

**CHARLES STURT**  
UNIVERSITY



# ANNUAL REPORT

TO THE PARLIAMENT AND THE COMMUNITY

# 2005



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national*

UNIVERSITY

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# CHARLES STURT UNIVERSITY ANNUAL REPORT



## CONTACT DETAILS

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Australia

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### Campuses

#### ALBURY-WODONGA CAMPUS

624 Olive Street  
ALBURY NSW 2640  
Australia

#### BATHURST CAMPUS

Panorama Avenue  
BATHURST NSW 2795  
Australia

#### DUBBO CAMPUS

Yarrandale Road  
DUBBO NSW 2830  
Australia

#### WAGGA WAGGA CAMPUS

Boorooma Street  
NORTH WAGGA WAGGA NSW 2650  
Australia

#### CANBERRA

St Mark's School of Theology  
15 Blackall Street  
BARTON ACT 2600  
Australia

#### GOULBURN

School of Policing  
NSW Police College  
McDermott Drive  
GOULBURN NSW 2580  
Australia

#### ORANGE

Leeds Parade  
ORANGE NSW 2800  
Australia

### Study Centres

#### BRISBANE

Level 4, 119 Charlotte Street  
BRISBANE QLD 4000  
Australia

#### SYDNEY

Level 1, 61-65 Oxford Street  
SYDNEY NSW 2000  
Australia

#### MELBOURNE

399 Lonsdale Street  
MELBOURNE VIC 3000  
Australia

### Other Locations

#### BROKEN HILL

The Charles Sturt University Robinson Centre  
Wentworth Road  
BROKEN HILL NSW 2880  
Australia

#### MANLY

The Charles Sturt University  
Australian Graduate School of Policing  
Collins Beach Road  
MANLY NSW 2095  
Australia

#### CHARLES STURT UNIVERSITY, CANADA

Bay Area Learning Centre  
860 Harrington Court  
BURLINGTON ONTARIO L7N 3N4  
Canada

[www.csu.edu.au](http://www.csu.edu.au)

# CHARLES STURT UNIVERSITY

## ANNUAL REPORT

For the period 1 January 2005 to 31 December 2005

The Hon Carmel Tebbutt, MLC  
Minister for Education and Training  
Level 33  
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 2005.

Yours faithfully,



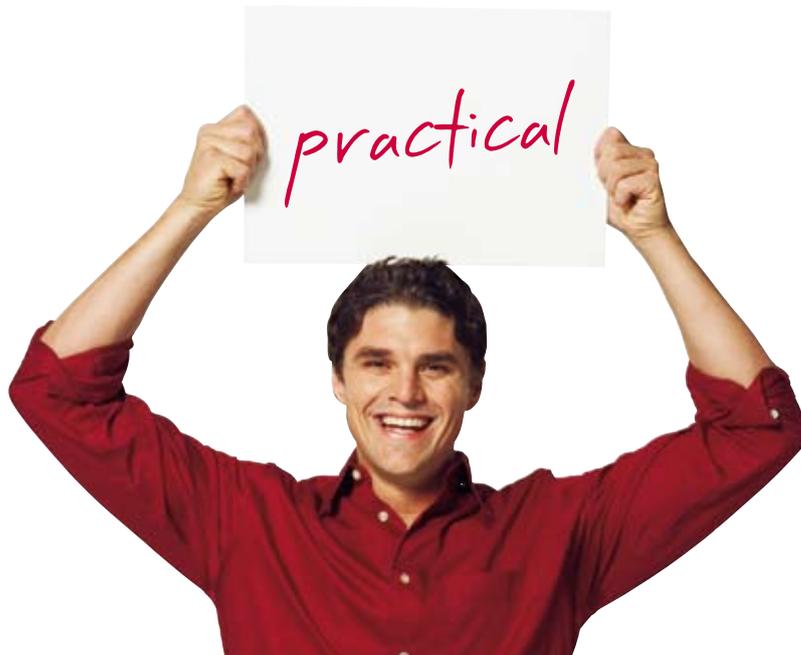
**Lawrie Willett, AO**  
Chancellor



**Professor Ian Goulter**  
Vice-Chancellor

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**Charles Sturt University (CSU) was established in 1989 as a multi-campus institution and has grown into a dynamic and progressive university that is well-known for its innovative approach to education and applied research.**

Our main campuses at Albury-Wodonga, Bathurst, Dubbo, Orange and Wagga Wagga provide access to higher education across central, western and south-western NSW and north-eastern Victoria. Additional centres have been established at Goulburn and Manly for Policing and Canberra for Theology, along with CSU Study Centres in Sydney, Brisbane and Melbourne to cater for international students. Through our network of campuses, and in close association with industry, professions and government, we are committed to maintaining a course and research profile that meets the needs and supports the aspirations of our communities, and contributes to the enrichment of our regions.

We are also committed to making a positive contribution to the wider Australian community and to participating in the internationalisation of higher education. We consider our regional, 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 regional communities. The University's regional location enables it to make a distinctive national and international contribution in such fields as wine science, land and water, education and health.

Our capacity and reputation for distance education and online learning provide additional education options for mature age students and extend the University's sphere of influence to metropolitan areas, interstate and overseas. We are challenging traditional approaches to learning and teaching with flexible delivery systems that are continually being refined to improve course delivery. An excellent graduate employment rate is indicative of our success in learning and teaching, and our responsiveness to the changing trends and needs of society, industry and commerce sees us playing an increasingly important role in regional research and development.

Over many years, we have combined our learning resources, delivery systems and experience with our reputation in multi-site delivery to enrol students in cooperation with third parties. For example, Charles Sturt University collaborates with NSW Police to deliver the Associate Degree of Policing Practice, the entry-level program for policing in NSW. We also enrol international students through third parties in Sydney and Melbourne, and overseas in countries including China, Singapore, Malaysia, the United Kingdom, Hong Kong, India and Canada.

The University's five Faculties (Arts, Commerce, Education, Health Studies, and Science & Agriculture) have a presence on each of the main campuses, and comprise a number of Schools and Units. Faculties operate across campuses and are responsible for developing and delivering courses, while Schools are generally based on a single campus and carry responsibility for teaching subjects. Administrative and academic support services are provided by the Divisions, Departments and Centres which operate across the University's campuses.

The University partners the University of Melbourne and the Australian National University in the Australian Research Council (ARC) Special Research Centre, the Centre for Applied Philosophy and Public Ethics (CAPPE). The University also has two Centres of Research Excellence (the Australian Agriculture, Wine and Food Network [AAWFN], incorporating the National Wine and Grape Industry Centre [NWGIC] and the EH Graham Centre for Agricultural Innovation; and the Institute for Land, Water and Society [ILWS], incorporating the Centre for Rural Social Research and the Johnstone Centre for Research in Natural Resources and Society); three Strategic Research Centres (the Centre for Research in Complex Systems [CRiCS]; the Centre for Research into Professional Practice, Learning and Education [RIPPLE]; and Public and Contextual Theology [PACT]); an Affiliated Research Centre (the Centre for the Application of Molecular Biology to International Agriculture [CAMBIA]) and eight Communities of Scholars. The University is also a partner in four Cooperative Research Centres – Plant-Based Management of Dryland Salinity, Viticulture, Irrigation Futures and Spatial Information.

**The University's *Strategic Plan 2002-2007* sets out the mission and core values of the University, along with the goals, strategies and performance indicators designed to guide the decisions of the University.**

Charles Sturt University aims to be a bold and innovative leader in providing an accessible, adaptable and challenging learning environment to develop graduates and to undertake research that meets the needs of its regional, national and international communities.

