T P O'Meara,	B Bus Charles Sturt, B SocSc Charles Sturt Administrator, aged 53, joined the Board in 2004
Mr P J Compton,	Human Resource Officer, aged 34, joined the Board in 2005
Mr J N C Hamilton,	BBus Accountancy <i>CSU</i> , CPA Accountant, aged 58, joined the Board in 2005

The directors have been in office since the start of the financial year unless otherwise indicated.

Company Secretary

The following person held the position of the Company Secretary at the end of the financial year.

Mr R W Seaman, FPNA, ACIS, ACIM has worked for the Company for the past seven years, performing management accountant roles, he was appointed on 16th May 2001.

2. The principal activities of Rivservices Limited in the course of the financial year were cleaning services, residential support, the inter-office movement of furniture, an intercampus courier service and the handling of all bookings for the hire of facilities for Charles Sturt University, predominately at the Wagga Wagga Campus. There was no change in the nature of these activities during the financial year.
3. The operating result for the year was \$Nil.
4. Rivservices Limited does not pay dividends as it is a company limited by guarantee.
5. No significant change in the state of affairs of the Company has occurred during the financial year.
6. There have not been any significant matters affecting the Company which have arisen subsequent to the end of the financial year and to the date of this report.

7. There are no significant developments in the Company's operation which have been proposed for the immediate future.
8. There are no environmental issues affecting the Company.
9. During and since the end of the financial year, no Director of Rivservices Limited has received or has become entitled to receive, a benefit because of a contract made by Rivservices Limited, or a related company, with the Director, or with a firm of which the Director is a member, or an entity in which the Director has a substantial financial interest. The Directors and Officers are covered by the following insurance policy held by Charles Sturt University:

Directors and Officers Liability Cover
 Unimutual Limited
 Policy No: UL CSU 08
 Expiry Date: 31 October 2009

10. During the year ended 31 December 2008 four (4) Directors' meetings were held. The number of meetings at which Directors were in attendance is as follows:

<u>Name of Director</u>	<u>No. of Meetings Held while in Office</u>	<u>Meetings Attended</u>
Mr A J Callander	4	1
Mr J F Hackett	4	4
Professor D L Green	4	4
Mr T P O'Meara	4	3
Mr J N C Hamilton	4	3
Mr P J Compton	4	4

11. The Company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the Company or related corporate:
 - (a) indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings; or
 - (b) paid or agreed to pay a premium in respect of a contract insuring against a liability incurred as an officer for the costs or expenses to defend legal proceedings.
12. No person has applied for leave of the court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or part of those proceedings.

The Company was not a party to any such proceedings during the year.

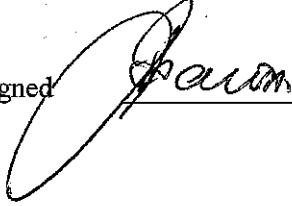
13. The Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 is attached.

Dated at Wagga Wagga this 31st day of March 2009

Signed in accordance with a resolution of the Board of Directors.

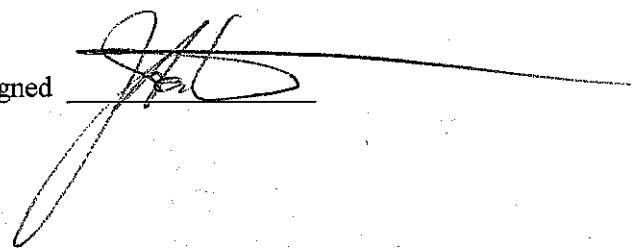
Name: J. F. Hackett
Director

Signed

A handwritten signature in dark ink, appearing to be 'J. F. Hackett', written over a horizontal line.

Name: J.N.C. Hamilton
Director

Signed

A handwritten signature in dark ink, appearing to be 'J.N.C. Hamilton', written over a horizontal line.



GPO BOX 12
Sydney NSW 2001

To the Directors
Rivservices Limited

Auditor's Independence Declaration

As auditor for the audit of the financial report of Rivservices Limited for the year ended 31 December 2008, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- the auditor independence requirements of the *Corporations Act 2001* in relation to the audit, and
- any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, reading "James Sugumar". The signature is fluid and cursive, with the first name "James" and the last name "Sugumar" clearly distinguishable.

James Sugumar
Director, Financial Audit Services

30 March 2009
SYDNEY

RIVSERVICES LIMITED
(a company limited by guarantee)

INCOME STATEMENT
for the Year Ended 31 December 2008

	Note	2008 \$	2007 \$
Income	2(a)	1,957,023	2,276,074
Expenses	2(b)	<u>1,957,023</u>	<u>2,276,074</u>
Result for the year		<u>-</u>	<u>-</u>

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

RIVSERVICES LIMITED
(a company limited by guarantee)

BALANCE SHEET
As at 31 December 2008

	Note	2008 \$	2007 \$
CURRENT ASSETS			
Trade and other receivables	5(e)	209,489	189,189
TOTAL CURRENT ASSETS		<u>209,489</u>	<u>189,189</u>
NON CURRENT ASSETS			
TOTAL NON CURRENT ASSETS		<u>-</u>	<u>-</u>
TOTAL ASSETS		<u>209,489</u>	<u>189,189</u>
CURRENT LIABILITIES			
Trade and other payables	7	45,958	30,422
Provisions	8	72,483	62,473
TOTAL CURRENT LIABILITIES		<u>118,441</u>	<u>92,895</u>
NON CURRENT LIABILITIES			
Provisions	8	91,048	96,294
TOTAL NON CURRENT LIABILITIES		<u>91,048</u>	<u>96,294</u>
TOTAL LIABILITIES		<u>209,489</u>	<u>189,189</u>
NET ASSETS		<u>-</u>	<u>-</u>
EQUITY			
Retained Surplus		<u>-</u>	<u>-</u>
TOTAL EQUITY		<u>-</u>	<u>-</u>

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

RIVSERVICES LIMITED
(a company limited by guarantee)

STATEMENT OF CHANGES IN EQUITY
for the year ended 31 December 2008

	2008	2007
	\$	\$
Equity at the beginning of the year	<u>-</u>	<u>-</u>
Result for the year	-	-
Income and Expense for the year	<u>-</u>	<u>-</u>
Total Equity at the end of the year	<u>-</u>	<u>-</u>

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

RIVSERVICES LIMITED
(a company limited by guarantee)

CASH FLOW STATEMENT
For the Year Ended 31 December 2008

		2008	2007
		\$	\$
	Note		
Cash Flows from Operating Activities			
Cash Receipts from Operations		1,936,723	2,249,705
Payments to employees		(1,754,907)	(2,072,451)
Other payments		<u>(181,816)</u>	<u>(177,254)</u>
Net Cash from Operating Activities	9	<u>-</u>	<u>-</u>
Net Increase / (Decrease) in Cash and Cash Equivalents		-	-
Cash and Cash equivalents at the Beginning of the Year		<u>-</u>	<u>-</u>
Cash and cash equivalents at the End of the Year		<u>-</u>	<u>-</u>

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

RIVSERVICES LIMITED
(a company limited by guarantee)

Notes to and Forming Part of the Financial Statements
For the Financial Year Ended 31 December 2008

Note 1 Summary of Significant Accounting Policies

(a) Reporting Entity

Rivservices Limited, a not for profit entity, is incorporated in Australia as a company limited by guarantee on 14 April 1988 (ABN number 46 003 492 233). In accordance with the Constitution, the liability of each member, in the event of the company winding up, is limited to \$20.00.

The registered office for Rivservices Limited is Graham Building, Charles Sturt University, Pine Gully Road, Wagga Wagga.

The principal activities of Rivservices Limited in the course of the financial year were cleaning services, residential support, the inter-office movement of furniture, an intercampus courier service and the handling of all bookings for the hire of facilities for Charles Sturt University, predominately at the Wagga Wagga campus.

The financial report has been authorised for issue by the Board of Directors on 31st March 2009.

(b) Basis of Preparation

The financial statements are a general purpose financial report having been prepared in accordance with:

- (i) Australian Accounting Standards and Australian Accounting Interpretations;
- (ii) The requirement of the *NSW Public Finance and Audit Act 1983*;
- (iii) *The NSW Public Finance and Audit Regulation 2005*; and
- (iv) *The Corporations Act, 2001*

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial report.

The financial statements have been prepared on the basis of accrual accounting and in accordance with historical cost convention. All amounts are expressed in Australian dollars and rounded to the nearest whole dollar.

The accounting policies adopted are consistent with those of the previous year unless otherwise specified.

(c) Going Concern

The financial statements have been prepared on a going concern basis. The ability of the Company to continue its activities is dependent on the continued financial support of Charles Sturt University. The university has undertaken to provide financial support for at least twelve months from the date these financial statements were approved by the Directors.

(d) Revenue Recognition

Revenue is measured at fair value of the consideration or contribution received or receivable. Revenue is recognised when the Company has control of the good or right to receive, it is probable that the economic benefits will flow to the Company and the amount of revenue can be measured reliably.

Revenue from employment services and other revenue are recognised on an accrual basis and equates to the expenditure incurred by the Company and accepted by the University.

(e) Employee Benefits

(i) Salaries and Wages, Annual Leave, Sick Leave and On-Costs

Liabilities for salaries and wages (including non-monetary benefits), annual leave and paid sick leave that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when liabilities are settled.

Long-term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with AASB 119 *Employee benefits*.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

(ii) Long Service Leave and Superannuation

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

All employees of the Company are entitled to benefits on retirement, disability or death from the Company's superannuation plan. The employees of the Company are all members of the defined contributions section of the company's plan.

Contributions to the defined contribution fund are recognised as an expense as they become payable. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

(iii) Other Provisions

Other provisions exist when there is a present legal or constructive obligation as a result of a past event. It is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation. No circumstances exist that may give rise to such a provision.

(f) Cash and cash equivalents

The Company did not have any cash or cash equivalents.

(g) Income Tax

The Company is exempt from income tax and accordingly no provision for income tax liability has been included in the Company's financial report. The Company has charitable institution status.

(h) Goods and services tax

Revenues, 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 Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of an asset or as part of an item of expense. The Company is registered for Goods and Services Tax and is grouped with Charles Sturt University, the controlling entity, for GST purposes.

(i) Financial Instruments

Financial instruments give rise to positions that are a financial asset of either the Company or its counterparty and a financial liability (or equity instrument) of the other party. For the Company these include receivables and payables.

In accordance with AASB 132 "Financial Instruments: Presentation" and AASB 7 "Financial Instruments: Disclosure" information is disclosed in Note 6 in respect of the risks associated with financial instruments. All such amounts are carried in the accounts at net fair value unless otherwise stated. The specific accounting policy in respect of each class of such financial instrument is stated hereunder.

Classes of instruments recorded at amortised cost comprise:

- Trade and other receivables
- Trade and other payables

All financial instruments including revenue, expenses or other cash flows arising from instruments are recognised on an accruals basis.

(j) Equity

Due to the nature of the Company's operations there is no equity. On the basis of an agreement with Charles Sturt University, the Company does not earn or retain earnings from its operations.

(k) Trade and other receivables

Receivables represent the amount owing from Charles Sturt University. Receivables are recognised on an accrual basis initially at fair value and subsequently measured at amortised cost using effective interest rate method, less allowance for impairment.

(l) Trade and other payables

Payables represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. These amounts are unsecured and are usually paid on creditor payment terms. Payables are carried at amortised cost and due to their short term nature they are not discounted.

(m) Comparative amounts

Where the presentation or reclassification of items in the financial report is amended, comparable amounts shall be reclassified unless reclassification is impracticable.

(n) New Australian Accounting Standards (AASB), Amendments and Interpretations issued but not yet effective at 31 December 2008.

The following accounting standards have not been applied and are not yet effective. It is considered the adoption of these Standards and Interpretations in future periods will have no material impact on the financial report of the Company.

- Revised AASB 3 Business Combinations (1 July 2009) ;
- Revised AASB 5 Non-current Assets Held for Sale and Discontinued Operations (1 July 2008);
- AASB 8 Operating Segments (1 January 2009);
- Revised AASB 101 Presentation of Financial Statements (1 January 2009);
- Revised AASB 114 Segment Reporting (1 July 2008);
- Revised AASB 116 Property, Plant and Equipment (1 July 2008);
- Revised AASB 123 Borrowing Costs (1 January 2009);
- Revised AASB 127 Consolidated and Separate Financial Statements (1 July 2009)
- Revised AASB 137 Provisions, Contingent Liabilities and Contingent Assets (1 July 2008);
- Revised AASB 1004 Contributions (1 July 2008);
- Revised AASB 1039 Concise Financial Reports (1 January 2009);
- AASB 2007-3 Amendments to Australian Accounting Standards arising from AASB 8 (1 January 2009)
- AASB 2007-6 Amendments to Australian Accounting Standards arising from AASB 123 (1 January 2009)
- AASB 2007-8 Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009)
- AASB 2007-10 Further Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009)
- AASB 2008-1 Amendments to Australian Accounting Standard - Share-based Payments: Vesting Conditions and Cancellations (1 January 2009);
- AASB 2008-2 Amendments to Australian Accounting Standards – Puttable Financial Instruments and Obligations arising on Liquidation (1 January 2009);
- AASB 2008-3 Amendments to Australian Accounting Standards arising from AASB 3 and 127 (1 July 2009)

- AASB 2008-5 Amendments to Australian Accounting Standards arising from the Annual Improvements Project (1 January 2009);
- AASB 2008-6 Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project (1 July 2009)
- AASB 2008-7 Amendments to Australian Accounting Standards – Cost of an Investment in a Subsidiary, Jointly Controlled Entity or Associate (1 January 2009);
- AASB 2008-8 Amendments to Australian Accounting Standards – Eligible Hedged Items (1 July 2009);
- AASB 2008-9 Amendments to AASB 1049 for Consistency with AASB 101 (1 January 2009);
- Revised Interpretation 1 Changes in Existing Decommissioning, Restoration and Similar Liabilities (1 January 2009);
- Revised Interpretation 12 Service Concession Arrangements (1 January 2009);
- Interpretation 15 Agreements for the Construction of Real Estate (1 Jan 2009);
- Revised Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities (1 July 2008).

Note 2(a) Income

	2008	2007
	\$	\$
Fees for Services Rendered	1,955,817	2,274,755
Other	1,206	1,319
Total Revenue	<u>1,957,023</u>	<u>2,276,074</u>

The income of \$1,955,817 from Charles Sturt University was principally for cleaning and residential support services provided to Charles Sturt University, Wagga Wagga Campus. There were three external clients having income of \$7,184.

Note 2(b) Expenses

	2008	2007
	\$	\$
Salaries	1,525,415	1,779,577
Provision for Annual Leave	10,010	5,918
Provision for Long Service Leave	(5,246)	16,372
Superannuation	107,743	138,573
Payroll Tax	87,456	114,394
Workers Compensation	48,729	41,986
Buildings and Grounds	595	240
Audit Fees	7,000	6,000
Fees for Services	3,379	-
Maintenance of Equipment	3,585	3,153
Motor Vehicle Expenses	4,282	2,214
Stores and Provisions	145,312	148,556
Insurance	860	812
Equipment	10,105	6,723
Communications	5,368	3,650
Travel	610	5,967
Other	1,820	1,939
Total Expenses	<u>1,957,023</u>	<u>2,276,074</u>

Note 3 Remuneration of Auditors

Audit fees payable in respect of the audit of the financial report to The Audit Office of NSW for the financial year ended 31 December 2008 was \$7,000 (\$6,000 in 2007). The auditors did not receive any other benefits.

Note 4 Remuneration of Directors

No Directors of the Company had during the financial year received income from the Company in connection with the management of the affairs of the Company, whether as Executive Officer or otherwise. Detail of Directors remuneration from a related entity, as at the date of the report, is:-

	No. of Directors
\$	
90,000 – 99,999	1
150,000 -159,999	1
190,000 -199,999	1
260,000 -269,999	1

Note 5 Related Parties**(a) Names of Directors**

The names of Directors who have held office during the financial period are:

Mr AJ Callander
 Mr JF Hackett
 Prof D L Green
 Mr T P O'Meara
 Mr JNC Hamilton
 Mr PJ Compton

(b) Remuneration

Information on remuneration of Directors is disclosed in Note 4.

(c) Controlling Entity

Charles Sturt University is the controlling entity of Rivservices Limited.

(d) Transactions with Charles Sturt University and its related entities

The Company's revenue represents reimbursement from the University for cleaning and residential support services. The Company does not have a separate bank account. Transactions are processed through inter entity accounts with the University in a manner similar to a bank account. These are treated as payments and receipts for the purpose of the cash flow statement.

(e) Aggregate amounts receivable from related parties at balance date are as follows:

	2008	2007
	\$	\$
Current Receivables		
Controlling Entity	209,489	189,189
	<u>209,489</u>	<u>189,189</u>
Other Assets		
Controlling Entity	<u>-</u>	<u>-</u>

(f) Charles Sturt University provided Rivservices Limited with a range of administrative support services. The value of services has not been qualified and recognised in the financial report:

- office accommodation facilities
- accounting and administrative services
- electricity and other utility services

Note 6 Financial Instruments and Risk Management

The Company's principal financial instruments are outlined below. These financial instruments arise directly from the Company's operations. The Company does not enter into or trade financial instruments.

The Company's main risks arising from financial instruments are outlined below together with the Company's objectives, policies and processes for measuring and managing risk. The Board of Directors has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks.

(a) Categories of financial instruments

Financial Assets	Notes	Category	Carrying amount	Carrying amount
			2008	2007
			\$	\$
Class				
Trade and other receivables	1.	Loans and receivables(at amortised cost)	209,489	189,189
Financial Assets	Notes	Category	Carrying amount	Carrying amount
			2008	2007
			\$	\$
Class				
Trade and other payables	2.	Financial liabilities measured at amortised cost	45,958	30,422

Notes

1. Excludes statutory receivables and prepayments (i.e. not within the scope of AASB 7)
2. Excludes statutory payables and unearned revenue (i.e. not within the scope of AASB7)

(b) Credit Risk

Credit risk is the risk of financial loss arising from another party to a contract or financial position failing to discharge a financial obligation thereunder. The Company's maximum exposure to credit risk is represented by the carrying amounts of the financial assets included in the balance sheet.