The key values relevant to Charles Sturt University achieving its mission are:

- The discovery, preservation, refinement and dissemination of knowledge through teaching, research and scholarly inquiry, which draw strength from each other;
- Social justice, equity of opportunity, tolerance, ethical conduct, and accountability;
- Intellectual independence and freedom of inquiry;
- Personal, regional, national and international enrichment;
- Economic, social and environmental sustainability; and
- Participation, cooperation and collaboration.

To strengthen our position as a flexible provider of higher education, the University plans not merely to survive but to thrive. The future direction of the University is built on the continuous enhancement and renewal of its academic activities and administrative and support services. This requires a disciplined commitment to our values and plans and, at the same time, the courage to act on opportunities and challenges with creativity and boldness.

The four pillars on which the Plan is built are:

- Learning and Teaching;
- Research;
- Regional Engagement; and
- Resource Management and Generation.



# VICE-CHANCELLOR'S REVIEW

## **2005 has been a particularly challenging and successful year for Charles Sturt University.**

It was a year characterised by significant achievements in Learning and Teaching, and Research, contributions to our regional, national and international communities and exceeding our financial objectives in revenue generation and expenditure control, while meeting the opportunities and requirements of the Nelson Higher Education Reforms.

Reflecting the need for us to define our own future in a rapidly changing environment characterised by a combination of higher levels of competition and increased regulation, we embarked on a major re-evaluation of our strategic direction. The discussion paper *A University for the Next 25 Years* led debate and consultation across the University, culminating in the University Council endorsing the *University Strategy 2007-2011* as our new statement of strategic intent. The development of corporate plans to drive our new strategy will be developed during 2006 for full implementation in 2007.

The development of our new strategy was complemented by key innovations and developments which align with the new University strategy. The key achievements in Learning and Teaching include the first intakes into our new Veterinary Science program, our programs at Orange, and the new Teacher Education program in Ontario, Canada, where we are one of the first foreign universities to be recognised as a university in the Province of Ontario, and the first to commence operations. Other key developments include signing a new long-term contract with NSW Police to deliver recruit education, reaching a new agreement with Study Group Australia to deliver a selected range of our programs at CSU Study Centres in Sydney, Brisbane and Melbourne, and the Commonwealth Government's \$4.4 million funding boost to our Veterinary Science program.

While we met our Commonwealth funded load target for the year, we were also faced with increasing financial pressures and the need to maintain and enhance the ongoing quality of all our programs. As a result, we decided to increase our Student Contribution Fee (HECS) by 25% for 2006.

Our research profile continued to grow with both research income and refereed academic publications increasing from the previous year's levels. A key feature of our success in Research was reaching agreement with the Commonwealth Government's Grape and Wine Research and Development Corporation on a major collaborative research program through our National Wine and Grape Industry Centre, which amounts to \$15 million over the next five years, to be matched by contributions in staff and resources from the Centre's partners. We have also entered into a research partnership with the International Rice Research Institute in the Philippines – we are the first Australian university to establish a formal partnership with the Institute. This builds on our previous work as a major partner with the Cooperative Research Centre for Sustainable Rice Production.

These successes were paralleled by our meeting the requirements of the Commonwealth Government under the National Governance Protocols, and the negotiation of a single Enterprise Agreement covering all staff, meeting Higher Education Workplace Reform Requirements (HEWRRs).

I would like to thank both the staff and students of the University, and the communities that the University serves, for their contribution to the success of and their support for the University in 2005. The University is in a very strong position to thrive in the competitive higher education environment in which it will operate in the coming years.

**Professor Ian Goulter**



Vice-Chancellor

## LEARNING AND TEACHING

- Confirmation of the University's position as Australia's leading provider of tertiary police education by being competitively selected to deliver the Associate Degree of Policing Practice for NSW Police. The new collaborative contract commences in 2006, and brings further recognition of the success of the University and NSW Police since 1992 in providing recruit and constable education;
- In support of the University's pioneering effort as the first regional university to offer veterinary science, the Commonwealth Government has provided a \$4.4 million funding boost for the new Veterinary Science program;
- Leading the way in rural pharmacy, we appointed Australia's first Professor of Rural Pharmacy as part of a collaborative effort between the University and the NSW Department of Health to address the shortage of rural pharmacists; and
- In our latest international venture, 100 students commenced their Bachelor of Primary Education Studies in Ontario, Canada. The University is the first foreign university to commence operations in the Canadian province.

## RESEARCH

- In a leading research collaboration, our NWGIC signed a formal agreement with the Commonwealth Government's Grape and Wine Research and Development Corporation (GWRDC) to lead research and extension in a \$30 million collaboration entitled the *NWGIC Winegrowing Futures Initiative*, with the project to commence in 2006;
- Building on the advantages of our regional location to advance international wine research, we signed a Memorandum of Understanding with one of France's leading engineering schools, the Paris-Grignon National Agronomics Institute, to undertake collaborative research and education projects; and
- In an Australian first, we have established a formal partnership with the world's leading rice research centre, the International Rice Research Institute, to assist in providing research-based solutions for development and growth of the world's most vital food crop.

## REGIONAL ENGAGEMENT

- Confirmation of the University as one of the major economic contributors to the regions in which it operates with the publication of the Western Research Institute's independent report, *Economic Impact of CSU*. The report estimated our economic contribution to our regions as \$264 million; and
- In one of the Bathurst community's largest fundraising events, we co-sponsored the *Lap of Honour* around the Mount Panorama race circuit. The event was organised to raise funds for victims of the 2004 Boxing Day tsunami, with the Bathurst community raising over \$20,000 for CARE Australia.

## RESOURCE MANAGEMENT AND GENERATION

- The *Charles Sturt University Enterprise Agreement 2005–2008* was finalised as part of the Commonwealth Government's HEWRs reforms. Features include increased provisions for parental leave, increases to casual loadings, and salary increases of 24% by the end of the agreement.



# KEY STATISTICS

## Charles Sturt University had 35,843 students enrolled in 432 courses in 2004<sup>^</sup>.

Over the past ten years, the University has graduated over 56,000 students, over 9,400 of whom have been international students. In 2004:

- 8,569 students attended the main campuses;
- 18,607 studied by distance education;
- 8,541 were in partnership arrangements (both in Australia and overseas);
- The majority of students (24,213) were enrolled in undergraduate courses;
- 9,038 were pursuing postgraduate study by coursework;
- 390 were research higher degree students;
- 55.1% of students were women and 44.9% men;
- 40% of domestic students came from regional NSW; and
- 861 students with disabilities were enrolled.

<sup>^</sup> Due to changes in DEST reporting requirements, several of the University's key indicators, including those for students, are subject to a 12-month reporting time-lag.

### STUDENT HEADCOUNT

		Internal					Distance Education	Internal and Distance Education		Total
		Albury	Bathurst	Dubbo	Wagga	Other		3rd Party	CEP*	
<b>All Students</b>	<b>2004</b>	1705	3104	389	3371	126	18607	6291	2250	35843
	<b>2003</b>	1649	3063	363	3199	124	19907	6362	3625	38292
	<b>2002</b>	1567	2777	200	3110	127	21932	6206	3770	39869
<b>Commencing Students</b>	<b>2004</b>	608	1256	146	1358	58	7879	2264	364	13933
	<b>2003</b>	613	1338	147	1346	48	8960	2678	1000	16130
	<b>2002</b>	604	1155	111	1315	46	11569	3600	2383	20783
<b>Female</b>	<b>2004</b>	1190	1950	314	1976	66	11065	2561	613	19735
	<b>2003</b>	1115	1929	287	1860	74	11717	2571	1153	20706
	<b>2002</b>	1021	1782	164	1807	73	12379	2514	1247	20987
<b>Male</b>	<b>2004</b>	515	1154	75	1395	60	7542	3730	1637	16108
	<b>2003</b>	534	1134	76	1339	50	8190	3791	2472	17586
	<b>2002</b>	546	995	36	1303	54	9553	3692	2523	18702
<b>Higher Degree Research</b>	<b>2004</b>	21	35		68	6	257	3		390
	<b>2003</b>	16	25		69	6	238	18		372
	<b>2002</b>	23	27		78	4	223	16		371
<b>Higher Degree Coursework</b>	<b>2004</b>		2	1	81		4218	1935		6237
	<b>2003</b>	1	3		79		3913	2122		6118
	<b>2002</b>	5	6		66		3556	2103		5736
<b>Other Postgraduate</b>	<b>2004</b>	2	191		31	8	2470	99		2801
	<b>2003</b>	1	146		42	7	2582	144		2922
	<b>2002</b>	4	42		43	5	2542	172		2808
<b>Undergraduate</b>	<b>2004</b>	1661	2816	384	3123	42	9865	4202	2250	24213
	<b>2003</b>	1599	2799	358	2931	88	9861	4038	3625	25299
	<b>2002</b>	1513	2638	196	2859	100	11197	3871	3770	26144
<b>Other*</b>	<b>2004</b>	21	60	4	68	20	1977	52		2202
	<b>2003</b>	32	90	5	78	23	3313	40		3581
	<b>2002</b>	22	64	4	64	18	4414	44		4630

<sup>\*</sup>Constable Education Program, NSW Police: numbers recruited to the course depend on the recruitment requirements of NSW Police

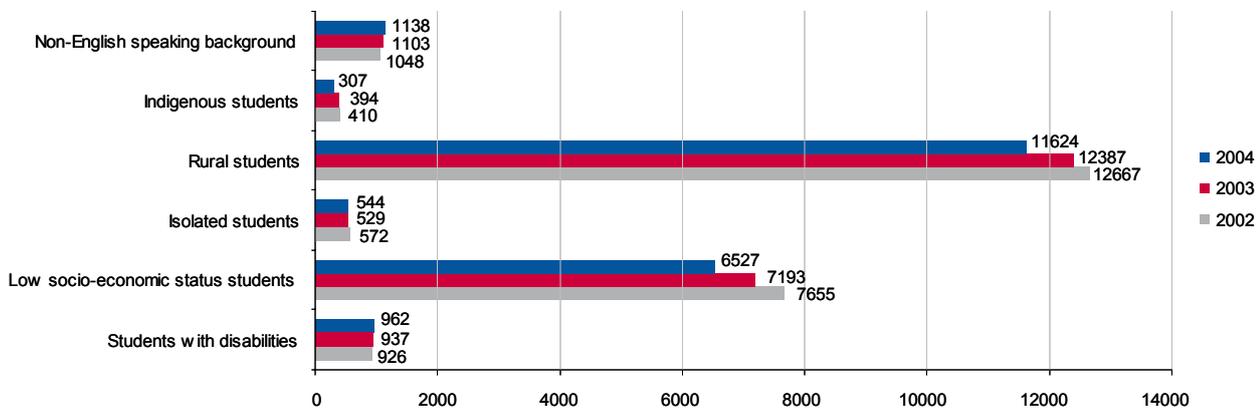
<sup>\*</sup>Other: Non-award, enabling, cross institution, open learning  
Source: CSU Statistical Profile 2004, Submission 2: 31 August 2004



progressive

STUDENT ENROLMENTS BY EQUITY GROUP

Number of Students by Equity Group 2002 - 2004



Source: CSU Office of Planning and Audit Equity Groups Report

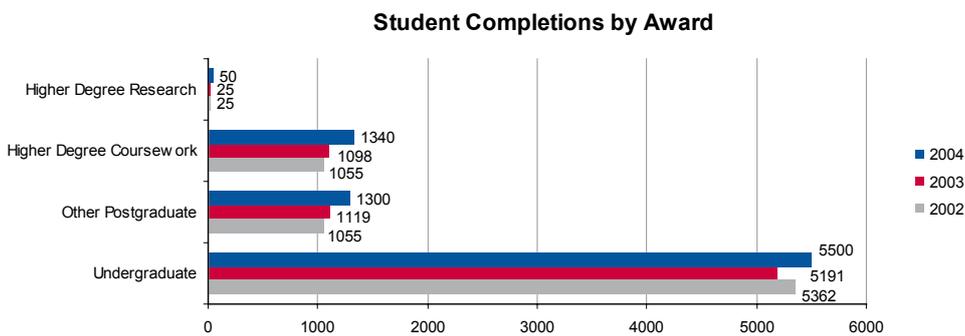
INTERNATIONAL STUDENT ENROLMENTS BY TOP TEN COUNTRIES OF ORIGIN

Country of Origin	Location	2005	% of Total International Students
Malaysia	Offshore	2555	38.93%
	Onshore	80	
China (excluding Taiwan)	Offshore	1265	22.12%
	Onshore	232	
Canada	Offshore	548	8.34%
	Onshore	16	
Hong Kong	Offshore	411	6.71%
	Onshore	43	
United Kingdom	Offshore	284	4.42%
	Onshore	15	
India	Offshore	58	4.30%
	Onshore	233	
Singapore	Offshore	105	1.59%
	Onshore	3	
Sri Lanka	Offshore	67	1.51%
	Onshore	35	
United States of America	Offshore	40	1.09%
	Onshore	34	
Indonesia	Offshore	12	1.02%
	Onshore	57	

Source: CSU Office of Planning and Audit 2005 Enrolments Data

# KEY STATISTICS

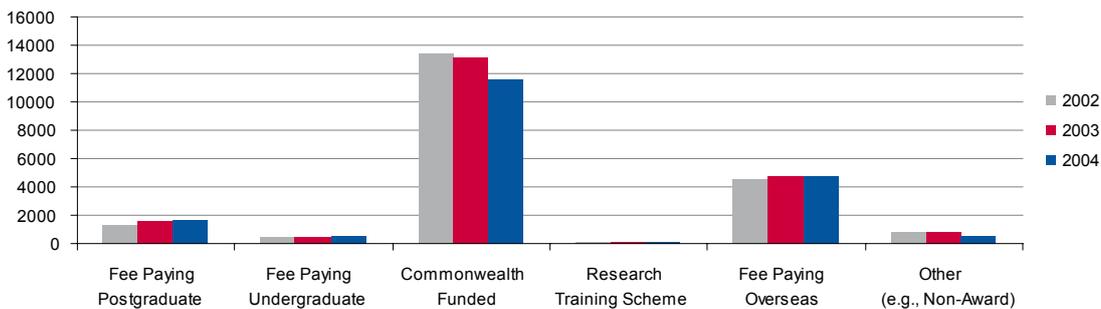
## STUDENT COMPLETIONS BY AWARD



Source: CSU Statistical Profile 2004, Submission 2: 31 August 2004

## STUDENTS BY FUNDING SOURCE

### Students by Funding Source 2002 - 2004

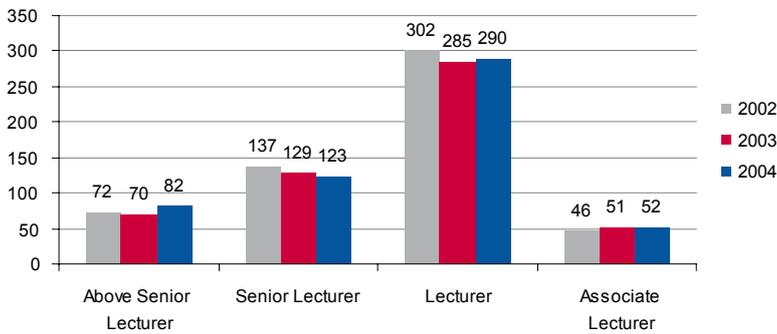


Source: CSU Statistical Profile 2004, Submission 2: 31 August 2004

In 2004, the University had 548 academic and 960 general staff, as well as 249 full-time equivalent (FTE) casual staff in 2003. Staff costs were maintained at around 60% of revenues in 2004, consistent with the University's target rate. The University continues to encourage women to take up academic appointments, making progress in this area with 42% of all academic positions held by women in 2004, as compared with 38% in 2003.