The entire concentration of credit risk arises in respect of receivables due from Charles Sturt University.

(c) Liquidity risk

Liquidity risk is the risk that the Company will be able to meet its payment obligations when they fall due. The Company continuously manages risk through monitoring future cash flows. The Company's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

(c) Interest risk (Maturity analysis and interest rate exposure of financial Liabilities)

	Weighted Average Effective interest rate	Nominal amount	\$ Interest rate exposure			\$ Maturity dates		
			Fixed Interest rate	Variable Interest rate	Non interest bearing	<1 year	1-5 yrs	>5 yrs
2008								
Payable:								
Creditors	N/A	45,958	-	-	45,958			
2007								
Payable:								
Creditors	N/A	30,422	-	-	30,422			

(d) Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Company's exposure to market risks is minimal as it has no borrowings or other price risks associated investments. The Company has no exposure to foreign currency risk.

(e) Fair value

The amortised cost of financial instruments recognised in the balance sheet approximates the fair value, because of the short term nature of many of the financial instruments.

Note 7 Trade and other payables

	2008	2007
	\$	\$
Current		
Accrued Salaries, wages and on-costs	38,258	23,822
Other accrued expenses	7,700	6,600
	<hr/>	<hr/>
Total Trade and other payables	<u>45,958</u>	<u>30,422</u>

Note 8 Provisions

	2008	2007
	\$	\$
Current		
Recreation Leave	72,483	62,473
Non Current		
Long Service Leave	91,048	96,294
	<hr/>	<hr/>
Total Provisions	<u>163,531</u>	<u>158,767</u>

Note 9 Reconciliation of Net Cash Provided by Operating Activities to Result for the year

	2008	2007
	\$	\$
Result for the year		
(Increase)/Decrease in Receivables	(20,300)	(26,369)
Increase/ (Decrease) in Provision for Long Service Leave	(5,246)	16,372
Increase/ (Decrease) in Provision for Annual Leave	10,010	5,918
Increase/ (Decrease) in Payables	15,536	4,079
	<hr/>	<hr/>
Net Cash provided from Operating Activities	<u>-</u>	<u>-</u>

Note 10 Commitments

The Company has not identified material commitments at 31 December 2008 (2007: Nil).

Note 11 Contingent Assets and Liabilities

The Company is not aware of any contingent liabilities existing as at 31 December 2008 (2007: Nil).

Note 12 Events after Balance Sheet Date

There have not been any significant events in the interval between the end of the financial year and the date of this report that may affect the operations, the results of the Company or required disclosures.

END OF AUDITED FINANCIAL STATEMENTS

Western Research Institute Limited

ABN 76 090 089 991

(a company limited by guarantee)

Annual Financial Statements

For Year Ended 31 December 2008



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

WESTERN RESEARCH INSTITUTE LIMITED

To Members of the New South Wales Parliament and Members of Western Research Institute Limited

I have audited the accompanying financial report of Western Research Institute Limited (the Company), which comprises the balance sheet as at 31 December 2008, the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Auditor's Opinion

In my opinion the financial report:

- is in accordance with the *Corporations Act 2001*, including:
 - giving a true and fair view of the Company's financial position as at 31 December 2008 and its performance for the year ended on that date; and
 - complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

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

Directors' Responsibility for the Financial Report

The directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations), the PF&A Act and the *Corporations Act 2001*. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

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

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

My opinion does *not* provide assurance:

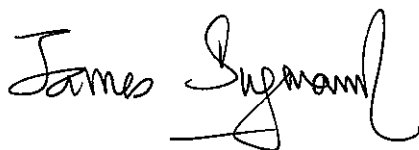
- about the future viability of the Company,
- that it has carried out its activities effectively, efficiently and economically, or
- about the effectiveness of its internal controls.

Independence

In conducting this audit, the Audit Office of New South Wales has complied with the independence requirements of the Australian Auditing Standards, *Corporations Act 2001* and other relevant ethical requirements. The PF&A Act further promotes independence by:

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

I confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of Western Research Institute Limited on 7 April 2009, would be in the same terms if provided to the directors as at the date of this auditor's report.



James Sugumar
Director, Financial Audit Services

20 April 2009
SYDNEY

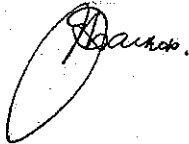
WESTERN RESEARCH INSTITUTE LIMITED
ABN 76 090 089 991
(A COMPANY LIMITED BY GUARANTEE)

DIRECTORS' DECLARATION
For the year ended 31 December 2008

The directors of the company declared that;

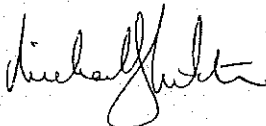
- 1 The attached financial statements and notes are in accordance with the Corporations Act 2001,
 - (a) comply with Accounting Standards and Corporations Regulations 2001 and
 - (b) give a true and fair view of the financial position as at 31 December 2008 and of the performance for the year ended on that date of the Company.
- 2 In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

For and on Behalf of the Board in accordance with its resolution:



Jim Hackett
Director

Dated at Bathurst this 14th day of April, 2009



Michael Milston
Director

Dated at Bathurst this 14th day of April, 2009

WESTERN RESEARCH INSTITUTE LIMITED

ABN 76 090 089 991

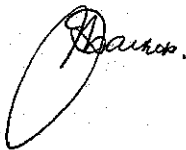
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT MADE UNDER PUBLIC FINANCE AND AUDIT ACT 1983.

In accordance with a resolution of the Board of Directors of Western Research Institute Limited we state;

- (a) The financial reports exhibit a true and fair view of the financial position and financial performance for the year ended 31 December 2008.
- (b) Financial reports have been prepared in accordance with the provisions of the Public Finance and Audit Act 1983, Public Finance and Audit (General) Regulation 2005 and the Treasurer's directions
- (c) We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.

Signed in accordance with a resolution of the Board of Directors:



Jim Hackett
Director

Dated at Bathurst this 14th day of April, 2009



Michael Milston
Director

Dated at Bathurst this 14th day of April, 2009

WESTERN RESEARCH INSTITUTE LIMITED

ABN 76 090 089 991

(A COMPANY LIMITED BY GUARANTEE)

DIRECTORS' REPORT

For the year ended 31 December 2008

In accordance with the Corporations Act 2001, we, the Directors of Western Research Institute Limited, report as follows:

OPERATING RESULTS

The deficit of the company amounted to \$102,330

SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS

There were no significant changes in the state of affairs of the company.

PRINCIPAL ACTIVITIES

The principal activity of the company during the year was the provision of research services and there was no significant change in the nature of this activity during the year.

SIGNIFICANT POST BALANCE DATE EVENTS AND FUTURE DEVELOPMENTS

The company is not aware of any other matter of circumstance that has arisen since the end of the financial year that has significantly affected or may significantly affect:

- ♦
- ♦ the operations of the company;
- ♦ the results of those operations; and
- ♦ the state of affairs of the company in subsequent years.

There are no significant developments or changes in the Company's operations which have been proposed for the immediate future.

SHARE OPTIONS AND DIRECTOR'S SHAREHOLDINGS

The company cannot pay dividends due to its status as a not for profit entity under its constitution.

OPTIONS

No options over issued shares or interests in the company were granted during or since the end of the financial year and there are no options outstanding as at the date of this report.

ENVIRONMENTAL

The operations of the company are not regulated by any significant environmental regulation under the law of the Commonwealth or State or Territory

INDEMNIFICATION OF OFFICERS AND AUDITORS

During and since the end of the financial year, no Director of Western Research Institute Limited has received or has become entitled to receive, a benefit because of a contract made by Western Research Institute Limited, a related company, with the Director, or with a firm of which the Director is a member, or an entity in which the Director has a substantial financial interest. The Directors are covered by the following insurance policy:

Directors' & Officers' Liability Protection Member or Affiliate Reimbursement Protection
Unimutual Limited

Policy No: UL CSU 09

Expiry Date: 31st October 2009

WESTERN RESEARCH INSTITUTE LIMITED

ABN 76 090 089 991

(A COMPANY LIMITED BY GUARANTEE)

DIRECTORS' REPORT

For the year ended 31 December 2008

PROCEEDINGS ON BEHALF OF THE COMPANY

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings.

The company was not a party to any such proceedings during the year.

DIRECTORS

The names of the Company Officers at the date of this report, together with their qualifications, experience and special responsibilities are as follows:

NAME	OTHER INFORMATION	QUALIFICATIONS	PERIOD AND OTHER RESPONSIBILITIES	NUMBER OF MEETINGS DURING THE 2008 FINANCIAL YEAR	
				HELD WHILST A DIRECTOR	ATTENDED
IN OFFICE AT THE DATE OF THE DIRECTORS' REPORT					
DIRECTORS					
Peter John Batten	Associate Director TAFE NSW Primary Industries & Natural Resources Curriculum Centre	Bachelor of Science (Wool and Pastoral Science) (UNSW); and Diploma of Education (Technical) (Sydney Teachers College).	President since 2000	6	5
Marion Heath Browne	Representative of the Far West	BA(hons) Dip Ed	Director since 2000	6	1
Margaret Mary Collins	Collins Transport Lithgow City Council	N/A	Director since 2005	6	4
Ian Davison	Country Advertising Agency Pty Ltd	Marketing, Charles Sturt University	Director since 2001	6	4
Helen Overmyer	Marketing Services Manager Country Energy	Master of Management degree from Macquarie Graduate School of Management	Director since 2006 Treasurer since 2008	6	5

WESTERN RESEARCH INSTITUTE LIMITED

ABN 76 090 089 991

(A COMPANY LIMITED BY GUARANTEE)

DIRECTORS' REPORT

For the year ended 31 December 2008

NAME	OTHER INFORMATION	QUALIFICATIONS	PERIOD AND OTHER RESPONSIBILITIES	NUMBER OF MEETINGS DURING THE 2008 FINANCIAL YEAR	
				HELD WHILST A DIRECTOR	ATTENDED
IN OFFICE AT THE DATE OF THE DIRECTORS' REPORT					
DIRECTORS					
Juliet Lee Duffy	Managing Director Wireless Marketing Pty Ltd	Master of Sustainable Management, University of Sydney	Director since 2005 Secretary since 2007	6	4
Michael Grouse Milston	Director Human Services, Economic Development Orange City Council	BEd (hons), Dip Ed, MBA	Director since 2000 Vice President since 2005	6	5
Sandy Morrison	Chairman Central Western Regional Development Board	Btp, UNSW	Director since 2003	6	4
Paul Charles Burnett	Deputy Vice-Chancellor and Vice-President CSU	DipT, BEdSt, MEdSt, DipAppPsych, PhD	Director since 2007	6	1
James Francis Hackett	Executive Director finance Division Charles Sturt University	ACIS, ACIM, PNIA	Director since 2007	6	4

WESTERN RESEARCH INSTITUTE LIMITED

ABN 76 090 089 991

(A COMPANY LIMITED BY GUARANTEE)

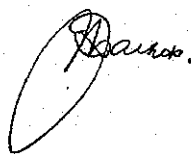
DIRECTORS' REPORT

For the year ended 31 December 2008

AUDITOR'S INDEPENDENCE DECLARATION

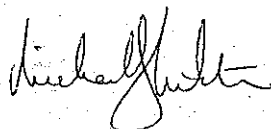
The Auditor's Independence Declaration as required under section 307C of the Corporations Act is included as part of the Financial Report

Signed in accordance with a resolution of the Board:



James Hackett
Director

Dated at Bathurst this 14th day of April, 2009



Michael Milston
Director

Dated at Bathurst this 14th day of April, 2009



GPO BOX 12
Sydney NSW 2001

To the Directors
Western Research Institute Limited

Auditor's Independence Declaration

As auditor for the audit of the financial report of Western Research Institute Limited for the year ended 31 December 2008, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- the auditor independence requirements of the *Corporations Act 2001* in relation to the audit, and
- any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, reading "James Sugumar". The signature is written in a cursive style with a long horizontal stroke at the end.

James Sugumar
Director, Financial Audit Services

7 April, 2009
SYDNEY

WESTERN RESEARCH INSTITUTE LIMITED
 ABN 76 090 089 991
 (A COMPANY LIMITED BY GUARANTEE)

INCOME STATEMENT
 For the year ended 31 December 2008

	Note	2008 \$	2007 \$
REVENUE			
Grants & Funding		126,580	157,319
Consulting	2	791,443	1,039,994
Interest Income		28,506	17,552
Membership		1,100	900
Other		1,332	693
TOTAL REVENUE		948,962	1,216,459
EXPENSES			
Administration Expenses		103,149	72,494
Consulting Expense		56,152	134,192
Employee Benefits Expense	3	884,764	872,029
Finance Costs		125	203
Depreciation & Amortisation		7,102	7,275
TOTAL EXPENSES		1,051,292	1,086,193
(DEFICIT)/ SURPLUS FOR THE PERIOD		(102,330)	130,266

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

WESTERN RESEARCH INSTITUTE LIMITED
ABN 76 090 089 991
(A COMPANY LIMITED BY GUARANTEE)

BALANCE SHEET
As at 31 December 2008

	Note	2008 \$	2007 \$
CURRENT ASSETS			
Cash & Cash Equivalents	4	393,109	417,462
Receivables	5	62,979	136,329
TOTAL CURRENT ASSETS		456,088	553,791
NON-CURRENT ASSETS			
Property, plant & equipment	6	23,672	15,689
Other		10	10
TOTAL NON-CURRENT ASSETS		23,682	15,699
TOTAL ASSETS		479,770	569,490
CURRENT LIABILITIES			
Payables	7	46,052	42,342
Provisions		35,370	26,469
TOTAL CURRENT LIABILITIES		81,421	68,811
TOTAL NON-CURRENT LIABILITIES			
TOTAL LIABILITIES		81,421	68,811
NET ASSETS		398,349	500,678
Accumulated Funds			
		398,349	500,678
TOTAL EQUITY		398,349	500,678

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

WESTERN RESEARCH INSTITUTE LIMITED
 ABN 76 090 089 991
 (A COMPANY LIMITED BY GUARANTEE)

CASH FLOW STATEMENT
 For the year ended 31 December 2008

	Note	2008 \$	2007 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash receipts from Operations		992,337	1,076,114
Interest Received		28,506	17,552
Payments to Suppliers & Employees		(1,030,111)	(1,064,129)
NET CASH FLOWS (USED IN) / FROM OPERATING ACTIVITIES	13	(9,268)	29,538
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchases of Plant & Equipment		(15,085)	(12,211)
NET CASH FLOWS USED IN INVESTING ACTIVITIES		(15,085)	(12,211)
NET (DECREASE) / INCREASE IN CASH & CASH EQUIVALENTS		(24,353)	17,327
Cash & Cash Equivalents at the beginning of the year		417,462	400,135
Cash & Cash Equivalents at the end of the year	4	393,109	417,462

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

WESTERN RESEARCH INSTITUTE LIMITED
 ABN 76 090 089 991
 (A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF CHANGES IN EQUITY
 For the year ended 31 December 2008

	2008	2007
	\$	\$
TOTAL EQUITY AT THE START OF THE FINANCIAL YEAR	500,678	370,412
Surplus (deficit) for the year	(102,330)	130,266
TOTAL RECOGNISED INCOME AND EXPENSE FOR THE YEAR	(102,330)	130,266
TOTAL EQUITY AT THE END OF THE FINANCIAL YEAR	398,349	500,678

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

WESTERN RESEARCH INSTITUTE LIMITED
ABN 76 090 089 991
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
For the year ended 31 December 2008

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1 (a) INFORMATION ABOUT REPORTING ENTITY

Western Research Institute Limited is a controlled entity of the Charles Sturt University. The Company, a not for profit entity, was incorporated in Australia as a company limited by guarantee on 21 December 1999. In accordance with the Constitution, the liability of each member, in the event of the company winding up, is limited to \$50.00.

The registered office for Western Research Institute Limited is Charles Sturt University, Research Station Drive, Bathurst NSW.

The principal activity of the company during the year was the provision of research services.

The financial report has been authorised for issue by the Board of Directors on 14th April 2009.

1 (b) BASIS OF PREPARATION

The financial statements are a general purpose financial report and have been prepared in accordance with:

- (i) Australian Accounting Standards and Interpretations;
- (ii) Corporations Act 2001
- (iii) Public Finance and Audit Act 1983 and Regulations 2005

Judgements, key assumptions and estimates management has made are disclosed in the relevant notes to the financial report.

The financial report has been prepared in the basis of accrual accounting and in accordance with historical cost convention. All amounts are expressed in Australian dollars.

1 (c) PROVISIONS

- (i) Salaries and Wages, Annual Leave and On-Costs

Liabilities for salaries and wages (including non-monetary benefits) and annual leave that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when liabilities are settled.

Long-term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with AASB 119 Employee benefits.

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

WESTERN RESEARCH INSTITUTE LIMITED
ABN 76 090 089 991
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
For the year ended 31 December 2008

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(ii) Long Service Leave and Superannuation

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is estimated on the basis of certain factors applied to employees with number of years of service, using current rates of pay.

The defined contribution superannuation expense for the financial year is calculated as a percentage of the employees' salary.

(iii) Other Provisions

Other provisions exist when there is a present legal or constructive obligation as a result of a past event. It is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation.

1 (d) TAXATION

The financial report is prepared on the basis that the company is exempt from income tax. The Board considers that it will obtain a tax exempt status for the year ended 31 December 2008 from the Australian Taxation Office in due course. Refer to Note 17.

1 (e) GOING-CONCERN

The financial report is prepared on a going-concern basis.

1 (f) FINANCIAL INSTRUMENTS

Financial instruments give rise to positions that are a financial asset of either the Company or its counterparty and a financial liability (or equity instrument) of the other party. For the Company these include receivables and payables.