ACADEMIC STAFF BY LEVEL

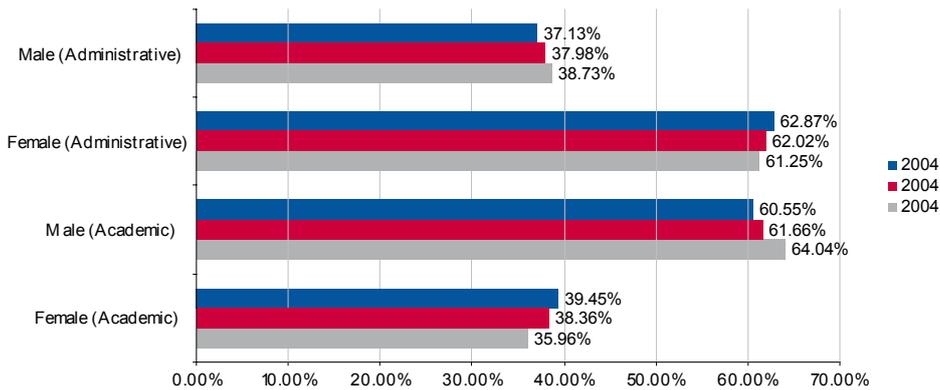
**Academic Staff by Level 2002 - 2004**



Source: CSU Statistical Profile 2004, Submission 2: 31 August 2004

ACADEMIC AND GENERAL STAFF BY GENDER

**Academic and General Staff by Gender 2002 - 2004**



Source: CSU Statistical Profile 2004, Submission 2: 31 August 2004



# CORPORATE GOVERNANCE



The Council is the governing body of the University and is constituted by 18 members (11 of whom are external to the University) appointed or elected in accordance with the *Charles Sturt University Act 1989*. The Council acts “for and on behalf of the University” and “has control and management of the affairs of the University” (as stated in the *Charles Sturt University Act 1989*).

It has authority to act in “all matters concerning the University in such manner as appears to the Council to be best calculated to promote the object and interests of the University”.

The membership is comprised of seven members appointed by the Council, six members appointed by the NSW Minister for Education and Training, and five elected members.

## COMMITTEES OF THE COUNCIL

The Council has established four committees to assist it in the governance of the University. The primary role of the committees is to review matters and make recommendations to the Council. Each committee consists of members of the Council and, in some cases, may include members who are not members of the Council who have specialist expertise in the area of responsibility of the committee. All committees (excluding the Academic Senate) must have a majority of external members.

The Executive Committee of the Council, which comprises seven members of the Council (the majority of whom must be external to the University), has the authorities and functions of the Council and may make decisions on behalf of the Council.

In October 2005 the *Charles Sturt University By-Law 2005* commenced and established a new Council Nominations Committee. The primary role of the Council Nominations Committee is to undertake searches for new members of the Council, consider applications for appointment to the Council and to make recommendations to the Council for appointment. The functions of the Council Nominations Committee are performed by the Corporate Governance and Nominations Committee in accordance with the *Governance (Corporate Governance and Nominations Committee) Rule 2005*.

For more information on the University’s corporate governance practices, refer to Appendix 5 to the Report.

FIGURE 1: CSU COUNCIL COMMITTEES



## MEMBERS OF THE COUNCIL

### Official Members

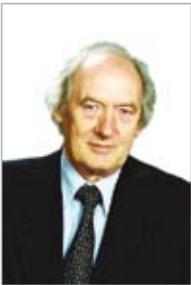
The official members are appointed by the Council under section 9 (1) (a) of the *Charles Sturt University Act 1989*. The Chancellor is elected by the Council from among the members of the Council. The Vice-Chancellor is appointed by the Council as the Principal Executive Officer. The Chair of the Academic Senate is elected from among the members of the Academic Senate.



■ Mr Lawrence Willett, AO (Chancellor)  
[term ends 31 December 2006]



■ Professor Ian Goulter, BE (Hons) *Cant*,  
MSc PhD III (Vice-Chancellor)  
[term ends 30 June 2006]



■ Professor David Green, NDD DesRCA  
*Lond* (Chair, Academic Senate)  
[term ends 30 June 2007]

## Ministerial Appointments

The NSW Minister for Education and Training may appoint six persons to the Council under section 9 (1) (b) of the *Charles Sturt University Act 1989*.



■ Ms Patricia Murphy, BAgEc *Syd*  
[term ended 30 June 2005]



■ Ms Kathryn Pitkin, BA *Newc* DipEd  
*UNE* GradCertActionLng *UWS*  
[term ends 30 June 2007]



■ The Hon Gerard Martin, MP  
[term ends 31 March 2009]



■ The Hon Antonio Catanzariti, MLC  
[term ends 31 March 2007]



■ Mr Ian Macintosh, BA *ANU*  
[term ends 30 June 2007]



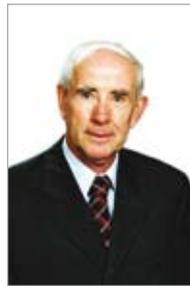
■ Dr Geoffrey Wise, BVSc *Syd*  
[term ended 30 June 2005]

## Council Appointments

Members are appointed by the Council under section 9 (1) (c) and (g) of the *Charles Sturt University Act 1989*. Under the *Charles Sturt University By-Law 2005*, the Council may appoint external persons who are graduates of the University, or other external persons, who possess the relevant skills, knowledge and experience determined by the Council as essential for appointment.



- Mr Christopher Hancock, BA (Soc Sci)  
*CSturt MBA UNSW*  
[term ends 30 June 2009]



- Mr William Hanrahan, BBus *RCAE*  
BLegS *Macq* BRegS *MSC Melb* Hon D  
Bus *CSturt* Cost Acc P Cert, FCA,  
FSIA, FCPA, FCIS  
[term ends 30 June 2007]



- Ms Susan Benedyka, GradDipBus  
*CSturt*  
[term ends 30 June 2007]



- Mr John Mahon, DipAgr *WaggaAgrColl*  
[term ended 30 June 2005]



- Mr Angelos Frangopoulos, BA(Comm)  
*MitchellCAE*  
[term ends 30 June 2007]

## Elected Members

The following members are elected by staff and students respectively in accordance with the By-Law:



■ Dr Robert Allen, MA *CalifState*,  
EdPsychD *SanFrancisco*  
[term ends 30 June 2006]



■ Ms Natasha Wright, BEd(Prim)(Hons)  
*CSturt*  
[term ends 30 June 2006]



■ Dr Philip Towers, BSc *Murd* MAppSc  
*WSyd* PhD *Qld* ASRB  
[term ends 30 June 2006]



■ Mr Christopher O'Dea  
[term ends 30 June 2006]



■ Ms Barbara Lawrence, BA *NE*,  
GradDipPubPol *Deakin*, GradCertMgt  
*CSturt*, PGDipCnflctMgt *Macq*  
[term ended 9 December 2005]

As the runner-up in the previous general staff election, Mr John Chivers was appointed to the position of General Staff Member by the Council on 10 December 2005, but resigned from the University prior to taking up the position.

## SENIOR EXECUTIVE GROUP

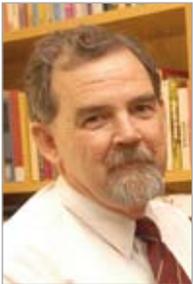
The Senior Executive Group is an information coordination forum of key senior executives which consults with the Vice-Chancellor weekly on the framework and direction for planning and management. The membership provides line management connection to all sections of the University.



- Professor Ian Goulter  
BE (Hons) *Cant*, MSc PhD *Ill*  
Vice-Chancellor



- Professor Paul Burnett  
DipT *KelvinGrove CAE*, DipAppPsych  
*Flin*, MEdSt *Qld*, PhD *Ohio*  
Pro Vice-Chancellor (Research and  
Graduate Training)



- Professor Ross Chambers  
BA PhD *Syd*  
Deputy Vice-Chancellor (Academic)

- Mr James Hackett  
FCIM, FCIS, PNA  
Executive Director, Division of  
Financial Services



- Professor David Battersby  
MHEd *NSW*, PhD *Waik*  
Deputy Vice-Chancellor  
(Administration)

- Mr Reg Shaw  
GDipBusAdmin WAustIT, BBus  
*Riverina CAE*, AFAHRI, CPA  
Executive Director, Division of Human  
Resources

# LEARNING AND TEACHING

## STRATEGIC OBJECTIVE

**Charles Sturt University aims to produce graduates who are highly employable and recognised for their capacity for, and commitment to, service to the economic, social and cultural life of their communities, ethical conduct and continued personal and professional development.**

In 2005 we broke new ground in a number of key areas of strength, including education, policing, pharmacy and veterinary science, and continued to enhance the relevance, practicality and currency of our programs through internal review and collaborative arrangements with other institutions.

## KEY ACHIEVEMENTS 2005

Our key achievements for 2005 in learning and teaching include:

- Signing a new contract with NSW Police to collaboratively manage delivery of the Associate Degree of Policing Practice, from 2006 until 2010, with optional renewal for a further five years. The Associate Degree of Policing Practice is the foundation education component of the Constable Education Program and is required for confirmation as a constable in NSW Police. This brings further recognition of the success of the University and NSW Police since 1992 in providing recruit and constable education, and confirms the University's position as Australia's leading provider of tertiary police education;
- As the first regional university in Australia to enrol veterinary science students, the University welcomed the Commonwealth Government's \$4.4 million funding boost for the new Veterinary Science program, which will be directed towards the costs of constructing a pre-clinical centre, clinical teaching centre, research laboratories, staff and postgraduate offices and additional teaching space on the Wagga Wagga Campus. The first intake of 45 students has successfully completed the inaugural year of studies;
- National recognition of the University's contribution to criminal intelligence training with the *Australian Institute of Professional Intelligence Officers (APIO) Education Award 2005*. The APIO presented the award "in recognition of the range of accredited criminal intelligence courses incorporating an industry relevant curriculum and professional and experienced instructing staff to provide relevant training opportunities to a wide range of potential intelligence professionals across Australia and overseas"<sup>1</sup>;
- In an Australian first, the University has appointed a Professor of Rural Pharmacy as part of the collaboration between the University and the NSW Department of Health to address the shortage of pharmacists in rural NSW. Professor Patrick Ball's joint appointment by the University and the Greater Southern Area Health Service is closely linked with the establishment of the NSW Institute for Rural Clinical Services and Teaching. Professor Ball will lead and develop strategies for attracting and retaining health care professionals, providing certainty and security for services provided in rural areas, and locating services closer to where people live;
- More than 100 students commenced their Bachelor of Primary Education studies as part of our latest international venture in Ontario, Canada. The program aims to alleviate the pressure faced by students in having to relocate to gain their qualifications, and student-teachers are assigned to the same school for the entire school year to gain their practical teaching experience. The University was one of the first foreign institutions to receive consent to operate as a university in the province, and is the first to open its doors to students; and
- The University maintained its five-star ranking, the highest ranking possible, for graduate employment and salaries in the 2006 edition of the *Good Universities Guide*.



## FACULTY OF ARTS

- Recognition by the University of the Bachelor of Social Work, Bachelor of Arts (Communication – Advertising), Bachelor of Arts (Communication – Journalism) and Bachelor of Arts (Communication – Public Relations and Organisational Communication) as nationally outstanding programs; and
- Reaccreditation of the Bachelor of Social Work offered at the Wagga Wagga and Dubbo campuses by the Australian Association of Social Workers.

### Staff Highlights

- Dean of the Faculty, Professor Lyn Gorman, was appointed Vice-President of the Australasian Council of the Deans of Arts, Social Sciences and Humanities;
- Ms Margaret van Heekeren, of the School of Communication, was appointed to the interim committee established by Professor Ken McKinnon, as Chairman of the Australian Press Council, to oversee the inaugural *State of the Print Media in Australia* report, which is scheduled for publication in 2006; and
- Dr Rabiul Islam, Lecturer in the School of Social Sciences and Liberal Studies, was awarded the *Vice-Chancellor's Teaching Excellence Award* for 2005.

### Student Highlights

- Journalism student Yuko Narushima was awarded the *2005 Student Journalism Award* by the Federation of Ethnic Communities' Council of Australia and SBS Television for her story *Melting Pot Burns Low*, about the different perspectives on multiculturalism held by young and old Australians. Yuko was also awarded a Highly Commended in the Best Print News category of the annual Journalism Education Association *Ossie Awards*;
- Bachelor of Arts (Acting for Screen & Stage) students Stuart Buckland, Luke Finch, Rohan Maloy, Chris Smith, Jarred Smith, Aaron Johnston, Martin Viski, Erin Gordon, Jenelle Pearce, Jo Trentini and Caroline Stainsby undertook roles as extras in the Sydney Theatre Company's production of John Webster's Jacobean revenge tragedy *The White Devil*, as part of the Olympic Arts Festival. *The White Devil* was a major project of world-renowned director Gale Edwards, and one of the Sydney Theatre Company's largest productions of recent years;

- Students from the University's student advertising agency Kajulu Communications won the International Advertising Association's (IAA) *InterAd World Championship* student competition for the third time in six years – a first for the international competition. The Kajulu team (Julia Heaton, Miranda Ryan, Isaac Wolfson, Adrian McGruther, Candice Berry, Josie Burns and Ben Clare) developed a comprehensive advertising campaign for the international Internet company Yahoo!. This is the latest in a series of awards for Kajulu, previously winning the global IAA InterAd World Championships in 1999 and 2002, and the Asia Pacific IAA regional award on four occasions;
- The University was one of only two institutions in the world to receive scholarships in television production from camera manufacturer Vinten. The scholarships were awarded to first year television production student Joel Stillone, and second year student Emma Ulm. Vinten is a world leader in the provision of camera equipment and services to the broadcast, entertainment and media industries;
- Third year communications student Jo Rensen-Wallace won first prize for the best essay in an Australian Press Council competition for an essay on journalism ethics;
- Journalism students Tess Dunlop and Jess Paine gained prestigious internships with the Australian Broadcasting Commission's (ABC) Investigative Unit;
- Acting students Laura Hughes, Lauren Hopley and Tom Dickins have travelled to the United States as part of the University's International Exchange Program, and will feature in the University of Montana's stage production of *Peter Pan: The Boy Who Would Not Grow Up*; and
- Communications student Latika Bourke won Best Talk Presenter at the prestigious *Australian Commercial Radio Awards*, and the *Brian White Memorial Journalism Award* for her feature piece *21 Health Jobs Saved*.