In accordance with AASB132 "Financial Instruments: Presentation" and AASB 7 "Financial Instruments: Disclosure" information is disclosed in Note 12 in respect of the risks associated with all financial instruments. All such amounts are carried in the accounts as fair value unless otherwise stated. The specific accounting policy in respect of each class of such financial instrument is stated hereunder.

Classes of instruments recorded at amortised cost comprise:

- receivables
- payables

All financial instruments including revenue, expenses or other cash flows arising from instruments are recognised on an accrual basis.

1 (g) PAYABLES

Payables represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. These amounts are unsecured and are usually paid within 30 days of recognition. Payables are carried at amortised cost and due to their short-term nature they are not discounted.

WESTERN RESEARCH INSTITUTE LIMITED
ABN 76 090 089 991
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
For the year ended 31 December 2008

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1 (h) RECEIVABLES

Receivables are recognised on an accrual basis initially at fair value and subsequently measured at amortised cost using effective interest method, less allowance for impairment.

1 (i) REVENUE RECOGNITION

Income is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the specific accounting policies for the recognition of revenue is discussed below.

(i) Grants

Grants are generally recognised as income when the Company obtains control over the assets. Control over grants is normally obtained upon the receipt of cash.

(ii) Consultancy Services

Consultancy service revenue is recognised when the service is provided or by reference to the stage of completion.

(ii) Interest Revenue

Interest revenue is recognised as it accrues.

1 (j) ACQUISITION OF ASSETS

The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the Company. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the requirements of other Australian Accounting Standards.

Fair value is the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction.

1 (k) CAPITALISATION THRESHOLDS

Plant and equipment and intangible assets costing \$500 and above individually (or forming part of a network costing more than \$500) are capitalised.

1 (l) REVALUATION OF PLANT AND EQUIPMENT

Physical non-current assets are reported at fair value in accordance AASB 116 Property, Plant and Equipment.

The Company's plant and equipment is comprised of non-specialised computer and office equipment with short useful lives. The carrying value approximates fair value.

WESTERN RESEARCH INSTITUTE LIMITED
ABN 76 090 089 991
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
For the year ended 31 December 2008

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1(m) DEPRECIATION

Depreciation is provided on a straight line basis for all depreciable assets so as to write off the depreciable amount of each asset as it is consumed over its useful life to the entity.

The following depreciation rates are used in calculation of depreciation.

Office Equipment	33.3%
Furniture Fittings	10%

1(n) NEW AUSTRALIAN ACCOUNTING STANDARDS AND INTERPRETATIONS

(i) Amendments and Interpretations issued but not yet effective at 31 December 2008

(ii) The following accounting standards have not been applied and are not yet effective. It is considered the adoption of these Standards and Interpretations in future periods will have no material impact on the financial report of the Company.

- AASB 8 Operating Segments (1 January 2009);
- Revised AASB 101 Presentation of Financial Statements (1 January 2009);
- Revised AASB 114 Segment Reporting (1 July 2008);
- Revised AASB 116 Property, Plant and Equipment (1 July 2008);
- Revised AASB 123 Borrowing Costs (1 January 2009);
- Revised AASB 127 Consolidated and Separate Financial Statements (1 July 2009)
- Revised AASB 137 Provisions, Contingent Liabilities and Contingent Assets (1 July 2008);
- Revised AASB 1004 Contributions (1 July 2008);
- AASB 2007-3 Amendments to Australian Accounting Standards arising from AASB 8 (1 January 2009)
- AASB 2007-6 Amendments to Australian Accounting Standards arising from AASB 123 (1 January 2009)
- AASB 2007-8 Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009)
- AASB 2007-10 Further Amendments to Australian Accounting Standards arising from AASB 101 (1 January 2009)
- AASB 2008-7 Amendments to Australian Accounting Standards – Cost of an Investment in a Subsidiary, Jointly Controlled Entity or Associate (1 January 2009);
- AASB 2008-9 Amendments to AASB 1049 for Consistency with AASB 101 (1 January 2009);
- Revised Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities (1 July 2008).

WESTERN RESEARCH INSTITUTE LIMITED
 ABN 76 090 089 991
 (A COMPANY LIMITED BY GUARANTEE)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 For the year ended 31 December 2008

NOTE 2 CONSULTANCY REVENUE

	2008	2007
	\$	\$
Business Related	718,473	734,810
Environmental	72,969	305,184
TOTAL CONSULTANCY REVENUE	<u>791,443</u>	<u>1,039,994</u>

NOTE 3 EMPLOYEE RELATED EXPENSES

Wages	761,632	762,974
Super	65,009	50,307
Payroll Tax	40,647	50,362
Other	17,476	8,386
TOTAL EMPLOYEE RELATED EXPENSES	<u>884,764</u>	<u>872,029</u>

NOTE 4 CASH AND CASH EQUIVALENTS

Cash at Bank	392,621	417,251
Cash on Hand	488	211
TOTAL CASH AND CASH EQUIVALENTS	<u>393,109</u>	<u>417,462</u>

NOTE 5 RECEIVABLES

Trade Debtors	60,994	132,875
Prepayments	-	3,453
Other Receivables	1,985	-
TOTAL RECEIVABLES	<u>62,979</u>	<u>136,328</u>

NOTE 6 PLANT & EQUIPMENT

Office Equipment	48,240	55,656
Less: Accumulated Depreciation	<u>32,827</u>	<u>46,531</u>
Carrying Amount at Fair Value	<u>15,413</u>	<u>9,125</u>
Furniture & Fittings	17,983	14,686
Less: Accumulated Depreciation	<u>9,724</u>	<u>8,122</u>
Carrying Amount at Fair Value	<u>8,259</u>	<u>6,564</u>
TOTAL PLANT & EQUIPMENT	<u>23,672</u>	<u>15,689</u>

WESTERN RESEARCH INSTITUTE LIMITED
 ABN 76 090 089 991
 (A COMPANY LIMITED BY GUARANTEE)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 For the year ended 31 December 2008

NOTE 6 PLANT & EQUIPMENT (CONTINUED)

RECONCILIATIONS

Reconciliations of the carrying amounts of plant and equipment at the beginning and end of the current and previous financial years are set out below:

	Total Plant & Equipment \$ Year Ended 31-Dec-08	Total Plant & Equipment \$ Year Ended 31-Dec-07
Net carrying amount at start of year	15,689	10,753
Additions	15,085	12,211
Disposals	-	-
Depreciation Expense	7,102	7,275
Net carrying amount at fair value at end of year	23,672	15,689

NOTE 7 PAYABLES

Trade Creditors	394	11,642
Accrued Salaries	-	16,713
Accrued Audit Fees	8,800	-
GST Payable	10,111	13,987
Payroll Tax	4,114	-
Superannuation Payable	7,977	-
PAYG Withholding Payable	14,580	-
Other Payables	77	-
TOTAL PAYABLES	46,052	42,342

NOTE 8 AUDITOR'S REMUNERATION

Audit of the Company's Financial Report	8,000	9,000
TOTAL AUDITOR'S REMUNERATION	8,000	9,000

NOTE 9 DIRECTORS REMUNERATION

The Directors act in an honorary capacity and do not receive remuneration in connection with the management of the affairs of the Company.

WESTERN RESEARCH INSTITUTE LIMITED
ABN 76 090 089 991
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
For the year ended 31 December 2008

NOTE 10 RELATED PARTIES

(a) 2008

The names of Directors who have held office during the financial period are:

Peter John Batten	Marion Heath Browne	Margaret Mary Collins
Ian Davison	Helen Overmyer	Juliet Lee Duffy
Michael Grouse Milston	Sandy Morrison	Paul Charles Burnett
James Francis Hackett		

(b) Remuneration

Information in remuneration of Directors is disclosed in Note 9.

(c) Controlling Entity

Charles Sturt University is the controlling entity of the Company.

(d) Related Party Transactions

Charles Sturt University provided the Company with a range of administrative support services. These services have been provided at no charge to the Company and comprised the provision of:

- ♦ office accommodation facilities
- ♦ electricity and other utility services
- ♦ subsidised travel

The value of these services has not been quantified or reported in the financial report.

Charles Stuart University also provides monetary funding to the value of \$137,500 PA including GST.

This is disclosed as income.

NOTE 11 ECONOMIC DEPENDENCY

The company's revenue stream and operations are dependant upon the ongoing financial and other support of its controlling entity, the Charles Sturt University.

NOTE 12 FINANCIAL INSTRUMENTS

The Company's principal financial instruments are outlined below. These financial instruments arise directly from the company's operations.

The Company's main risks arising from financial instruments are outlined below together with the Company's objectives, policies and processes for measuring and managing risk. The Board of Directors has overall responsibility for the establishment and oversight of risk management reviews and agrees policies for managing each of these risks.

WESTERN RESEARCH INSTITUTE LIMITED
 ABN 76 090 089 991
 (A COMPANY LIMITED BY GUARANTEE)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 For the year ended 31 December 2008

NOTE 12 FINANCIAL INSTRUMENTS (CONTINUED)

(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. The Company's exposures to market risk are minimal as it has no borrowings or other price risk associated investments. The Company has no exposure to foreign currency risk.

(b) Interest Rate Risk

Interest rate risk is the risk that the value of financial instrument will fluctuate due to changes in market interest rates. The Company's exposure to interest rate risks and the effective interest rates of financial assets and liabilities, both recognised and unrecognised at the balance sheet date are as follows:

2008	Weighted av. Interest rate (p.a.)	Floating interest rate	Non-interest bearing	Total
		\$	\$	\$
FINANCIAL ASSETS				
Cash	6.2%	393,109	-	393,109
Receivables		-	62,979	62,979
TOTAL FINANCIAL ASSETS		<u>393,109</u>	<u>62,979</u>	<u>456,088</u>
FINANCIAL LIABILITIES				
Payables		-	46,052	46,052
TOTAL FINANCIAL LIABILITIES		<u>-</u>	<u>46,052</u>	<u>46,052</u>
 2007	 Weighted av. Interest rate (p.a.)	 Floating interest rate	 Non-interest bearing	 Total
		\$	\$	\$
FINANCIAL ASSETS				
Cash	5.0%	417,462	-	417,462
Receivables		-	136,328	136,328
TOTAL FINANCIAL ASSETS		<u>417,462</u>	<u>136,328</u>	<u>553,790</u>
FINANCIAL LIABILITIES				
Payables		-	42,342	42,342
TOTAL FINANCIAL LIABILITIES		<u>-</u>	<u>42,342</u>	<u>42,342</u>

(c) Credit Risk

Credit risk is the risk of financial loss arising from another party to a contract or financial position failing to discharge a financial obligation there under. The Company's maximum exposure to credit risk is represented by the carrying amounts of the financial assets and liabilities included in the balance sheet.

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NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 For the year ended 31 December 2008

NOTE 12 FINANCIAL INSTRUMENTS (CONTINUED)

(d) Liquidity Risk

Liquidity risk is the risk that the Company will be unable to meet its payment obligations when they fall due. The Company continuously manages risk through monitoring future cash flows. The Company's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

(e) Sensitivity Analysis

A sensitivity analysis presents the effect on profit and equity due to possible change in interest rate, price and foreign exchange risks. Because the Company is not exposed to any of these risks a sensitivity analysis is not presented in this financial report.

NOTE 13 RECONCILIATION OF CASH FLOW FROM OPERATING ACTIVITIES WITH SURPLUS (DEFICIT) FOR THE YEAR

	2008	2007
	\$	\$
Surplus (Deficit) for the year	(102,330)	130,266
Depreciation	7,102	7,275
Decrease / (Increase) in Receivables	73,349	(105,790)
Increase / (Decrease) in Payables	3,709	(19,233)
Increase / (Decrease) in Provisions	8,901	17,020
	<u>(9,268)</u>	<u>29,538</u>

NOTE 14 COMMITMENTS

The Company does not have any commitments at 31 December 2008 (2007: Nil)

NOTE 15 CONTINGENT ASSETS OR LIABILITIES

The Company is not aware of any contingent assets or liabilities existing at 31 December 2008 (2007: Nil)

NOTE 16 EVENTS AFTER BALANCE SHEET DATE

There have not been any significant events in the interval between the end of the financial year and the date of this report that may effect the operations, the results of the Company, or require disclosures.

WESTERN RESEARCH INSTITUTE LIMITED
ABN 76 090 089 991
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
For the year ended 31 December 2008

NOTE 17

INCOME TAX EXEMPTION

At the date of this report, the Australian Taxation Office has given a written opinion that Western Research Institute Limited meets the requirements to become a registered charity. Consequently, Western Research Institute Limited would be exempt from income tax from the date of incorporation and for all future periods where the conditions of charity registration continue to be met. Whilst the registered charity status has not formally been approved at the date of this report, the Australian Taxation Office and Western Research Institute's specialist tax advisers, KPMG, believe that formal registration will be achieved in the near future. On this basis no provision for income tax has been recorded in the financial statements.

END OF AUDITED FINANCIAL STATEMENTS

Item 1 Accounts Payment Performance

Table A: Aged Payable Analysis at the end of each quarter

Quarter	Current (ie within due date) \$	Less than 30 Days Overdue \$	Between 30 and 60 Days overdue \$	Between 60 and 90 days overdue \$	More than 90 days overdue \$
March	23,144,703	8,092,169	3,664,043	689,601	444,843
June	20,676,247	4,319,258	1,173,698	343,610	1,023,117
September	34,426,118	9,095,818	1,428,862	765,089	1,291,995
December	62,015,187	7,502,575	931,694	503,434	1,186,289

Table B: Accounts paid on time within each quarter

Quarter	Total Accounts Paid on Time			Total Amount Paid
	Target %	Actual %	\$	\$
March	85.00%	64.23%	23,144,703	36,035,359
June	85.00%	75.09%	20,676,247	27,535,929
September	85.00%	73.23%	34,426,118	47,007,883
December	85.00%	85.97%	62,015,187	72,139,179

The geographical spread and decentralised nature of Charles Sturt University can cause delays in the payment of accounts due to time lags between receipt of goods and processing of the corresponding invoices, despite the existence of an efficient inter-campus mail system. Charles Sturt University has developed a good relationship with many suppliers who accept the slight delay in payment without imposing any penalty as the majority of payments are made on time. The University is continually reviewing its policies and procedures and is planning to implement purchase cards during 2009 to improve payment performance.

Item 2 Consultants

Consultants Paid >\$30,000

	(\$) Expenditure 2008	Description
North East Architects	50,154.50	Design
Brewster Hjorth	970,414.67	Design
Brewster Hjorth	1,209,696.84	Design
Brewster Hjorth	369,603.69	Design
Doug Westland	39,875.00	Construction
Eric Martin	53,459.89	Design
Exergy Australia	42,438.00	Consultants
Hines Constructions	397,013.63	Refurbishment
ICG Wagga	652,403.95	Construction
ICG Wagga	1,399,368.50	Construction
John Blackwood	110,326.15	Design
John Blackwoods Architects	42,590.36	Design
John Blackwoods Architects	64,721.08	Design
Joss Construction	5,899,506.02	Construction
Joss Construction	4,360,991.94	Construction
Joss Construction	185,622.95	Construction
Joss Construction	8,443,383.69	Construction
Joss Construction	94,742.00	Levies
Joss Construction	10,067,931.91	Construction
Joss Construction	32,444.00	Levies
Joss Construction	8,778,856.42	Construction
Joss Facility Management	46,407.90	Minor Works
Joss Facility Management	82,451.60	Minor Works
Joss Facility Management	87,506.21	Minor Works
Joss Facility Management	1,952,066.60	Construction
Joss Facility Management	257,664.15	Construction
Joss Facility Management	100,501.31	Refurbishment
Joss Facility Management	75,202.16	Construction
Joss Facility Management	88,851.84	Refurbishment
Joss Facility Management	110,063.03	Refurbishment
Joss Facility Management	61,296.09	Refurbishment
Joss Facility Management	54,679.49	Refurbishment
Joss Facility Management	39,524.54	Construction
Joss Facility Management	42,981.93	Construction
Manteena	131,625.48	Construction

	(\$ Expenditure 2008	Description
Manteena	864,270.06	Construction
Martin & Wheeler	224,762.72	Refurbishment
McPhee Architects	48,938.85	Graphic Design
Merat	127,372.93	Design
Merat	124,339.60	Design
Nash Bros Construction	370,823.60	Construction
North East Architects	44,168.22	Design
Quattro Design	144,110.00	Design
Rawson Construction	1,088,947.68	Refurbishment
Rice Daubney	111,573.00	Design
Rice Daubney	208,021.00	Design
Rice Daubney	111,573.00	Design
S2F	381,175.32	Design
Schiavello	77,870.00	Construction
Schiavello	67,857.90	Construction
Tablelands Builders	1,579,604.75	Refurbishment
Teilion Architects	148,692.18	Consultants
Xact Project Consultants	111,390.99	Contracts
Zauner Construction	1,909,362.33	Construction
Zauner Construction	1,039,857.70	Construction
Zauner Construction	472,272.07	Construction
Zauner Construction	304,427.83	Contracts
Zauner Construction	2,022,287.45	Construction
Zauner Constructions	3,435,488.22	Construction
Zauner Constructions	5,269,281.15	Construction
TOTAL	66,684,836.07	

Consultants paid <\$30,000

131 payments made totalling \$328,702.04

Item 3 Economic or other factors

The world-wide Global Financial Crisis in 2008 has adversely impacted all financial markets. The resulting global economic downturn has resulted in a considerable reduction in capital values in all economies including Australia. The impact on the University has been a decrement in the value of financial assets and the resulting impairment of these assets. These impacts have been identified in accompanying Financial Reports. These factors have not impacted on operational objectives being met in 2008.

Item 4 Funds Granted

The University makes significant contributions to community activities and initiatives related to its core educational mission. Funding for non-government community organisations is drawn from resources made available for regional engagement under the University's Strategic Plan. The total of direct financial contributions does not account for the significant investment of staff time and expertise, and ancillary support, provided by the University to regional engagement initiatives. The table below lists all direct financial contributions to non-government community organisations for 2008.