The Faculty also congratulates in 2005:

- Brendan Cowell, 1997 Bachelor of Arts (Communication – Theatre Media) graduate, on his winning the *2005 Philip Parsons Young Playwright's Award*, receiving a \$10,000 mentoring commission from Sydney's Belvoir Street Theatre Company B. Brendan won the award for his treatment of *Ruben Guthrie*, a tale of male depression, addiction and the pressures of success. This is the latest in a series of awards for Brendan, including the *2003 Griffin Award for Rabbit*, the *2002 Patrick White Award for Bed*, and the *Gloria Payten-Gloria Dawn Foundation Young Artist Award*;
- Hattie Dalton, 1995 Bachelor of Arts (Communication) (Honours) graduate, on her winning a British Academy of Film and Television Arts award for the short film *The Banker*, which she co-wrote and co-produced.

## FACULTY OF COMMERCE

- Continued to strengthen the University's international profile with the renegotiation of contracts with the HELP University College, Study Group Australia, and with Tianjin University of Commerce, Changchun Taxation College, Yunnan University of Finance and Trade, and Yangzhou University in China;
- Accreditation of the Master of Human Resource Management and the Bachelor of Business (Human Resource Management) by the Australian Human Resources Institute;
- Initiation of the integrated Bachelor of Business Studies/Advanced Diploma in Business program with the Wodonga Institute of TAFE and the Riverina Institute of TAFE; and
- Revision of the Master of Management program, which is now offered at eight sites across Sydney, Kingscliff, Wollongong, Melbourne and Brisbane through the Australian Graduate Management Consortium, a joint initiative of the University and NSW TAFE.

### Staff Highlights

- Professor Terry Heazlewood was elected for a three-year term as a member of the NSW Divisional Council of CPA Australia, and has been appointed Chairman of the Asia-Pacific Financial Reporting Advisory Group of CPA Australia.

### Student Highlights

- As part of the University's collaborative agreement with the University of Applied Sciences, Berne, 21 Master of Business Administration students undertook an intensive module on business in Switzerland. The module combined lectures and visits to companies such as Credit Suisse, Roche Pharmaceuticals, Daimler Chrysler and PostFinance.



## FACULTY OF HEALTH STUDIES

- Reinvigoration of the Faculty's postgraduate course profile, with the approval of a generic Master of Health Science. The course will replace a number of other courses that have been phased out;
- The Faculty's first students commenced their studies at Orange, with 21 students commencing the Bachelor of Nursing, and 47 students commencing the Bachelor of Pharmacy;
- Building on the University's expertise in food science and nutrition, the Faculty developed the Bachelor of Applied Science (Food)/Bachelor of Health Science (Nutrition) in cooperation with the Faculty of Science and Agriculture. The new program will assist in meeting market demand for combined courses in these areas;
- The new Postgraduate Certificate in Intensive Care Paramedic Studies was introduced.

### Staff Highlights

- Dr Todd Walker, Senior Lecturer in cytology and oncology from the School of Biomedical Sciences, accepted an invitation by Chief Cancer Officer Professor James Bishop to become a member of the Cancer Screen NSW Advisory Committee, an initiative of the NSW Cancer Institute. The advisory body has been established to provide strategic advice on cancer screening in NSW. As part of this activity, the advisory body will support the NSW Cancer Institute in its pursuit of a cohesive state-wide approach to screening of breast, cervical and bowel cancer;
- Mr Geoff Currie, Senior Lecturer in the School of Clinical Sciences, was awarded the *Faculty of Health Studies Teaching Excellence Award*.

### Student Highlights

- Physiotherapy student Brenton Kiel was awarded one of two Roger Strasser awards by the Victorian Rural Health Scholarship Foundation, while fellow students Joanne Rogers and Karen Reid were awarded Rural Health awards by the Victorian Healthcare Association, in association with the Rural and Regional Health Services Branch. These prizes aim to encourage allied health professionals to remain in rural Victoria.

## FACULTY OF EDUCATION

- The Faculty's Vocational Education and Training (VET) teaching team worked with stakeholders across Australia to embed the new national qualification, Certificate IV in Training and Assessment, into the University's VET teacher training courses, which have been revised and are scheduled to commence in 2006.

### Staff Highlights

- Dr Michelle Ortlipp, Lecturer in the Murray School of Education, was awarded the *Early Childhood Australia Doctoral Thesis Award* for 2005;
- Mr John Rafferty, Lecturer, and Ms Veronica Lane, of the Murray School of Education, hosted a very successful 2005 NSW Teacher Education Professional Experience Forum, which hosted representatives from most NSW universities, as well as colleagues from Victoria and Tasmania. The forum addressed issues such as child protection policy, placement issues and partnerships; and
- Ms Wendy Hastings, Lecturer in the School of Teacher Education, worked in collaboration with the NSW Department of Education and Training to develop materials related to occupational health and safety for use by pre-service teachers in all NSW teacher education programs. The material has been adopted by the University's administrative staff as a model for other faculties.

### Student Highlights

- Bachelor of Education (K-12 Middle School) students Ross Kirkwood and Sally Potts were awarded scholarships by the NSW Department of Education and Training.

## FACULTY OF SCIENCE & AGRICULTURE

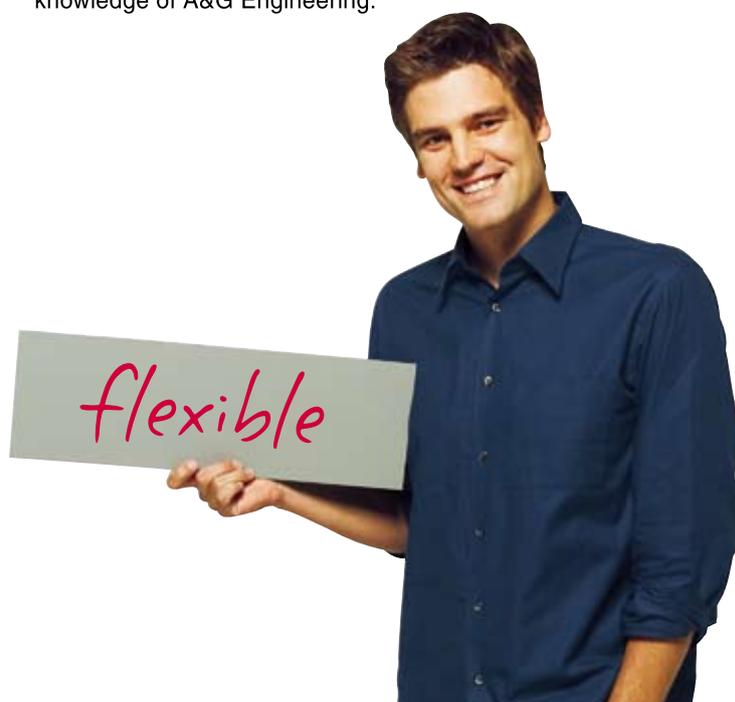
- The Veterinary Science program was expanded with the appointment of Peter Davie, Professor of Veterinary Anatomy, formerly of Massey University, and Peter Chenoweth, Professor of Veterinary Reproduction, formerly of Kansas State University;
  - The NSW Minister for Agriculture and Fisheries launched the new Bachelor of Rural Studies, designed by the University to meet increased demand from rural communities for courses that develop understanding of rural societies, leading to more effectively-managed businesses and organisations;
  - Confirmation of the University's reputation as a lead educator of librarians across Australia and internationally, with the signing of a contract with the NSW Department of Education and Training to continue to offer the Graduate Certificate in Teacher Librarianship. More than 50% of Australian librarians and teacher librarians who graduate from university do so from Charles Sturt University;
  - The University continues to build on its strengths in information technology with the introduction of two professional doctorates, the Doctor of Information Management and the Doctor of Information Technology, and the development of two new courses in the area of fee-paying industry partner information technology courses – the Master of Database Design and Management and the Graduate Certificate in Information and Communication Technology Education, as well as the Master of Information Architecture and the Bachelor of Computer Science. The Graduate Certificate is designed to provide increased information technology skills for teachers; and
  - A review of the environmental science course profile was commenced.
- Dr Philip Towers, Senior Lecturer in the School of Biomedical Sciences, was appointed to the NSW Animal Research Review Panel, on the nomination of the NSW Vice-Chancellor's Committee; and
  - Associate Professor John Louis, of the School of Science and Technology, was awarded the *2005 John I Davidson Award for Practical Papers* for the paper he co-authored, entitled *Potential for Calibrating Airborne Video Imagery Using Preflight Calibration Coefficients*. The award was presented at the American Society for Photogrammetry and Remote Sensing (ASPRS) 2005 Annual Conference in the United States.

### Student Highlights

- Veterinary science student Erin Davis was awarded the *Frank Mansell Award for Agriculture* by the Big Brother Movement. Erin used the \$7000 scholarship to fund a trip to the United Kingdom, where she worked with veterinarians on sheep and cattle studs. Erin received the award for her academic achievement and work in the field; and
- Wine science student Joëlle Wilson was awarded the *2005 A&G Engineering Scholarship*. A&G Engineering, based in Griffith, NSW, awards the \$15,000 scholarship to students to assist them in completing their studies. Selection criteria for the scholarship include industry awareness, career aspirations, academic standing and knowledge of A&G Engineering.

### Staff Highlights

- Dean of the Faculty, Professor Jim Pratley, was appointed to the NSW Ministerial Advisory Council on Primary Industries Sciences, and to the Research Advisory Committee of the Australian Farm Institute;
- Dr Chris Blanchard, Lecturer in the School of Wine and Food Sciences, was selected for Course 12 of the Australian Rural Leadership Program. The internationally-respected course aims to develop people who are already active as leaders to assist in guiding rural and regional Australia into the future;



## DIVISION OF LIBRARY SERVICES

- **SmartSearch**, the University's new search portal, was launched in 2005. The SmartSearch portal uses a single interface to access all of the Library's resources, and link directly to an individual item held electronically or to details about print items in the Library catalogue. Search strategies may be saved in SmartSearch and re-run automatically at set intervals with the results emailed to the user's desktop, a valuable alert tool. SmartSearch is available to all of the University's staff and students, and is a particular advantage for distance education students because it minimises the amount of searching they may need to undertake. SmartSearch is powered by the Ex Libris *Metalib/SFX* software that is also used by the Australian Academic and Research Library Network (AARLIN), a project funded by the Department of Education, Science and Training;
- **Ask a Question**, a new online reference service that utilises RefTracker, an Australian library reference management system, was also implemented in 2005. Students and staff can post a question on any topic (such as advice on interpreting essay questions, compiling a bibliography, constructing a search strategy or assistance on how to use a database) to Ask a Question, and each question is allocated a reference number. Users can then use this number to check the progress of, modify or cancel their question. Library staff utilise a range of resources to answer questions, including a growing knowledge bank of previous queries and searches; and
- The **BONUS (Books of New South Wales Universities)** Project commenced operation in 2005. BONUS is a resource-sharing project that enables borrowing of selected library material by our staff and students, and those from the University of Newcastle and the University of Technology, Sydney (UTS). BONUS is an innovation in which users may place their own requests for loans online and nominate where they would like to collect them. The Project enables our staff and students to access over 1.5 million items across the three universities. We continue to be the net lender of books to both the University of Newcastle and UTS. The University of New South Wales will join the project in January 2006.

## GENERAL INDICATORS OF PERFORMANCE

In 2005, the University also:

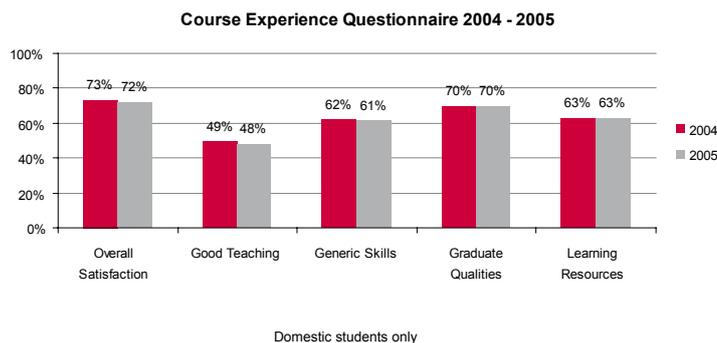
- Provided online subject outlines in 92% of subjects by start of each session;
- Achieved ongoing success in the delivery of online services with 89% of distance education students visiting the University website at least once per month;
- Increased the number of assignments submitted electronically from 65% in 2004 to 66% in 2005;
- Expanded the use of online learning forums by 24% in the last year;
- Increased the number of pages viewed on the University's *HSC Online* site by nearly 2 million pages (11,895,077 in 2004 and 12,769,473 in 2005); and
- Continued to improve pathways for admission of TAFE students to university education, with 17% of commencing domestic students entering the University on the basis of TAFE qualifications in 2005, as compared with almost 16% in 2004.



## CHALLENGES AND OPPORTUNITIES – 2006 AND BEYON

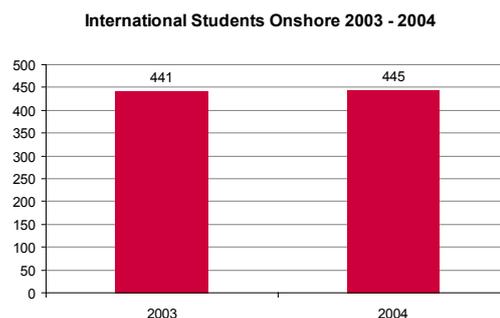
- Re-invigoration of the distance education/flexible learning course profile;
- Continue to enhance the virtual learning environment; and
- Promote international student exchange.

### COURSE EXPERIENCE QUESTIONNAIRE



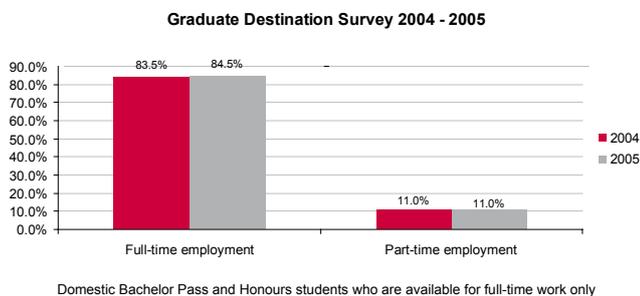
Source: CSU Office of Planning and Audit Course Experience Questionnaire Report.  
Data refers to domestic students only.