Non-Government Community Organisation	Funds Granted	Description
Riverina Conservatorium	\$25,000	Support the teaching of music within the Wagga Wagga community
Murray Conservatorium	\$25,000	Support the teaching of music within the Albury community
Mitchell Conservatorium	\$25,000	Support the teaching of music within the Bathurst community
Orange Conservatorium	\$5,000	Support the teaching of music within the Orange community
Dubbo Conservatorium	\$5,000	Support the teaching of music within the Dubbo community
Professorial Lecture Scheme	\$7,500	Provision of public lecture series within 18 local communities
Visiting Artists	\$12,000	Provision of specialist academic tuition within campus' communities
2MCE-FM Radio Station	\$215,000	Support community broadcasting within the Bathurst community
Riverina Summer School	\$3,000	Support musical workshop in the Wagga Wagga community
Community Education	\$60,000	Providing educational short-course programs for local communities
National Radio News	\$65,000	Support provision of an hourly news service to community radio stations across Australia
Riverina Playhouse	\$25,000	Support to the provision of performing arts in Wagga Wagga
Total	\$472,500	

Item 5 Investment Performance*

* For the Parent Entity

The average rate of return on all funds was 7.28%. The amount of interest earned for the year was \$11,888,275. The University has been using the current investment strategy since 2002. Prior to this, funds were generally invested in interest bearing deposits and bank bills. The Treasury Corporate Hour Glass facility lists their "Bond Market Facility", which are investments between two and four years as below.

Investments are for a range of terms, 47% mature in one year or less, 30% are for a term of 1 to 5 years and 23% mature in more than 5 years.

Returns Net of Fees	1 Year p.a.	2 Year p.a.	3 Year p.a.	5 Year p.a.
Bond Market Facility	15.91	9.43	7.09	6.70
Benchmark	16.45	9.78	7.37	6.95

Item 6 Leave Liabilities

Please see Note 26 in Financial Reports

Item 7 Credit Card Certification

The Vice-Chancellor certified that credit card use during 2008 was in accordance with established requirements and practices.

Item 8 Insurance

The University holds insurances for Property [including Material Damage, Business Interruption, Fidelity Guarantee & Crime], Motor Vehicle, General & Products Liability, Professional Indemnity, Medical Malpractice, Veterinary Malpractice, Clinical Trials, Casual Hirers Liability, Directors & Officers Liability, Equine Multi Cover, Contract Works, Travel, Personal Accident and Workers Compensation. The policies for these insurances are current.

Class of Insurance	Insurer/Broker	Policy Number	Expiry Date
Motor Vehicle – Canadian Vehicles	Dominion of Canada/ Aon Reed Stenhouse	APC8579190	1 September 2009
Motor Vehicle – Australian Vehicles	QBE Insurance/ Aon Risk Services	24 VER 0000 MVA	31 October 2009
Property – Material Damage & Business Interruption	Unimutual/ Direct Placement	UL CSU 09	31 October 2009
General & Products Liability, Professional Indemnity, Medical Malpractice, Veterinary Malpractice, Clinical Trials	Unimutual/ Direct Placement	UL CSU 09	31 October 2009
Public Liability – Post Offices [Bathurst & Wagga Wagga]	CGU Insurance & Others/ Aon Risk Services	CPF7C024880NSW	31 October 2009
Casual Hirers Liability	QBE Insurance/ Middleditch	41A209539PLB	31 October 2009
Directors & Officers Liability	Unimutual/ Direct Placement	UL CSU 09	31 October 2009
Equine Multi Cover – Various Horses	CGU Insurance/ Aon Risk Services	EQMC21005633748	31 October 2009
Contract Works	Allianz Insurance/ Aon Risk Services	22-0106949-CAR	31 October 2009
Corporate Travel/ Group Personal Accident	ACE Insurance/ Aon Risk Services	ABTVL002655NSW	31 October 2009
Group Personal Accident – Students	AIG Australia/ Marsh	2300103942	31 December 2009
Group Personal Accident – NSW Police College	ACE Insurance/ Middleditch	02P0014230	31 December 2009
Workers Compensation NSW - Charles Sturt University	Employers Mutual/ Direct Placement	MWR0024606033	31 December 2009
Workers Compensation NSW – Charles Sturt Services Limited	Employers Mutual/ Direct Placement	MWN0035203033	31 December 2009
Workers Compensation NSW – Mitchell Services Limited	Employers Mutual/ Direct Placement	MWR0024618033	31 December 2009
Workers Compensation NSW -Rivservices Limited	Employers Mutual/ Direct Placement	MWR0024620033	31 December 2009
Workers Compensation – ACT	QBE Insurance/ Aon Risk Services	TBA	31 December 2009
Workers Compensation – Northern Territory	Allianz Insurance/ Aon Risk Services	TWY0008726-04	31 December 2009
Workers Compensation – Tasmania	Allianz Insurance/ Aon Risk Services	LWL0007915-04	31 December 2009
Workers Compensation – Western Australia	Allianz Insurance/ Aon Risk Services	WWH0050599-04	31 December 2009

Item 9 Land Disposal

There were no land disposals during 2008.

Item 10 Major Works

Campus Projects

Campus	Project	Stage	Value
Thurgoona	Academic accommodation stage 3	Completed Opened by the Governor-General, October 2008	\$4,252,000.00
	Learning Commons	Available December 2008	\$9,333,278.00
	Peter Till laboratory refurbishment	Under construction	\$6,650,000.00
	Skills Centre	Under construction	\$2,885,235.00
Bathurst	Dobbins Building refurbishment	Available November 2008	\$1,770,000.00
	Purchase of V-C's residence		\$935,000.00
Wagga Wagga	Veterinary Clinical Centre	Opened July 2008	\$8,917,820.00
	Graham Building refurbishment	Available April 2008	\$2,195,276.00
	Experimental winery	Under construction	\$1,750,000.00
	Sutherland Laboratory reconstruction	Under construction	\$1,474,000.00
	Research House	Under construction	\$2,500,000.00
	Veterinary Diagnostic Laboratory	Under Tender	\$8,950,000.00
Orange	Clinical Science redevelopment	Under construction	\$13,500,00.00
Canberra	George Browning House	Opened February 2008	\$3,080,000.00

New Dental and Oral Health program

Wagga Wagga	Teaching space and clinics	Under construction	\$17,900,000.00
Orange	Teaching space and clinics	Under construction	\$24,400,400.00

Student Residences

Wagga Wagga	200	Under construction	\$10,583,333.00
Bathurst	200	Under construction	\$10,583,333.00
Thurgoona	200	Under construction	\$10,583,333.00

Item 11 Employee Wage Movements

Staff covered by the University's Enterprise Agreement received the following increases during 2008:

22 March 2008	2%
30 September 2008	2%
1 December 2008	2%*

*paid by administrative increase.

Item 12 Environment Health & Safety

Environment, Health and Safety (EHS) supports the development of strategically based health and safety programs to assist managers and employees to maintain an environmentally safe and healthy workplace.

Achievements for 2008

- Continuation of an integrated manual handling program commenced in 2006. The program is based on the Australian Safety and Compensation Council's standards and guidelines on manual tasks and included components on ergonomics. The program also included access to on-line training materials via four modules in relation to manual tasks. All new staff are required to undertake this training as part of their induction process.
- Continued promotion of CSU's Occupational Health and Safety Management System (OHSMS) through the revised OHS Objectives and Responsibilities Policy. The embedded risk management approach within this system was linked to the wider promotion of the integrated risk management system within the University.
- Commenced a trail at the Albury Campus in particular of a changed approach to injury management in using local rehabilitation providers to manage the return to work case directly with the injured person's line supervisor/ manager. This is designed to achieve a greater buy in by line management in the return to work process. This approach will be rolled out across the University in 2009.
- Provide continued support for, and promotion of, campus Occupational Health and Safety Committees to engage with the Charles Sturt University community through the running of campaigns such as Safe Work Australia Week, the Wagga Mutual Credit Union Safety Awareness Award and National Walk to Work Day.
- Continuation of an influenza vaccination program for staff and students using an initial grant of funds from the Senior Executive Committee. The program saw 540 staff and students vaccinated across the University. This is in excess of a 17% increase over the 460 vaccinated in 2007.
- Engagement with other universities within the Higher Education Services HRIS framework to suggest improvements and to test and debug changes provided that enhance the capabilities of the HR database OHS module.
- Continuation of the promotion and management of the University's Employee Assistance Program that increased the usage by employees and members of their immediate families to free, short-term professional counselling. Promotion included intranet notices and the distribution of booklets, as well as providing information cards about the Manager Help Line service.
- Participation in the New Zealand Tertiary Sector OHS Conference. Staff presented two papers at the conference held in Dunedin in August. One paper on lessons learnt during an emergency evacuation, the other paper on the investigation into a laboratory fire. The first paper was also delivered at the Sydney Safety Conference in October.
- Participation in the new compliance committee consultation arrangements of the Division of Facilities Management in relation to new facility designs or designs relating to major refurbishment.
- Continue to promote the University's Occupational Health and Safety Management System through the content of the recently revised 'Safety Management System' and link the embedded risk management approach to the wider promotion of integrated risk management within the University.
- Developed and launched a new online training induction program to replace to previous unassessed version. The new program is titled 'An Introduction to Safety at CSU'.
- Assisted DFM to develop and include a new online training program titled 'Fire and Emergency Procedures' into the HR Induction Training Program.
- Introduced and promoted use of new online safety training video collection that allows staff and students to access the full Safetycare range. This new initiative funded in association with the Division of Library Services.
- Conducted the election of zone representatives to the campus based OHS Committees as per legislative requirements.

Activities planned for 2009

- Continue to promote the University's Occupational Health and Safety Management System through the content of the recently revised 'Safety Management System' and link the embedded risk management approach to the wider promotion of integrated risk management within the University.
- Expand the new approach to injury management, trialled at the Albury Campus in 2008, across all campuses of the University.
- Provide on-going promotion and management of the University's 'Employee Assistance Program.
- Continue to provide online access to OHS training in the areas of safety induction, emergency procedures, accident investigation and reporting, ergonomics, manual handling and risk management. Look to adding to this program with modules for OHS for supervisors/ managers.
- Review, reformat and consolidate existing OHS policies and related materials in line with University and Divisional requirements.
- Direct resources into the HR database's OHS module to enable its usage to maximise the linkage of OHS data through the personnel system.
- Commence using the HR Management Information System to record incident, injury and workers compensation data.
- Continue to promote the use of new online safety training video collection that allows staff and students to access the full Safetycare range. This initiative funded in association with the Division of Library Services.
- Provide access to 'Workpace' ergonomic management software to all computer users of the University with assistance from the Division of Information Technology.
- Finalise a major review into the University's first aid needs and management.

OHS Performance

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

Table E: OHS Performance Indicators (Employees)

Year	Total Number Incidents (1)	Number of Fatal Incidents	Number of Medical Treatment Incidents (2)	Total Employees (3)	Total Workers' Compensation Claims (1)
2008	182(5)	0	87(5)	1979	79(4)
2007	142(5)	0	72(8)	1890	46(8)

Table F: OHS Performance Indicators (Casual Employees, Students and Visitors)

Year	Total Number Casual Employee Incidents (1)(5)	Total Number Student Incidents (6)	Total Number Visitor Incidents (7)
2008	48(5)	467(5)	12(5)
2007	28(8)	428(8)	17(8)

Explanatory Notes

1. As per recognised reporting standards, the above performance indicators do not include near miss incidents, commuting injuries (injury occurring whilst not on duty or during a recess period).
2. Medical Treatment Incidents are the number of incidents where medical treatment, including first aid was sought.
3. Total Employees is from Alesco as at 4 December 2008. It does not include casual employees.
4. Total number of workers' compensation claims received as at 17 December 2008.
5. Total number of incidents as at 17 December 2008.
6. Approximately 75% of student incidents relate to Policing Studies students involving injuries sustained largely as part of training and physical fitness regimes.
7. Visitors include contractors, service company personnel and persons attending courses, facilities, events and clinics managed by the University.
8. Total numbers as at 31 December 2007.

Item 13 Equal Opportunity

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

Achievements in 2008

- Indigenous Employment:
 - adoption of a new Indigenous Employment Strategy for the period 2007-2011
 - commencement of six new trainees in 2008 in areas such as grounds maintenance, school/faculty administration, and Centre for Indigenous Studies
 - four trainees were appointed to continuing positions in 2008 at the completion of their traineeship
 - the University introduced the Indigenous Employment Incentive Scheme to support employment of Indigenous staff in continuing positions at administrative and middle management levels – five Indigenous employees have been appointed under this scheme in 2008 (including two trainees)
 - by March 2008, the number of Indigenous staff was 37
 - the University participated in a pilot work experience scheme for Indigenous senior students from Wagga Wagga high schools
 - 154 staff members have participated in cross cultural awareness training focusing on Indigenous culture and issues in 2008 - workshops were run for the School of Policing, School of Education, Murray School of Education and School of Community Health in addition to a two day workshop for staff on the Bathurst Campus
 - the second Indigenous Staff Conference was held at Thurgoona Campus – 33 Indigenous staff members attended as well as a large number of invited Indigenous community members.
- Leadership Development for Women (LDW) Programme:
 - LDW was run for a third year in 2008. 28 academic and general staff women participated in workshops, a mentoring programme and peer learning groups over a nine month period
 - a comprehensive evaluation of the programme was undertaken in 2008 – altogether, 80 women from HEW levels 6-9 and academic levels A-D have completed the programme with very positive outcomes
 - by June 2008 38% of participants from the first two cohorts were in a higher level position than when they commenced the programme and a similar proportion believe that participation in LDW facilitated this
 - more than half the participants believe they have taken on more leadership and decision making roles which they attribute to participation in LDW - Managers' reports support these findings.
- Planning for Promotion Workshops:
 - 19 women attended in 2008
 - the success rate for promotion of those women attending the full workshop is high – since the program was introduced in 2005, of 23 participants who applied for promotion, 19 have been successful.
- Work/life balance:
 - the dependant care allowance was reviewed and expanded to make it more useable for staff utilising informal care for dependents when travelling on University business
 - information on the availability of child care on and off campus and child related resources for parents was researched and compiled for the Staff Benefits' web page.

Activities planned

- Contribute to improvements in workforce planning at CSU to achieve the equity indicators specifically for women and Indigenous staff.
- Continue to implement the Indigenous Employment Strategy, with a specific focus on the Incentive Scheme and retaining trainees at completion of traineeships.
- Research, analyse and make recommendations for work and family provisions for the next Enterprise Agreement.
- Introduce and publicise web resources supporting good practice in the implementation of work and family provisions.
- Research, analyse and make recommendations to enable the University to become an Employer Of Choice for Women.
- Provide relevant EO training for restructured Division of Human Resources.

Statistical Information

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

EEO Group	Benchmark or Target %	2005 %	2006 %	2007 %	2008 %
Women	50	41	41	41	42
Aboriginal people and Torres Strait Islanders	2	1.0	1.0	1.0	2
People whose first language was not English	19	12	11	12	13
People with a disability	12	4	4	4	4
People with a disability requiring work-related adjustment	7	2.0	2.0	1.0	1

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

EEO Group	Benchmark or Target %	2005 %	2006 %	2007 %	2008 %
Women	50	65	66	65	67
Aboriginal people and Torres Strait Islanders	2	1.0	2.0	2.0	2
People whose first language was not English	19	4	4	4	4
People with a disability	12	5	6	5	5
People with a disability requiring work-related adjustment	7	2.0	2.0	2.0	1

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

EEO Group	Benchmark or Target	2005	2006	2007	2008
Women	100	82	83	81	81
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	90	93	91	91
People with a disability	100	108	114	121	114
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	n/a

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

EEO Group	Benchmark or Target	2005	2006	2007	2008
Women	100	85	85	85	86
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	91	92
People whose first language was not English	100	105	100	99	97
People with a disability	100	90	88	88	90
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	n/a

Explanatory Notes

1. Staff numbers as at 31 March 2008.
2. Excludes casual staff.

Item 14 Ethnic Affairs Policy Statements**Introduction**

Charles Sturt University (CSU) is committed to the NSW Principles of Multiculturalism, and to supporting and promoting cultural diversity within its community. CSU places a strong emphasis on social justice, and endeavours to facilitate access, participation and success for all students regardless of socio-economic or cultural background.

2008 Progress and Achievements

CSU offers a wide portfolio of scholarships and grants, of which many recognise NESB and refugee status in applying selection criteria. In 2008 CSU was the third highest provider of Commonwealth Equity Scholarships in NSW. All of the CSU Educational Access Schemes also give recognition to NESB and refugee status to increase opportunities for participation. These criteria include disrupted schooling, English language difficulties and crowded living conditions.

During 2008 the University Ombudsman revisited and revised the CSU Complaints Procedures to ensure the timeframes do not disadvantage non-domestic students. The Division of Human Resources compiled a register of staff with different language backgrounds who have agreed to be identified as a possible resource for both staff and students.

The CSU Office of Planning and Audit continues to collate information regarding Country of Origin and Languages spoken by all students, as well as monitors progress rates for NESB students. NESB status is identified and recorded as one of the Equity Performance Indicators in the compilation of equity reports by the university, and numbers have been increasing over the last seven years.

Office of Planning & Audit 2007

	2000	2001	2002	2003	2004	2005	2006	2007
NESB	131	252	361	374	404	437	479	514
not NESB	24,809	27,156	27,079	25,606	24,617	24,124	24,831	25,296

Inclusive Teaching Project

Commenced in 2008 and due for completion early 2009, this project will create a short training course that includes awareness of ethnic diversity and cultural inclusion. The target audience will be all academic staff with teaching loads.

CSU Degree Initiative

This long ranging project will review and establish the attributes CSU hopes to embed within its degree program. Extensive consultation within divisions and faculties is underway, to explore the concepts of citizenship, community engagement, ethics, sustainability, indigenisation, cultural competence, and internationalisation.

English Skills Service

English Language Skills Advisers within the Division of Student Services continue to offer support services to students, via individual appointments or in small group training sessions. This is of particular benefit to NESB students.

Facilities for religious engagement

The Division of Student Services provides physical facilities for students of differing religious backgrounds to engage in practices relevant to their faith.

Harmony Day

In 2008 CSU students on the Albury, Bathurst and Wagga Wagga campuses celebrated Harmony day with food from different cultures, dancing and music. Student Services staff coordinated the events, with assistance from International Students studying a variety of courses. The students (from many parts of the world, including Indonesia & Malaysia, Korea, the USA, France and other European countries and South America) shared their cultures by preparing food, displays of cultural artefacts, music and dance. These events brought the International Students together to increase the social contact between them, as well as gave local students opportunities to increase cultural awareness.

Student Clubs

The Student Support Unit assists students in the operation of student-driven clubs. There are many such clubs in existence, including the Islamic Club and the Bahai Club.

International Exchange Program

The Office of International Relations offers a range of programs for CSU students to experience cultural diversity and increase awareness of the need for cultural harmony. These include an International Exchange Program and Overseas Practicum Placements.

Proposed strategies and initiatives

Slated for 2009 the CSU Office of Corporate Affairs has commenced work on a plan to translate the Academic Regulations into a number of community languages, initially Korean.

International Club

In 2009 the Division of Student Services will launch the International Club, to foster interaction between International and domestic students. The club will promote Australian and regional activities and encourage an environment of cultural awareness between all students.

CSU Global

In 2009 the Office of International Relations will launch its new student mobility office – CSU Global.

CSU Global will provide a suite of international programs for undergraduate students:

- Student exchange program
 - Students can study part of their degree overseas at one of 30 partner institutions worldwide.
- Faculty led short term programs
 - A variety of academic study tours and programs are available for students to take overseas in their break.
- 3rd party provider short term programs
 - Study tours and international experiences ranging across a broad interest area operated by an external provider.
- Practicum/ Internships abroad
 - Students may complete part or all of their practicum or internship abroad.
- International volunteering & GAP programs
 - Students opting to defer their studies and/ or take a leave of absence are offered the opportunity to take part in these programs.

CSU Global is also able to provide students with access to generous scholarships and grants to enable them to undertake overseas programs. These programs provide an avenue to raise cultural awareness for the participating students, who then return to Australia to share their experiences with the student population and their local communities.

Status of Ethnic Affairs Agreement

During 2008 a Working Party was formed to revise the CSU Ethnic Affairs Priority Statement and Action Plan. These draft documents are now being reviewed by the Senior Executive Committee to obtain final approval for implementation. The revised Action Plan incorporates increased participation from faculties in the development of culturally inclusive practices.

Item 15 Electronic Service Delivery

In early 2008 CSU Interact, a new online collaborative scholarly environment was rolled out across Charles Sturt University for learning and teaching purposes. Integrated subject sites are provided each session to all student cohorts both on and off campus. In addition, staff members are creating project sites to facilitate online collaboration with colleagues for administrative and research purposes. Amongst the new CSU Interact features in 2008 are a Wiki and an online authoring tool. A Blog, a new online assessment tool, and an ePortfolio will be available in 2009.

CSU Interact is based on the Sakai framework which is developed cooperatively by a world wide collection of higher education institutions using the community source model. The new software development provides CSU with an integrated, enhanced and evolving learning environment.

Item 16 New Publications

Handbooks and Manuals

CSU Handbook (published electronically)
Academic Manual (published electronically)

Corporate Documents and Reports

2007 Annual Report to Parliament
CSU Branding document
CSU Snapshot

Division of Human Resources Publications

Report to the Equal Opportunity for Women in the Workplace Agency
Annual Report to the Director of Equal Opportunity in Public Employment
Safety Management System manual
Office Ergonomics – A guide for employees booklet
Ergonomic Self Assessment checklist
Occupational Health and Safety brochure for staff
Occupational Health and Safety for Students brochure
Occupational Health and Safety Committee Information Zone Cards
Indigenous Employment Strategy 2007-2011

Prospectuses/Study Guides

School Leaver Suite

Career Area books: Agriculture, Veterinary Science, Environmental Science, Food and Wine Science
Allied Health, Medical Science and Nursing
Business, Information Technology and Mathematics
Communication and Creative Media
Education, Exercise Science
Psychology, Humanities and Social Science
Theology
Justice Studies and Policing

Distance Education, Honours and Postgraduate Suite

Career Area books: Agricultural and Veterinary Science, Allied Health, Business, Communication and Creative Media, Education, Environmental Science, Food and Wine, Humanities and Social Science, Information Technology and Maths, Library and Information Studies, Medical Sciences, Nursing, Psychology, Science, Theology, Justice Studies and Policing

International publications

International Fees lists
International Prospectus 2009/2010
Ontario Stationery
Pre-Departure Guide

Other Publications

A range of publications detailing specific courses/services within the University
Graduation Ceremony Program
Year 10 Chooser poster and flipper card
A range of promotional Banners, Fridge Magnets, Signage and Certificates
Tails, the magazine of the Veterinary Science Foundation
Script, the magazine of the CSU Pharmacy Foundation
CSU Promotional Newspaper liftouts
Various newsletters
CSU Enrolment forms
and
Associate Degree in Policing Practice Recruitment Packs

A complete list of current University publications can be obtained by contacting the Office of the Vice-Chancellor and requesting the University's Statement of Affairs.

Item 17 Overseas travel

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Adlong	New Zealand	29-Sep-08	04-Oct-08	Conference
Adlong	New Zealand	29-Sep-08	04-Oct-08	Conference
Agboola	China	18-Oct-08	24-Oct-08	Conference
Akers	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Alphonso	Germany	16-Mar-08	19-Sep-08	Scholarship
AlSaggaf	Germany	12-Oct-08	16-Oct-08	Conference
Alston	USA	19-Feb-08	12-Mar-08	Meetings
Alston	Spain	30-Jun-08	19-Jul-08	Conference
Altas	China	10-Jul-08	27-Jul-08	Meetings
An	USA	20-Sep-08	06-Oct-08	Conference
Anderson	Korea	14-Jun-08	13-Jul-08	Study tour
Anderson	Japan	01-Sep-08	01-Mar-09	Student grant
Andrews	USA	13-Jan-08	12-Jun-08	Student Exchange
Angel	Canada	29-Aug-08	12-Sep-08	Meetings
Ansell	Malaysia/China/HK	27-Mar-08	21-Apr-08	Meetings
Antolovich	USA	07-Jun-08	24-Jun-08	Conference
Asghar	Pakistan	25-Feb-08	18-Mar-08	Research
Ash	Singapore & Cambodia	27-Apr-08	09-May-08	Research
Ash	Italy/Croatia	22-Aug-08	26-Sep-08	Conferences
Ash	Cambodia	29-Nov-08	12-Dec-08	Research
Ashgar	Pakistan	10-Oct-08	05-Nov-08	Conference
Asim Qayyum	Ex Pakistan	29-Dec-08		Relocation
Aspland	USA	13-Jul-08	27-Jul-08	Conference
Atkinson	China	13-Jul-08	25-Jul-08	Meetings
Atkinson	China & Korea	22-Oct-08	31-Oct-08	Meetings
Baima	China	23-Jun-08	30-Dec-08	Research
Baldwin	Europe	03-Jun-08	03-Jul-08	Conference
Ball	UK	23-Jun-08	09-Jul-08	Teaching & Meetings
Ball	Malaysia	23-Aug-08	26-Aug-08	Conference
Ball	Malaysia	23-Aug-08	26-Aug-08	Conference
Barca	USA	22-Nov-08	13-Feb-09	Student Exchange
Barrington Higgs	Ex Indonesia	26-Feb-08	28-Feb-08	Interview
Barrington Higgs	Ex Indonesia	11-Jul-08		Relocation
Barrington Higgs	Indonesia	15-Sep-08	22-Sep-08	Meetings
Bartkowiak	New Zealand	14-Jul-08	17-Jul-08	Conference
Basu	Cambodia	01-Aug-08	05-Aug-08	Teaching
Bedwell	USA	22-Oct-08	04-Nov-08	Conference

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Begg	China	18-Feb-08	23-Jul-08	Student Exchange
Bennani	ex New Zealand	31-Jul-08	02-Aug-08	Administration
Bhanugopan	China	26-Jun-08	27-Jul-08	Teaching & Moderation
Bhattacharya	Hong Kong	01-Jun-08	05-Jun-08	Conference
Bhattacharya	China	25-Oct-08	02-Nov-08	Teaching
Bird	Indonesia	06-Jun-08	13-Jun-08	Meetings
Bird	Indonesia	02-Jul-08	14-Jul-08	Meetings
Bird	Indonesia	18-Jul-08	26-Jul-08	Meetings
Bird	China	14-Aug-08	26-Aug-08	Meetings
Bird	Indonesia	15-Sep-08	22-Sep-08	Meetings
Blackwell	India	10-Nov-08	20-Nov-08	Research
Blanchard	Hawaii	19-Sep-08	27-Sep-08	Conference
Boekermann	USA	03-Jan-08	20-Jul-08	Student Exchange
Boland	USA	13-Sep-08	09-Oct-08	Research
Bone	Canada	18-Jun-08	06-Jul-08	Conference
Bone	New Zealand	01-Dec-08	19-Dec-08	Conference
Borresen	Ex South Africa	26-Jun-08		Relocation
Bossomaier	UK	04-Jul-08	21-Jul-08	Research
Bossomaier	Europe	26-Aug-08	06-Sep-08	Conference
Bossomaier	Italy	15-Sep-08	01-Oct-08	Conference
Bott	USA	17-Aug-08	02-Feb-09	Student grant
Bradbery	Europe	15-Jun-08	11-Aug-08	Conferences & research
Bradley	UK	30-May-08	04-Aug-08	Research
Brar	India	23-Oct-08	13-May-09	Research
Brennan-Kemmis	Sweden	28-Aug-08	16-Sep-08	Conference
Briskey	China	08-Nov-08	13-Nov-08	Meetings
Briskey	India	29-Nov-08	03-Dec-08	Meeting
Britt	Sweden	24-Aug-08	16-Sep-08	Conference, Research
Brown	Indonesia	24-Feb-08	28-Feb-08	Meetings
Bruce	ex USA	03-Oct-08	10-Oct-08	Review
Buchan	UK	27-Aug-08	09-Sep-08	Conference
Bulter	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Burmeister	Germany	29-Jun-08	19-Jul-08	Conference
Burnett	USA/ Canada	29-May-08	08-Jun-08	Graduation/ Meetings
Burr	USA/Canada/UK	19-Jun-08	18-Jul-08	Meetings
Burton	Thailand	17-Nov-08	20-Nov-08	Conference
Bush	Pakistan	15-Mar-08	24-Mar-08	Review
Bush	Cambodia, China & Hong Kong	09-Apr-08	02-May-08	Teaching & meetings

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Bush	China	02-Jul-08	22-Jul-08	Teaching & Moderation
Bush	Finland/China	02-Oct-08	09-Nov-08	Teaching
Bush	Cambodia	25-Nov-08	03-Dec-08	Teaching
Cabrera	Denmark	29-Oct-08	06-Nov-08	Conference
Cahalan	UK/Austria/Canada	25-Oct-08	12-Nov-08	Meetings
Cahusac	Ex Canada	09-Oct-08	26-Oct-08	Meetings
Cain	Canada	09-Aug-08	29-Aug-08	CSU Ontario
Cambers	USA/ UK/ Singapore	12-Jun-08	26-Jun-08	Meetings
Cameron	USA	13-Feb-08	02-Mar-08	Conference & Research
Cameron	UK	01-Oct-08	27-Oct-08	Conference
Campbell	UK	25-May-08	09-Jun-08	Research
Campbell	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Campbell	Japan	19-Nov-08	24-Nov-08	Conference
Carr	Malaysia	23-Aug-08	31-Aug-08	Conference
Carroll	UK/France	05-Oct-08	21-Oct-08	Conference & Meetings
Cavanagh	Canada	22-May-08	10-Jun-08	Graduation/ Meetings
Cavanagh	Canada	29-Aug-08	12-Sep-08	Meetings
Cawsey	USA	05-Jan-08	06-Jun-08	Student Exchange
Ceric	Croatia	25-Nov-08	02-Feb-09	Study Tour
Chambers	Korea/ China	15-Apr-08	26-Apr-08	Meetings
Chambers	China/Korea	26-Sep-08	01-Oct-08	Conference/Meetings
Chambers	UK	04-Dec-08	06-Jan-09	Meetings
Chapman	Canada	08-Jan-08	26-Jul-08	CSU Ontario
Chatterjee	France	07-Nov-08	15-Nov-08	Conference
Chenoweth	Hungary	02-Jul-08	19-Jul-08	Conference
Chenoweth	Italy	27-Oct-08	05-Nov-08	Meetings
Cochrane	Italy/Japan	15-Jun-08	07-Jul-08	Conference
Cocklin	New Zealand	24-Nov-08	03-Dec-08	Conference
Connor	USA	16-Aug-08	12-Feb-09	Student grant
Cooper	Canada	02-Aug-08	02-Feb-09	CSU Ontario
Cother	Cambodia	01-Feb-08	10-Feb-08	Research
Crofts	New Zealand	23-Nov-08	26-Nov-08	Conference
Croker	Norway	24-Aug-08	13-Sep-08	Conference
Crompton	Malaysia & Laos	22-Jun-08	18-Jul-08	Teaching
Cumes	Germany	14-Sep-08	20-Jan-09	SSP
Cumes	Timor	09-Aug-08	17-Aug-08	SSP
Currie	USA	25-Apr-08	29-Apr-08	Research
Curtin	Vietnam	07-Jun-08	21-Jun-08	Teaching

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Curtin	Nepal	15-Dec-08	1-Feb-09	Professional Development
Da Silva	USA	08-Aug-08	15-Aug-08	Conference
Daniel	Canada, RTW	08-Aug-08	30-Jan-09	CSU Ontario
Davie	New Zealand	05-Jul-08	13-Jul-08	Conference
Davie	New Zealand	05-Jul-08	13-Jul-08	Conference
Davis	USA	31-Jul-08	16-Aug-08	Conference
Davis	Thailand	23-Nov-08	24-Dec-08	Study Tour
Deblitz	Indonesia	04-May-08	11-May-08	Research
Deblitz	Indonesia	25-Aug-08	31-Aug-08	Meetings
Deblitz	Indonesia	24-Nov-08	30-Nov-08	Research
Deeley	USA	20-May-08	02-Jun-08	Conference
Deery	USA	09-Dec-08	29-Dec-08	Conference & Research
Dehaan	China	13-Jul-08	22-Jul-08	Meetings
DeJean	USA	24-Jun-08	17-Jul-08	Conference
Dillon	UK	29-Oct-08	12-Jan-09	SSP
Dockett	Canada	19-Feb-08	01-Mar-08	CSU Ontario
Dockett	Europe	30-Aug-08	18-Sep-08	Conference, meetings
Domingo	Philippines	23-Aug-08	27-Sep-08	Research
Doubleday	New Zealand	27-Sep-08	03-Oct-08	Conference
Dowd	UK	25-Mar-08	16-Apr-08	Conference
Downes	Canada	25-Feb-08	10-Mar-08	Meetings
Downes	USA/Canada	27-May-08	12-Jun-08	Meetings/Graduation
Downes	Canada/UK/Korea	18-Aug-08	21-Sep-08	Conference/Meetings
Downes	Hong Kong, Cambodia	11-Nov-08	24-Nov-08	Graduation
Duffield	UK/Europe/USA	05-Jun-08	15-Sep-08	SSP
Duffy	Canada	29-Aug-08	12-Sep-08	Meetings
Dyki	Malaysia	05-Jan-08	11-Jan-08	Teaching
Dyki	Malaysia	21-Sep-08	28-Sep-08	Teaching
Early	New Zealand	19-Nov-08	06-Dec-08	Conference
Edwards-Groves	Canada/RTW	13-Jul-08	31-Dec-08	Ontario Campus
Eisenberg	Ex USA	07-Feb-08	14-Feb-08	Review
Elibank Murray	USA	15-May-08	12-Jun-08	Conference & meetings
Farrell	Canada	07-Mar-08	17-Mar-08	Meetings
Farrell	Switzerland, Italy, UK	25-Mar-08	09-Apr-08	Conference & meetings
Farrell	Singapore & Malaysia	15-Apr-08	22-Apr-08	Graduation & meetings
Farrell	Malaysia	14-Jul-08	19-Jul-08	Moderation
Farrell	China/Hong Kong	12-Sep-08	25-Sep-08	Study Tour
Fatseas	Malaysia	08-Jan-08	18-Jan-08	Teaching

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Fatseas	Malaysia	21-Sep-08	02-Oct-08	Teaching
Finlayson	Switzerland	22-Jan-08	05-Feb-08	Conference
Finlayson	Malaysia	30-Mar-08	08-Apr-08	Meetings
Finlayson	Chile	12-Apr-08	21-Apr-08	Meetings
Finlayson	Chile	12-Apr-08	21-Apr-08	Meetings
Finlayson	South Africa	28-Apr-08	10-May-08	Meetings
Finlayson	New Zealand	08-Jul-08	12-Jul-08	Conference
Finlayson	China	13-Jul-08	18-Jul-08	Meetings
Finlayson	United Arab Emirates	10-Aug-08	17-Aug-08	Meetings
Finlayson	Korea/France	27-Oct-08	11-Nov-08	Conferences
Firbank	Korea	14-Jun-08	13-Jul-08	Study tour
Fish	HKG,KUL & China	15-Feb-08	14-Mar-08	Moderation & Meetings
Fish	Malaysia & Vietnam	16-Apr-08	26-Apr-08	Graduation & meetings
Fish	China	16-Jun-08	02-Jul-08	Meetings
Fish	Malaysia & China	14-Jul-08	30-Jul-08	Moderation & Meetings
Fish	Malaysia, Hong Kong	05-Nov-08	20-Nov-08	Graduation
Fish	Singapore/Malaysia	11-Dec-08	22-Dec-08	Moderation/Research
Fitzpatrick	Scotland	04-Apr-08	20-Jul-08	Student Grant
Fogarty	Thailand	23-Nov-08	21-Dec-08	Study Tour
Folpp	USA	26-Mar-08	07-Jul-08	Student Exchange
Francis	Canada, UK, Europe	07-Jan-08	23-Sep-08	CSU Ontario
Francis	Canada,UK,Europe	23-Jun-08	30-Jul-08	CSU Ontario
Fraser	Thailand	23-Nov-08	21-Dec-08	Study Tour
Frend	Thailand	23-Nov-08	21-Dec-08	Study Tour
Friedman	ex USA	31-Jul-08	24-Dec-08	Teaching
Friedman	USA	25-Sep-08	04-Oct-08	Meetings
Friend	South Africa	15-Nov-08	28-Nov-08	Conference
Fryer	ex Scotland	28-Jan-08	07-Feb-08	Administration
Gabriel	France	31-Aug-08	28-Oct-08	Research
Gale	Switzerland	26-Jul-08	07-Aug-08	Conference
Gamez Virues	South Africa	04-Jul-08	18-Jul-08	Conference
Gao	New Zealand	01-Dec-08	06-Dec-08	Conference
Gard	USA/Europe	30-Sep-08	18-Dec-08	SSP
Gardner	New Zealand	29-Nov-08	14-Dec-08	Conference
Gavin	East Timor	26-Oct-08	02-Nov-08	Meetings
Gibson	Thailand	23-Nov-08	23-Dec-08	Study Tour
Gilbey	Japan	27-Nov-08	18-Dec-08	Conference, Research
Gill	China	13-Jul-08	25-Jul-08	Meetings

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Gitau	PNG	14-May-08	18-Jun-08	Research
Gitau	PNG	04-Jul-08	02-Aug-08	Research
Gitau	PNG	05-Nov-08	05-Dec-08	Research
Glen	USA	03-Jul-08	18-Jul-08	Conference
Gooden	Thailand	23-Nov-08	21-Dec-08	Study Tour
Goulter	Canada	25-Feb-08	29-Feb-08	Meetings
Goulter	Malaysia	17-Apr-08	21-Apr-08	Graduation
Goulter	China	15-May-08	25-May-08	Meetings
Goulter	Canada	01-Jun-08	07-Jun-08	Graduation
Goulter	China	04-Sep-08	15-Sep-08	Meetings
Goulter	PNG	30-Aug-08	01-Sep-08	Meetings
Grandic	Ex Canada	05-Dec-08	27-Dec-08	Meetings
Grant	Ireland & China	29-Aug-08	16-Sep-08	Conference/Meetings
Gray	USA	10-Jun-08	22-Jun-08	Conference
Gray	Round World	16-Sep-08	11-Oct-08	Conference
Green	Dubai	11-Jan-08	17-Jan-08	Administration
Green	USA	19-Mar-08	31-Mar-08	Conference
Green	UK/Europe	30-Aug-08	07-Oct-08	Meetings
Green	China	08-Nov-08	13-Nov-08	Meetings
Greer	USA	07-Mar-08	15-Mar-08	Conference
Greer	Thailand	05-Dec-08	14-Dec-08	Conference
Grigg	USA	08-Aug-08	15-Aug-08	Conference
Gurr	New Zealand	28-Jan-08	30-Jan-08	Research
Gurr	New Zealand	17-Mar-08	21-Mar-08	Meetings
Gurr	PNG	01-Jun-08	09-Jun-08	Research
Gurr	Philippines	22-Jun-08	28-Jun-08	Conference
Gurr	China	19-Oct-08	23-Oct-08	Conference
Gurr	Vietnam	02-Nov-08	05-Nov-08	Conference
Gurr	USA	15-Nov-08	22-Nov-08	Conference
Haberfield	Ex USA	24-Jun-08	29-Jun-08	Administration
Hafeez	Pakistan	07-Feb-08	02-Mar-08	Review
Hafeez	Pakistan	07-Feb-08	02-Mar-08	Research
Hafeez	China	03-Jun-08	17-Jun-08	Meetings
Hafeez	China	11-Jul-08	22-Jul-08	Meetings
Hafeez	Pakistan	10-Oct-08	05-Nov-08	Conference
Hafeez	USA	12-Dec-08	22-Dec-08	Conference
Haire	Indonesia	23-Jan-08	31-Jan-08	Meetings
Haire	Thailand	17-Mar-08	20-Mar-08	Meetings

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Haire	Indonesia	17-Jul-08	26-Jul-08	Meetings
Haire	Bangladesh	30-Aug-08	07-Sep-08	Conference/Meetings
Haire	Switzerland	09-Sep-08	16-Sep-08	Conference
Haire	Ireland	31-Oct-08	09-Nov-08	Conference
Haley	Japan	19-Sep-08	07-Oct-08	Teaching
Hanckel-Spice	USA	18-Jul-08	11-Jan-09	Student grant
Hanjra	Pakistan	15-Feb-08	02-Mar-08	Research
Hanjra	Austria	03-May-08	11-May-08	Conference
Hard	New Zealand	28-Apr-08	04-May-08	Conference
Hardy	Sweden/Norway	28-Aug-08	16-Sep-08	Conference. Meetings
Harper	New Zealand	29-Nov-08	08-Dec-08	Conference/Research
Harrison	Germany	06-Jul-08	20-Jul-08	Conference
Hastings	England/Scotland	20-Jan-08	15-Feb-08	Conference
Hawkins	Ex Sinagpore	28-Jan-08	01-Feb-08	Administration
Hay	USA	07-Apr-08	29-Apr-08	SSP
Heazlewood	China	19-Apr-08	27-Apr-08	Meetings
Heazlewood	China	19-Jul-08	25-Jul-08	Meetings
Heazlewood	Malaysia	04-Aug-08	09-Aug-08	Conference
Heazlewood	Hong Kong	13-Nov-08	19-Nov-08	Graduation
Heimoana	South Africa	04-Jul-08	14-Jul-08	Conference
Henick Kling	Germany	05-Apr-08	29-Apr-08	Conference & meetings
Henick Kling	USA	13-Jun-08	02-Jul-08	Conference & meetings
Henick Kling	USA	13-Jul-08	11-Aug-08	Meetings
Herriot	China	25-Jun-08	25-Jul-08	Teaching & Moderation
Herriot	Cambodia	06-Aug-08	12-Aug-08	Teaching
Herriot	Thailand/China	13-Oct-08	08-Nov-08	Teaching
Hicks	Canada	08-Mar-08	17-Mar-08	Meetings
Hicks	Malaysia	18-Apr-08	22-Apr-08	KL Graduation
Hicks	China/Canada	04-Sep-08	23-Sep-08	Meetings
Hicks	Malaysia, Hong Kong, China	06-Nov-08	21-Nov-08	Graduation/Meetings
Hicks	New Zealand	01-Dec-08	06-Dec-08	Conference
Hider	Singapore, Hong Kong	25-Feb-08	11-Mar-08	Teaching & Research
Hider	Singapore	07-Jul-08	11-Jul-08	Meetings
Hider	Singapore	15-Dec-08	19-Dec-08	Research
Hill	Canada	01-Jan-08	06-Jul-08	Teaching
Hill	USA	03-Jul-08	18-Jul-08	Conference
Hiramatsu	Japan	25-Aug-08	09-Sep-08	Conference
Hirsi	UK/Austria	29-Apr-08	15-May-08	Conference

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Hogan	Malsysia & Hong Kong	03-Nov-08	19-Nov-08	Graduation
Holland	Canada	28-Aug-08	09-Jan-09	Student grant
Holland	Israel/Austria	14-Aug-08	12-Sep-08	Conferences
Holt	USA	13-Aug-08	25-Dec-08	Student grant
Holzappel	France, Germany	28-Mar-08	19-Apr-08	Conference & meetings
Honey	USA/Canada	09-Apr-08	22-Apr-08	Conference & meetings
Huang	China	08-Oct-08	15-Oct-08	Conference
Huang	China	04-Dec-08	09-Jan-09	Research
Hughes	ex UK	28-Nov-08	07-Dec-08	Meeting
Hume	USA	14-Jul-08	14-Jan-09	Student grant
Humphries	US,Canada, Europe	16-Jan-08	23-Jun-08	Special Studies Program
Hunter	Thailand	23-Nov-08	24-Dec-08	Study Tour
Ireland	USA	22-Oct-08	04-Nov-08	Conference
Islam	China	07-Oct-08	21-Oct-08	Conference
Islam	Bangladesh	13-Nov-08	04-Jan-09	Research
Jackson	France/Spain	08-Jun-08	12-Jul-08	Conference/Meetings
Jackson	France	19-Oct-08	09-Dec-08	Research
Jarratt	Cambodia, China & HKG	03-Apr-08	05-May-08	Teaching & Meetings
Jarratt	China, HKG, Cambodia	26-Jun-08	24-Jul-08	Teaching & Meetings
Jarratt	UK/Switzerland	31-Aug-08	30-Sep-08	Meetings/Conference
Jarratt	China	15-Oct-08	06-Nov-08	Teaching
Jarratt	Malaysia	14-Dec-08	19-Dec-08	Moderation
Jelinek	Austria/Switzerland	25-Feb-08	17-Mar-08	Conference & Research
Jelinek	New Zealand	26-Nov-08	05-Dec-08	Research
Jenkins	Europe	09-Aug-08	03-Sep-08	Teaching
Johnson	Ex London	11-Mar-08		Relocation
Johnstone	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Johnstone	Ex Sth Africa	07-Dec-08	12-Dec-08	Interview
Jonas	USA	13-Jan-08	22-Jan-08	Conference
Kemmis	Sweden/Norway	28-Aug-08	28-Sep-08	Conference, meetings
Kemp	China	23-Apr-08	20-May-08	Research
Kemp	China & Mongolia	16-Jun-08	21-Jul-08	Conference & meetings
Kemp	USA	24-Sep-08	14-Oct-08	Conference/Research
Kemp	China	17-Nov-08	16-Dec-08	Research
Kent	Malaysia	31-Mar-08	08-Apr-08	Teaching
Kent	Thailand	05-Dec-08	14-Dec-08	Conference
Keogh	Malaysia	07-Jan-08	20-Jan-08	Teaching
Keogh	Cambodia	07-Aug-08	17-Aug-08	Teaching

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Keppell	Sri Lanka	16-Aug-08	25-Aug-08	Conference
Keppell	UK	03-Sep-08	15-Sep-08	Conference/Meetings
Keppell	Oman	04-Nov-08	14-Nov-08	Meetings
Kerr	South Africa	07-Nov-08	19-Nov-08	Conference
Khan	India	09-Feb-08	19-Feb-08	Review
Kiernan	Japan	25-Aug-08	01-Sep-08	Conference
King	UK/Spain	26-Jun-08	18-Jul-08	Conference
Kinross	Round World	08-May-08	29-Jul-08	Conference
Kirkby	USA	12-Sep-08	25-Sep-08	Conference/Research
Klabbers	Hawaii	19-Jun-08	29-Jun-08	Conference
Klomp	Canada	23-May-08	08-Jun-08	Graduation/ Meetings
Klomp	China	12-Jul-08	21-Jul-08	Meetings
Knille	Finland/UK	17-May-08	18-Jun-08	Conferences
Knipe	UK	06-Sep-08	29-Sep-08	Conferences
Kong	USA	07-Aug-08	16-Aug-08	Conference
Kopf	New Zealand	05-Jul-08	11-Jul-08	Conference
Kopf	New Zealand	05-Jul-08	11-Jul-08	Conference
Kopf	Fiji	20-Jul-08	23-Jul-08	Research
Kowalski	New Zealand	26-Sep-08	03-Oct-08	Conference
Krebs	Pakistan	02-May-08	16-May-08	Research
Kristedi	Indonesia	22-Aug-08	31-Aug-08	Meetings
Krivokapic	UK	14-Jun-08	15-Jul-08	Conference
Lai	Ex Hong Kong	23-Aug-08	26-Aug-08	Administration
Lamb	USA	08-Dec-08	17-Dec-08	Conference
Lancaster	Thailand	23-Nov-08	21-Dec-08	Study Tour
Lancaster	Thailand	23-Nov-08	21-Dec-08	Study Tour
Lang	Japan	22-Mar-08	29-Mar-08	Conference
Lardner	USA	01-Jan-08	30-May-08	Student Exchange
Larkins	USA	21-Jan-08	17-Jul-08	Student Exchange
Larsen	USA	04-Aug-08	19-Aug-08	Conference
Latham	Canada	29-Aug-08	12-Sep-08	Meetings
Laughlin	Canada	01-Mar-08	07-Mar-08	Meetings
Laughlin	Canada	15-Nov-08	25-Nov-08	Conference
Leonard	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Letts	Canada	28-May-08	14-Jun-08	Graduations/ Meetings
Letts	Canada	07-Aug-08	15-Dec-08	Ontario Campus
Letts	Canada	30-Dec-08	22-Jun-09	CSU Ontario
Lindner	UK, Ireland, Europe	07-Apr-08	29-May-08	Meetings

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Linton	Korea	14-Jun-08	13-Jul-08	Study tour
Lipscombe	Spain, Italy	27-Sep-08	22-Nov-08	Conference
Lipscombe	Europe	27-Sep-08	23-Nov-08	Conference
Lipu	HK/PNG	31-Oct-08	04-Dec-08	Research/Teaching
Lloyd	Hong Kong	02-Mar-08	12-Mar-08	Teaching
Lloyd	UK/Sweden	16-Aug-08	11-Sep-08	SSP
Lodge	Hong Kong	02-Nov-08	08-Nov-08	Conference
Lord	Canada/RTW	22-Dec-08	16-Aug-09	CSU Ontario
Lovett	Thailand	23-Nov-08	24-Dec-08	Study Tour
Lowrie	Korea	24-Sep-08	28-Sep-08	Conference
Lucine	USA	13-Jan-08	10-Jun-08	Student Exchange
Luck	Portugal/Poland	05-Dec-08	13-Jan-09	Conference
Lunt	China & Mongolia	25-Jun-08	17-Jul-08	Conference
Macalpin	Japan	06-Sep-08	12-Sep-08	Conference
MacDonald	Ex Malaysia	03-May-08	12-May-08	Graduation
MacGregor	Chile/USA	29-Sep-08	19-Oct-08	Conference
Mackenzie	UK	06-Sep-08	29-Sep-08	Conferences
Mackey	Thailand	22-Jun-08	29-Jun-08	Conference
MacKinlay	New Zealand	07-Feb-08	09-Feb-08	Meetings
Macklin	China	14-Jul-08	26-Jul-08	Meetings
MacNeil	ex UK	29-Nov-08	08-Jan-09	Visiting Scholar
Marsh	Guam & Palau Islands	03-Feb-08	01-Jul-08	Research/ Meetings
Mathews	USA	29-May-08	10-Jun-08	Conference
Mathews	New Zealand	02-Dec-08	13-Dec-08	Conference
May	ex USA	31-Jul-08	24-Dec-08	Teaching
May	USA	25-Sep-08	04-Oct-08	Meetings
Maybery	Europe	18-Sep-08	18-Oct-08	Research
McAllister	Malaysia, Singapore & Vietnam	27-Mar-08	06-Apr-08	Meetings
McAllister	Vietnam	28-Jun-08	14-Jul-08	Teaching
McCasker	Canada/Germany	01-Aug-08	01-Sep-08	Conferences
McCormick	Korea	12-Apr-08	22-Apr-08	Conference
McCulloch	USA, Malaysia, Singapore	04-Apr-08	28-Apr-08	Conference & meetings
McCulloch	Malaysia/Singapore	13-Sep-08	21-Sep-08	Administration
McCulloch	Malaysia	05-Nov-08	10-Nov-08	Graduation
McDermott	USA/Canada	09-Apr-08	22-Apr-08	Conference and meetings
McDonagh	USA	23-Mar-08	02-Apr-08	Conference
McGill	Pakistan	06-Feb-08	06-Jun-08	Research
McGill	Pakistan	28-Jul-08	22-Mar-09	Research, Conference

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
McGillion	USA, Chile	05-Jul-08	21-Jul-08	Research
McGillion	Cambodia	09-Nov-08	16-Nov-08	Meeting
McGrath	Malaysia	29-Mar-08	06-Apr-08	Teaching
McGrath	Malaysia	21-Sep-08	29-Sep-08	Teaching
McKenzie	New Zealand	27-Jun-08	05-Jul-08	Conference
McLachlan	Canada/USA	04-Aug-08	13-Sep-08	No file held
McLeod	Turkey	22-Jun-08	19-Jul-08	Conference
McLeod	USA	18-Nov-08	25-Nov-08	Conference
McNee	Canada	02-Jul-08	17-Jul-08	Conference
Meaney	Mexico	21-Jun-08	17-Jul-08	Conferece
Meaney	New Zealand	14-Nov-08	22-Nov-08	Conference
Meany	New Zealand/Mexico	21-Jun-08	17-Jul-08	Conference
Mephram	Korea	14-Jun-08	13-Jul-08	Study tour
Messing	Hong Kong	14-Jan-08	22-Jan-08	Teaching
Messing	SIN, KUL	18-Feb-08	23-Feb-08	Moderation
Messing	Singapore & Malaysia	16-Apr-08	22-Apr-08	Graduation & meetings
Messing	Germany, Spain, Canada, USA	01-May-08	04-Jun-08	Meetings
Messing	Colombo & Hong Kong	23-Jun-08	08-Jul-08	Moderation & Teaching
Messing	Malaysia, China, Singapore	14-Jul-08	25-Jul-08	Teaching & Meetings
Messing	Malaysia, Hong Kong & Sinagpore	05-Nov-08	18-Nov-08	Graduation
Messing	New Zealand	26-Nov-08	05-Dec-08	Moderation
Messing	Singapore/Malaysia	08-Dec-08	13-Dec-08	Moderation
Meyenn	Canada	23-Feb-08	15-Mar-08	CSU Ontario
Meyenn	Canada	23-May-08	14-Jun-08	Graduation/ Meetings
Meyenn	Canada	03-Sep-08	25-Sep-08	Meetings
Meyenn	Canada	28-Oct-08	19-Nov-08	Meetings
Meyenn	Canada	17-Dec-08	22-Dec-08	Meetings
Millar	Thailand, Laos	03-Feb-08	16-Feb-08	Research
Millar	Indonesia & Laos	23-Jun-08	20-Jul-08	Research
Millar	New Zealand	27-Sep-08	06-Oct-08	Conference
Millar	Thailand/Laos	21-Oct-08	31-Oct-08	Research
Miller	Europe/Brazil/ USA	16-Jun-08	14-Jul-08	Meetings/Conference
Mills	Ex South Africa	01-Feb-08		Relocation
Mills	Hong Kong	28-Feb-08	17-Mar-08	Teaching
Mills	Hong Kong	03-Nov-08	24-Nov-08	Teaching
Mills	China	08-Nov-08	13-Nov-08	Meetings
Mills	Ex South Africa	21-Feb-08		Relocation
Milsome	Korea	14-Jun-08	13-Jul-08	Study tour

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Mitchell	USA	03-Jul-08	18-Jul-08	Conference
Mohay	Thailand	23-Nov-08	21-Dec-08	Study Tour
Mokhtar	Ex Sinagpore	26-Feb-08	29-Feb-08	Interview
Molloy	Spain/UK	06-Jul-08	02-Aug-08	Conference
Molloy	Europe	06-Jul-08	02-Aug-08	Conference, meetings
Moloney	China	12-Jul-08	25-Jul-08	Meetings
Moog	Ex USA	28-Nov-08	06-Dec-08	Conference
Moran	Ex UK	04-Nov-08		Relocation
Mu	China/UK	01-Mar-08	31-Aug-08	Research and Conference
Mueller	Germany	07-Aug-08	31-Aug-08	Research
Munro	USA	01-Jan-08	11-Jan-08	Conference
Murphy	Malaysia	29-Mar-08	04-Apr-08	Teaching
Murphy	Malaysia	21-Sep-08	28-Sep-08	Teaching
Murray	Spain/Italy	01-Jul-08	20-Jul-08	Conference
Naidu	Japan	14-Nov-08	26-Nov-08	Conference
Nicholas	Canada	08-Aug-08	28-Dec-08	CSU Ontario
Noonan	Canada	15-Apr-08	22-Jun-08	CSU Ontario
Norman	USA	04-Aug-08	19-Aug-08	Conference
Oberg	ex Canada	03-Oct-08	10-Oct-08	Review
Obermeyer	Ex Canada	28-Nov-08	16-Dec-08	Administration
O'Brien	UK, Ireland	02-Jan-08	15-Jan-08	Meetings
O'Brien	UK	28-Feb-08	14-Apr-08	Visiting Professor
O'Brien	China	17-Dec-08	23-Dec-08	Research
O'Brien	Singapore	02-Feb-08	06-Feb-08	Conference
O'Brien	UK	28-Feb-08	14-Apr-08	Visiting Professor
O'Brien	Indonesia	24-Feb-08	01-Mar-08	Meetings
O'Brien	USA/Europe	24-Apr-08	24-Jul-08	Visiting Professor
O'Brien	Indonesia	30-May-08	06-Jun-08	Meetings
O'Brien	Singapore	18-May-08	21-May-08	Meetings
O'Brien	China	19-Jun-08	30-Jun-08	Conference
O'Brien	Indonesia	06-Aug-08	10-Aug-08	Teaching
O'Brien	Indonesia	15-Aug-08	29-Aug-08	Teaching
O'Brien	UK, Israel, USA	21-Aug-08	29-Sep-08	Conference, meetings
O'Brien	Singapore	07-Dec-08	11-Dec-08	Meetings
Oconnor	ex Hong Kong	03-Oct-08	10-Oct-08	Review
Oke	China	23-Feb-08	07-Mar-08	Meetings
Oke	China	12-Jul-08	25-Jul-08	Meetings
Oke	China	29-Aug-08	06-Sep-08	Meetings

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
O'Meara	Canada	25-May-08	03-Jun-08	Conference & Research
O'Meara	USA	25-Oct-08	03-Nov-08	Teaching
Onus	France	05-Jul-08	18-Jul-08	Conference
O'Sullivan	Ex New Zealand	18-Feb-08		Relocation
Otsuka	Korea	14-Jun-08	13-Jul-08	Study tour
Owens	PNG	15-Jun-08	01-Jul-08	Research
Owens	Mexico	05-Jul-08	22-Jul-08	Conference
Paraide	ex PNG	14-Dec-08	18-Dec-08	Conference
Pardy	USA	03-Jan-08	08-Aug-08	Student Exchange
Parker	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Parsons	USA/Europe	10-Sep-08	30-Jan-09	Student grant
Parton	Philippines	25-Aug-08	31-Aug-08	Research
Parton	Canada	08-Sep-08	20-Sep-08	Research
Patterson	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Pawar	Nepal/India	29-Feb-08	18-Mar-08	Meetings
Pawar	Nepal	22-Nov-08	27-Dec-08	Conference
Perovic	South Africa	04-Jul-08	18-Jul-08	Conference
Perry	Europe	30-Aug-08	18-Sep-08	Conference, meetings
Petzel	Pakistan	15-Aug-08	28-Aug-08	Research
Phillip	PNG	04-Oct-08	18-Oct-08	Teaching
Photakoun	Laos	29-Feb-08	31-Mar-08	Research
Photakoun	Laos	17-Oct-08	07-Dec-08	Research
Pickford	Thailand/China	20-Jan-08	03-Feb-08	Meetings
Pickford	UK	29-Apr-08	30-May-08	Research, Conference
Pickford	PNG	06-Jul-08	11-Jul-08	Meetings
Pickford	PNG	30-Aug-08	01-Sep-08	Meetings
Pickford	Thailand	23-Nov-08	21-Dec-08	Study Tour
Pickford	Korea	14-Sep-08	27-Sep-08	Meetings
Pickford	PNG	04-Oct-08	18-Oct-08	Teaching
Pickford	Thailand	23-Nov-08	21-Dec-08	Study Tour
Plummer	USA	31-Jul-08	13-Aug-08	Conference
Pocock	New Zealand	12-Jul-08	18-Jul-08	Conference
Podlog	Indonesia	06-Jun-08	14-Jun-08	Meetings
Pradeep	ex India	14-Mar-08		Relocation
Pratley	USA	12-Sep-08	03-Oct-08	Conference
Press	New Zealand/Norway	25-Jul-08	14-Sep-08	SSP
Pymm	America/Croatia	13-Apr-08	02-Jun-08	SSP
Qayyum	Ex Puerto Rico	08-Mar-08	15-Mar-08	Campus visa for potential employee

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Qayyum	Ex Canada & Pakistan	21-Oct-08		Relocation
Quinn	Ex London	21-Sep-08		Relocation
Race	Indonesia	21-Apr-08	01-May-08	Research and meetings
Rafferty	USA	18-Jan-08	18-Feb-08	Special Studies Program
Raison	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Ramudu	China	10-Apr-08	07-May-08	Teaching & meetings
Ramudu	China	16-Oct-08	10-Nov-08	Teaching
Ramudu	Malaysia	13-Dec-08	19-Dec-08	Moderation
Rawolle	UK/Sweden	29-Aug-08	15-Sep-08	Conferences
Rebiere	France	09-Jun-08	20-Aug-08	Research
Rebiere	France, USA	07-Dec-08	18-Feb-09	Research
Reeves	Canada	01-Sep-08	25-Sep-08	Canada
Reid	Singapore	23-Nov-08	26-Nov-08	Conference
Reupert	Europe	18-Sep-08	18-Oct-08	Research
Robinson	South Africa	28-Jun-08	15-Jul-08	Conference
Roma	France, UK	28-Jun-08	27-Jul-08	Conference, meetings
Rorrison	Canada	27-Jul-08	23-Jan-09	Teaching
Rose	China	11-Jul-08	24-Jul-08	Meetings
Roshier	USA	27-Mar-08	12-Apr-08	Professional Development
Rouse	Europe	03-Jul-08	22-Jul-08	Conference
Ruder	ex USA	10-Oct-08	18-Oct-08	Visiting Lecturer
Rushbrook	USA	18-Jul-08	06-Aug-08	Conference & Research
Rylee	Japan	24-Jul-08	31-Jul-08	Conferences
Saeed	India	20-Aug-08	03-Sep-08	Meetings
Salvaire	Korea	14-Jun-08	13-Jul-08	Study tour
Samuelian	ex USA	03-Dec-08		Relocation
Sanders	Mauritius	28-Oct-08	04-Nov-08	Graduation
Sangster	Europe	15-Jul-08	05-Aug-08	Conference
Scully	China	18-Jul-08	27-Jul-08	Meetings
Seal	USA/Canada	09-Sep-08	05-Oct-08	Conference
Seimionow	New Zealand	29-Nov-08	08-Dec-08	Conference
Shackleton	Japan	19-Sep-08	07-Oct-08	Teaching
Sharkie	Europe	02-Aug-08	30-Aug-08	Conference
Sharma	Poland	07-Apr-08	16-Apr-08	Conference
Sharma	UK	13-Oct-08	01-Jan-09	SSP
Sharma	Malaysia	24-Jun-08	28-Jun-08	Meetings
Sheehan	USA	24-Mar-08	27-Jul-08	Student Grant
Shi	Ex China	19-Apr-08	23-Apr-08	Conference

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Simmons	Canada/China	03-Jun-08	13-Jul-08	Conferences
Simmons	Malaysia, UK, Spain	12-Jun-08	23-Jul-08	Conference & research
Sinclair	Ex Canada	08-Mar-08	16-Mar-08	Visiting Professor
Skoko	Cambodia, Denmark	27-Nov-08	02-Dec-08	Teaching
Smith	Austria	26-Jan-08	05-Feb-08	Conference
Smith	New Zealand	28-Apr-08	04-May-08	Conference
Smith	Spain	18-Jul-08	30-Jul-08	Conference
Smythe	UK	11-Sep-08	07-Oct-08	SSP
Song	Korea	14-Sep-08	27-Sep-08	Meetings
Southwell	China	22-Jun-08	18-Jul-08	Conference
Spennemann	Guam	09-Mar-08	14-Mar-08	Research
Spithill	India	14-Mar-08	24-Mar-08	Conference
Spithill	Bulgaria	13-Apr-08	23-Apr-08	Meetings
Spithill	Canada	09-May-08	25-May-08	Meetings
Stanton	Canada	11-Jun-08	29-Jun-08	Conference
Steel	New Zealand	12-May-08	15-May-08	
Steel	Italy	19-Aug-08	19-Sep-08	Conference
Stelling	Laos	07-Feb-08	16-Feb-08	Research
Stelling	Laos	06-Jul-08	20-Jul-08	Research
Stephenson	France	01-Jan-08	12-Jun-08	Student Exchange
Stodart	Cambodia & Singapore	29-Apr-08	09-May-08	Research
Stodart	Cambodia	20-Jul-08	01-Aug-08	Research
Stodart	Cambodia	30-Sep-08	10-Oct-08	Research
Stodart	Cambodia	29-Nov-08	12-Dec-08	Research
Stuart	New Zealand	29-Nov-08	13-Dec-08	Conference
Sumarit	Indonesia	21-Apr-08	01-May-08	Research and meetings
Sumirat	Indonesia	20-Aug-08	15-Jan-09	Research
Sumsion	USA, Canada	17-Mar-08	01-Apr-08	Meetings
Takahashi	China, USA	25-Apr-08	28-May-08	Research
Takahashi	China	22-Jun-08	06-Jul-08	Conference, meetings
Takahashi	China	29-Sep-08	18-Oct-08	Research
Takahashi	China	23-Nov-08	05-Dec-08	Research
Tane	ex New Zealand	11-Dec-08	12-Dec-08	Interview
Tarbit	Malaysia/China/HK	27-Mar-08	11-Apr-08	Meetings
Tarbit	Malaysia	12-Oct-08	21-Oct-08	Conference
Taylor	Croatia	15-May-08	04-Jun-08	Meetings
Terry	Canada	09-Aug-08	29-Aug-08	CSU Ontario
Thapa	China	26-Jun-08	11-Jul-08	Conference

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Thompson	Canada	26-Mar-08	08-Apr-08	Conference
Thompson	Canada	26-Mar-08	08-Apr-08	Conference
Thompson	Thailand	23-Nov-08	21-Dec-08	Study Tour
Thomson	Sth Africa, Europe, UK, USA	24-Feb-08	15-May-08	Sabbatical study
Thurling	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Tien	Hong Kong/China	20-Dec-08	15-Jan-09	Conference/Meetings
Tovey	ex Canada	30-Nov-08	19-Dec-08	Meetings
Trede	Norway	31-Aug-08	17-Sep-08	Conference
Tritton	Korea	14-Jun-08	13-Jul-08	Study tour
Trofymowych	New Zealand	14-Jul-08	17-Jul-08	Conference
Tulloch	New Zealand	18-Jun-08	20-Jun-08	Conference
Ullah	ex Pakistan	07-Feb-08		Reimburse for flight and visa application
Vanniasinkam	Canada	29-Aug-08	11-Sep-08	Meetings
Vas	India	29-Nov-08	10-Jan-09	Meeting
Von Brockhusen	USA	09-Apr-08	18-Apr-08	Conference
Wade	Philippines	25-Mar-08	23-Apr-08	Research
Wagner	Korea	14-Jun-08	13-Jul-08	Study tour
Walker	USA	03-Jul-08	18-Jul-08	Conference
Walker	Malaysia	15-Jul-08	20-Jul-08	Moderation
Wallis	Hong Kong	03-Nov-08	24-Nov-08	Teaching
Walsh	England	16-Apr-08	30-Apr-08	Meetings
Walsh	New Zealand	30-Nov-08	12-Dec-08	Study Tour
Wang	China	21-Mar-08	05-Apr-08	Research
Wang	China	24-Jun-08	10-Jul-08	Conference & Meetings
Wang	China	30-Oct-08	19-Nov-08	Research
Ward	Korea	14-Jun-08	13-Jul-08	Study tour
Warren-Smith	Ireland	30-Jul-08	12-Aug-08	Conference
Waters	New Zealand	27-Nov-08	05-Dec-08	Conference
Watt	UK/France	23-May-08	16-Jun-08	Meeting/Leisure
Watts	China	13-Jul-08	22-Jul-08	Meetings
Weckert	Vietnam	10-Mar-08	16-Mar-08	Conference
Weckert	USA	17-May-08	26-May-08	Conference
Weckert	Europe, Thailand	20-Sep-08	05-Nov-08	Conference/Research
Weston	USA	15-Aug-08	08-Oct-08	Conference
Weston	ex USA	18-Dec-08	15-Jan-09	Relocation
Weston	ex USA	18-Dec-08		Relocation
Whale	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
White	USA/Europe/Asia	14-Aug-08	13-Feb-09	Student Grant

Staff Member	Principle Destination	Departure Date -2008	Return Date	Purpose of Visit
Whiteford	Sth Africa, Eur, Canada	16-Jan-08	24-May-08	Special Studies Program
Whiteford	Europe	21-Aug-08	08-Sep-08	Research & Meetings
Whiteford	New Zealand	16-Nov-08	19-Nov-08	Meetings
Whitford	Turkey	24-Jun-08	02-Jul-08	Conference
Whitford	Thailand	12-Dec-08	21-Dec-08	Conference
Whitsed	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Whitten Buxton	Ex USA	07-Feb-08	17-Feb-08	Administration
Whittenbury	UK/France	20-Aug-08	15-Sep-08	Conference
Wilfred	Ex UK	31-Jan-08	26-Feb-08	Research/ Meetings
Wilkinson	UK/Sweden	30-Aug-08	16-Sep-08	Conferences
Willett	Malaysia	17-Apr-08	05-May-08	KL Graduation
Willett	Canada	02-Jun-08	08-Jun-08	Graduation
Willett	Malaysia, Hong Kong	07-Nov-08	17-Nov-08	Graduation
Williams	Malaysia	31-Mar-08	09-Apr-08	Teaching
Williams	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Williams	Cambodia	02-Dec-08	13-Dec-08	Teaching
Williamson	Lithuania	11-Sep-08	02-Oct-08	Conference
Wilson	Malaysia	14-Jan-08	27-Jan-08	Teaching
Wilson	Scotland	04-Apr-08	20-Jul-08	Student Grant
Wilson	China	13-Jul-08	27-Jul-08	Meetings
Wilson	Chile/USA	29-Sep-08	19-Oct-08	Conference
Withington	Vanuatu	18-Oct-08	25-Oct-08	Study Tour
Wong (Huah Syn)	Cambodia	24-Apr-08	29-Apr-08	Teaching
Wood	USA	15-May-08	25-May-08	Conference
Wood	Singapore	11-Jul-08	19-Jul-08	Conference
Woodcock	Canada/RTW	27-Dec-08	05-Jun-09	CSU Ontario
Woolston	UK	20-Sep-08	02-Oct-08	Meetings
Wu	USA	20-Sep-08	28-Sep-08	Conference
Wunderlich	Italy	22-Aug-08	12-Sep-08	Conferences
Wynn	Pakistan	15-Aug-08	07-Sep-08	Research
Wynn	Vietnam	20-Sep-08	01-Oct-08	Conference
Xu	USA	06-Jan-08	11-Jan-08	Conference
Xu	Germnay	21-Jun-08	03-Jul-08	Conference
Xu	USA	07-Dec-08	14-Dec-08	Conference/Meetings
Zelege	ex Germany/Ethiopia	31-Dec-08		Relocation
Zhao	China	18-Oct-08	26-Oct-08	Conference

Item 18 Privacy and Personal Information

The University has a Privacy Management Plan to ensure continued compliance with the relevant statutory obligation placed upon it. A review of the Privacy Management Plan, with supporting procedures relating to IT management of electronic information privacy and file management, was commenced in 2007 and was due for completion mid 2008. This review is on hold acknowledging that the *Privacy and Personal Information Protection Act 1998 (NSW)* is currently under review and the review of the *Privacy Act 1988 (Cwlth)* has been completed and recommendations made public.

The University received one complaint regarding possible inappropriate access to private information and this matter was managed within the procedures of the Complaints Policy, identifying that no breach of privacy had occurred. No process failures were identified in the investigation of this complaint.

Advice has been provided by the Privacy Officer regarding the management of displaying student results using the student number as a unique identifier. Students are advised not to disclose their student number and use of the student number is considered a reasonable way in which to list students and display assessment item results for a subject cohort.

Item 19 Legal Change

There were no changes to the University's enabling legislation.

Item 20 Consumer Response

The Complaints Policy and Procedures support management of complaints at the lowest level possible and the University Ombudsman is available for support of those staff addressing complaints or to guide the management of complaints when they become more complex. 2008 has seen a substantial implementation program for the Complaints Policy as ratified by Council in September 2007. This implementation program has involved training sessions on all main campuses and for individual work units and has included broadcast electronic messages to all students to inform them of the Complaints Policy and its applications.

75% of all formal complaints were made by students and complaints about grading of assessment tasks and subjects made up 43% of total complaints, this is an increase from 2007 of 18%. 16% of formal complaints were related to perceived poor communication or misinformation. The University Ombudsman continues to work collaboratively with the Academic Secretary and Presiding Officer of Academic Senate for management and process improvement.

The University recognises complaint management as an opportunity for process improvement and risk identification. Key Performance Indicators identify that initial response to complainants within three working days is achieved in 100% of matters. Management in 98% of matters met the KPI for resolution within 45 days or progress reports made at 21 day intervals. Six monthly reports have been made to each of the Faculty Deans and Division Executive Directors, identifying complaints, management processes and resolutions for complaints arising in their area of responsibility; further supporting the philosophy of using complaints management as a quality improvement tool.

Item 21 Recommendations of the Ombudsman or Auditor General

The University has received valuable feedback from the NSW Ombudsman relating to a number of issues. In particular the University has agreed to develop a Guideline to support the processing of applications for access to documents under the Freedom of Information Act 1989 and the University has also agreed to revise the procedures to consider extenuating circumstances when determining a penalty after a student has admitted to a matter of Academic Misconduct

The University received recommendations from the NSW Auditor General during 2008. The following recommendations were received and the actions taken by the University in response to those recommendations are listed below:

Investment Risk management

A re-evaluation of the University's risk management strategy for its investment portfolio should be undertaken in view of volatility in the credit market. It also should outsource its investment function.

Action

Long term investments are not being liquidated in the current volatile market but are held to maturity. The University has engaged the NSW Treasury Corporation as its Funds Manager.

Overseas operations

With growth in its overseas operations, the University should expand its corporate governance arrangements.

Action

The University has previously engaged an accounting firm in Canada and will continue to utilise their expertise. A replacement compliance officer on the staff of the University will be appointed in the near future, who will also ensure the University's obligations are met.

Monthly Management Reports

Senior management should be provided with additional accounting statements in addition to the current cash-based reports.

Action

The University budget is cash based and reports monthly the performance against budget. Full accrual reports will be prepared quarterly.

Investment performance

The Investment Committee should review monthly investment performance reports.

Action

The University undertakes the following, 1/weekly reports are prepared on the University's liquidity position. 2/ A fortnightly cash flow is produced for recurrent and capital expenditure. 3/ A comprehensive reconciliation of all investments is produced monthly for Council committees. The University is developing a new Council report with this additional information.

Capital Works in Progress

At year end the University reviews expenditure to determine the value of capital purchases. A more timely process is recommended.

Action

The University is adopting a quarterly calculation of capital works.

Recognition of Research Grants

There is potential for a misstatement between financial years when research grants revenue is either not raised or reversed in the correct year.

Action

The current process is adequate and requires more timely advice from sections of the university.

Asset Management

The University should implement a Total Assets Management Plan.

Action

The University accepted the need for a TAMP and is engaging stakeholders of the university to collaborate on developing one.

Service Provider Arrangements

A central register should be introduced to record and monitor the services provided by outside service providers.

Action

The University is considering introducing an internet based central register.

Inter Entity Transactions

The University records all its transactions with controlled entities in one account which may lead to misstatements.

Action

The University is exploring alternative methods of managing its consolidated entities.

Inventories

The University should implement a formal cost accounting system for its manufacturing activities including relevant cost elements.

Action

The University recognises the need for a point of sale system with inventory mapping. A project to source a new system has been instigated. The Assets Manager is now involved in stocktakes and inventory mapping.

Other Accrued Expenses

The University's accounting system maintains liability control accounts that should be reconciled.

Action

The accounts concerned together with procedures will be re-examined and reconciled in 2008.

Franking Credits

The University should claim franking credits from the Australian Taxation Office.

Action

The University has been claiming the credits and currently has some outstanding claims yet to be received.

Long Service Leave

The classification between current and non-current long service leave is based upon an old ratio.

Action

The ratios were based on assumptions that staff leave plans were unchanged. These plans will be reviewed.

Capital Commitments

The University should implement a capital contract database to record capital commitments.

Action

The University will determine if the current Capital Management Plan can accommodate this requirement. In the long term the University will consider developing a comprehensive system for tracking and reporting progress..

Item 22 Management Structure

The senior officers of the University are:

VICE-CHANCELLOR and PRESIDENT

Professor Ian Goulter
BE (Hons) *Cant*, MS, PhD *Illinois*

Office of the Vice-Chancellor

Executive Officer
Ms Heather Mackinnon
BA *UNE*

Office of Corporate Affairs

Director, Office of Corporate Affairs and
University Secretary
Mr Mark Burdack
BA BLegS (Hons) *Macq*

Office of Planning and Audit

Director, Planning and Audit and
Head of Campus, Bathurst
Mr Colin Sharp
MLitt *UNE*, BAppSc *CSturt*, BEd *Mitchell CAE*

DEPUTY VICE-CHANCELLOR and VICE-PRESIDENT (ADMINISTRATION)

Professor Lyn Gorman
BA *NE*, GradCertMgt *WSyd*, PhD *Sus*

Division of Student Administration

Executive Director
Mr Geoffrey Honey
BBus *RiverinaMurrayIHE*, GradCertMgt *CSturt*

Division of Student Services

Executive Director
Mr Andrew Callander
MSc *SheffHallam*, GDipMan *CQld*, BBus *CSturt*,
AFAIM, AFTHCI

Division of Facilities Management

Executive Director
Mr Stephen Butt
Cert Mech Eng. M Eng Mgt. GradDip Mtc Mgt

Division of Information Technology

Executive Director
Mr Garry Taylor
Ass.Dip.Com *RCAE*, MBA *CSturt*

Division of Marketing

Director
Ms Sarah Ansell
HND *Ealing C.H.E.*, MBA *CSturt*

Office of International Relations

Manager
Ms Sue Moloney
BBus *SwinburneUT*, MBA *CSturt*

DEPUTY VICE-CHANCELLOR and VICE-PRESIDENT (ACADEMIC)

Professor Ross Chambers
BA PhD *Syd*

Dean, Faculty of Arts

Professor Anthony Cahalan
BA(VisComm) *SydCollArts*, MDes *UTS*, PhD *Curtin*

Dean, Faculty of Business

Professor John Hicks
BCom DipEd MA *Melb*, PhD *Massey*

Dean, Faculty of Education

Professor Toni Downes,
BEd *Syd*, MEd *Tor*, PhD *WSyd*

Dean, Faculty of Science

Professor Nicholas Klomp
BAppSc *Curtin*, BSc(Hons) *Murd*, PhD *Glas*

Division of Library Services

Executive Director
Mrs Shirley Oakley
BA GDipMgt MMgt (HRM) *WAust*, AALIA

Centre for Enhancing Learning and Teaching

Director
Associate Professor Marian Tulloch
BA *Sus*, MEd Doctoral *NE*

Centre for Indigenous Education

Director and Head of Campus, Dubbo
Mr Gary Shipp
BA *ANU*

Office of Academic Governance

Academic Secretary
Dr Nick Drengenberg,
BE(Hons), MScSoc, PhD *NSW*, DipEd *Syd*

PRESIDING OFFICER, ACADEMIC SENATE

Professor Kevin Robards
BSc (Hons) PhD. *UNSW*

DEPUTY VICE-CHANCELLOR and VICE-PRESIDENT (RESEARCH)

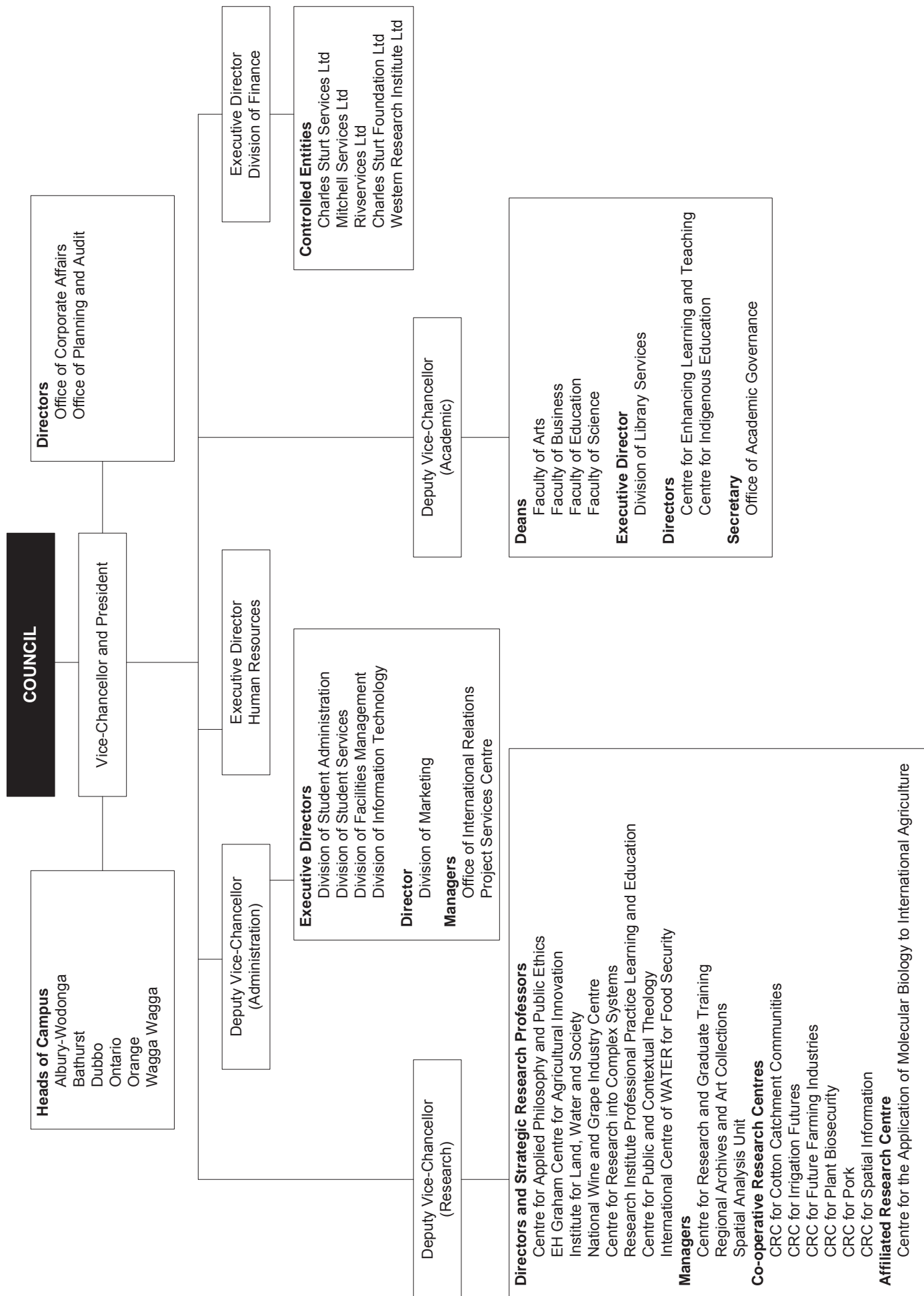
Professor Paul Burnett
DipT *KelvinGrove CAE*, DipAppPsych *Flin*, MEdSt *Qld*, PhD *Ohio*

DIVISION OF FINANCIAL SERVICES

Executive Director
Mr James Hackett
FCIM, FCIS, PNA

DIVISION OF HUMAN RESOURCES

Executive Director
Mr Michael Knight
BBus, *MitchellCAE* MMgt *USQ* FAHRI



Item 23 Freedom of Information

The University received six new Freedom of Information (FOI) applications in 2008.

Section A: Numbers of new FOI requests

Information relating to numbers of new FOI requests received, those processed and those incomplete from the previous period.

FOI requests	Personal		Other		Total	
	07	08	07	08	07	08
A1 New (including transferred in)	4	5	0	1	4	6
A2 Brought forward	0	0	0	0	0	0
A3 Total to be processed	4	5	0	1	4	6
A4 Completed	4	5	0	1	4	6
A5 Transferred out	0	0	0	0	0	0
A6 Withdrawn	0	0	0	0	0	0
A7 Total processed	4	5	0	1	4	6
A8 Unfinished	0	0	0	0	0	0

Section B: What happened to completed requests?

FOI requests	Personal		Other		Total	
	07	08	07	08	07	08
B1 Granted in full	2	4	0	0	2	4
B2 Granted in part	1	1	0	1	1	2
B3 Refused	1	0	0	0	1	0
B4 Deferred	0	0	0	0	0	0
B5 Completed	4	5	0	1	4	6

Section C: Ministerial Certificates

Number issued during the period.

Ministerial Certificates	07	08
C1 Ministerial Certificates issued	0	0

Section D: Formal consultations

Number of requests requiring formal consultations (issued) and total number of formal consultations for the period.

Formal consultations	Number of requests requiring Consultations (issued)		Total number of Formal consultations	
	07	08	07	08
D1 Number of requests requiring formal consultations	0	0	0	0

Section E: Amendment of personal records

Number of requests for amendment processed during the period.

Result of amendment request	07	08
E1 Result of amendment – agreed	0	0
E2 Result of amendment – refused	0	0
EG Total	0	0

Section F: Notation of personal records

Number of requests for notation processed during the period.

Notation of personal records	Total 07	08
F1 Number of requests for notation	0	0

Section G: FOI requests granted in part or refused

Basis of disallowing access – Number of times each reason cited in relation to completed requests that were granted in part or refused.

Basis of disallowing or restricting access	Personal		Other		Total	
	07	08	07	08	07	08
G1 section 19 – application incomplete, wrongly directed	0	0	0	0	0	0
G2 Section 22 – deposit not paid	0	0	0	0	0	0
G3 Section 25(1)(a1) – diversion of resources	0	0	0	0	0	0
G4 Section 25(1)(a) – exempt	1	1	0	1	1	2
G5 Section 25(1)(b)(c)(d) – otherwise available	0	0	0	0	0	0
G6 Section 28(1)(b) – documents not held	0	0	0	0	0	0
G7 Section 24(2) – deemed refused, over 21 days	0	0	0	0	0	0
G8 Section 31(4) (released to medical practitioner	0	0	0	0	0	0
G9 Totals	1	1	0	1	1	2

Section H: Costs and fees of requests processed

Costs and fees of requests processed during the period.

Costs	Assessed costs		FOI fees received	
	07	08	07	08
H1 All completed requests	\$120.00	\$180.00	\$120.00	180.00

Section I: Discounts allowed

Numbers of FOI requests processed during the period where discounts were allowed.

Type of discount allowed	Personal		Other	
	07	08	07	08
I1 Public interest	0	0	0	0
I2 Financial hardship – pensioner or child	0	0	0	0
I3 Financial hardship – non-profit organisation	0	0	0	0
I4 Totals	0	0	0	0
I5 Significant correction of personal records	0	0	0	0

Section J: Days to process

Number of completed requests by calendar days (elapsed time) taken to process.

Elapsed time	Personal		Other	
	07	08	07	08
J1 0–21 days	2	5	0	1
J2 22–35 days	0	0	0	0
J3 Over 35 days	2	0	0	0
J4 Totals	4	5	0	1

Section K: Processing time

Number of completed requests by hours taken to process.

Processing hours	Personal		Other	
	07	08	07	08
K1 0–10 hours	2	3	0	0
K2 11–20 hours	2	1	0	1
K3 21–40 hours	1	1	0	0
K4 Over 40 hours	0	0	0	0
K5 Totals	4	5	0	1

Section L: Reviews and Appeals

Number finalised during the period

Reviews and Appeals	Total 07	08
L1 Number of internal reviews finalised	0	1
L2 Number of Ombudsman reviews finalised	0	1
L3 Number of ADT appeals finalised	0	0

Details of internal results – in relation to internal reviews finalised during the period.

Bases of internal review	Personal				Other			
	Upheld 07	08	Varied 07	08	Upheld 07	08	Varied 07	08
L4 Access/Amendment refused	0	1	0	1	0	0	0	0
L5 Deferred	0	0	0	0	0	0	0	0
L6 Exempt matter	0	0	0	0	0	0	0	0
L7 Unreasonable charges	0	0	0	0	0	0	0	0
L8 Charge unreasonable incurred	0	0	0	0	0	0	0	0
L9 Withdrawn	0	0	0	0	0	0	0	0
L10 Totals	0	1	0	1	0	0	0	0

Item 24 Senior Executive Salary**University Senior Staff****Total Remuneration# by Range 2008**

(# total remuneration incorporates salary, leave loading and employer contribution to superannuation)

Total Remuneration Range \$ per annum	Staff Numbers		
	Female	Male	Total
450,000 – 500,000	0	1	1
275,000 – 325,000	1	2	3
231,000 – 274,999	0	1	1
200,000 – 230,999	2	5	7
175,000 – 199,999	0	10	10
150,000 – 174,999	13	16	29
120,000 – 149,999	5	11	16
Total	21	46	67

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