### ONSHORE INTERNATIONAL STUDENTS



Source: CSU Statistical Profile 2004, Submission 2: 31 August 2004.  
Excludes third party agreements.

### GRADUATE DESTINATION SURVEY



Source: CSU Office of Planning and Audit Graduate Destination Survey Report.  
Data relates to Domestic Bachelor Pass and Honours students who are available for full-time employment only.

## STRATEGIC OBJECTIVE

**Charles Sturt University aims to produce high quality research of significance to its regions and the professions, and of national and international distinction.**

In 2005, we continued to concentrate our research resources on areas that have regional and professional significance and which are (or have the potential to be) of national and international importance, entering into a number of exciting new alliances which will build on our existing strengths and expertise.

## KEY ACHIEVEMENTS 2005

Our key achievements for 2005 in research include:

- As part of a leading research collaboration entitled the *NWGIC Winegrowing Futures Initiative*, the NWGIC secured program funding of \$15 million over the next five years as part of a formal agreement with the Commonwealth Government's wine industry research and development investment body, the GWRDC. The NWGIC signed the formal agreement with the Corporation to lead research and extension to benefit the future of the Australian wine industry. The \$15 million in funding will be matched by contributions in staffing and extensive use of resources from the NWGIC partners. The project will commence in 2006;
- Advancing international wine research and undertaking collaborative research and education projects forms the basis of a Memorandum of Understanding signed with one of France's leading engineering schools, the Paris-Grignon National Agronomics Institute. The Institute is regarded as the foremost higher education provider for life sciences in France. A research project on wine anti-oxidants is the first collaborative doctoral program – student Celia Barril commenced the first two years of her doctorate at the end of 2005, and will return to the Institute in Paris to complete her final year;
- In an Australian first, the University has established a formal partnership with the world's leading rice research centre, the International Rice Research Institute, to assist in providing research-based solutions for development and growth of the world's most vital food crop. This builds on the University's previous work in rice research as a major partner in the Cooperative Research Centre for Sustainable Rice Production;
- The University was appointed as the Asia-Pacific headquarters of the joint United Nations Educational, Scientific and Cultural Organisation and the World Meteorological Organisation initiative, *Hydrology for the Environment, Life and Policy*. The headquarters' activities are coordinated by Professor Shahbaz Khan of the School of Science and Technology;
- The University hosted the international conference *Fourth World Congress in Allelopathy* under the theme *Establishing the Scientific Base* – establishing scientific credibility in the study of allelopathy. Allelopathy relates to the nature of the chemical warfare that often takes place between neighbouring plants as they seek a competitive advantage over rival plants within the available growing space. Overuse of herbicides and pesticides has resulted in widespread weed resistance across the world, and understanding plant allelopathy offers a promising means of natural weed control to supplement the strategies currently in use in weed management. The conference featured 120 allelopathy scientists from 28 countries, including the United States, Australia and the United Kingdom, as well as delegates from Asia, Europe and the Middle East;
- CAPPE, the University-led Centre for Applied Philosophy and Public Ethics, was reaccredited as an ARC Special Research Centre for a further three-year period;
- Agricultural researchers from the University and the NSW Department of Primary Industries have been brought together with the launch of the EH Graham Centre for Agricultural Innovation. Professor Deirdre Lemerle was appointed Director of the Centre;
- The University was successful in securing over \$1 million in grant funding from the ARC. Two Discovery projects and five Linkage projects will be administered by the University and will commence in 2006. Areas to be studied include linguistics, collective obligations for Australian social issues such as refugees and aid, brain injury rehabilitation, plagiarism and managing tree densities in western NSW;
- The University maintained its two-star rating for research intensity in the 2006 edition of the *Good Universities Guide*; and
- The University was placed as the best-ranked performer in research productivity, with an increase of 25.1% in research output, according to research conducted by the University of Wollongong and Queensland University of Technology into efficiency, technology and productivity changes in Australian universities.

## OUR RESEARCH CENTRES

In 2005 the University established a number of new research centres:

- The Institute for Land, Water and Society (ILWS) and the Australian Agriculture, Wine and Food Network (AAWFN) as Centres of Research Excellence;
- The Centre for Research into Professional Practice, Learning and Education (RIPPLE), the Centre for Research in Complex Systems (CRiCS), and Public and Contextual Theology (PACT) as Strategic Research Centres; and
- The Centre for the Application of Molecular Biology to International Agriculture (CAMBIA) as an Affiliated Research Centre.

### ARC Special Research Centre

#### Centre for Applied Philosophy and Public Ethics (CAPPE)

CAPPE is an established partnership between Charles Sturt University, the University of Melbourne, and the Australian National University. The Centre aims to conduct ground-breaking research and provide policy input as well as promote community discussion and professional dialogue in relation to critical issues within the public and political domains.

In 2005 CAPPE underwent the second of its scheduled reviews by the ARC. The review resulted in an outstanding report for CAPPE, with the Review Panel noting that the Centre has become a leading international research centre in applied philosophy and public ethics, and makes significant contributions to professional conduct, public debate and policy in the field. CAPPE has attracted eminent scholars as research staff and visitors, and has expanded the scale of its operations and international impact and connections. Since the 2002 review, CAPPE has strengthened its focus in six core research programs: criminal justice ethics; ethical issues in biotechnology; ethics of information technology and emergent technologies; business and professional ethics; welfare ethics; and ethical issues in political violence and state sovereignty. New opportunities for future research have been identified in the areas of ethical issues in natural resource allocation and the ethics of international institutions.



The Review Panel concluded that CAPPE is expanding the scale and impact of its research and program development, and is continuing to perform exceptionally well. The quality and quantity of its research is impressive, and its operative model and process of public engagement have been receiving significant international recognition. It has a wide range of industry partners who are strongly supportive of its work and international partnerships that offer sustainable increasing potential and its earned revenue is growing correspondingly. CAPPE continues to explore further opportunities for expansion, commercialisation and collaboration.

#### Highlight

- CAPPE was awarded an ARC Linkage Grant of \$750,000 for Director Professor Seamus Miller, Professor John Kleinig and Victoria Police colleagues' project *An Integrity System for Victorian Police*. The project aims to design and test a high performance integrity system, including data generating arrangements that provide evidence of achieved levels of compliance, integrity and performance <sup>2</sup>.

## Centres of Research Excellence

### Australian Agricultural, Wine and Food Network (AAWFN)

The AAWFN incorporates the EH Graham Centre for Agricultural Innovation and the NWGIC.

The **EH Graham Centre for Agricultural Innovation** is a dynamic new alliance between Charles Sturt University and the NSW Department of Primary Industries. Professor Deirdre Lemerle was appointed Director of the Centre and Professor of Innovative Agriculture in 2005. The Centre aims to develop innovative technologies to drive profitable and sustainable southern agricultural systems through excellent, relevant, and multi-disciplined research, as well as extension, education and training to facilitate timely delivery of information to growers.

In 2005 the EH Graham Centre developed five programs reflecting its strategic direction: agricultural production; agricultural health; food science and product quality; soil and water; and extension, training and communications research.

The Centre will focus on a number of strategic themes reflecting the strategic direction of the Centre in the next five years, covering conservation farming; animal products; pest and weed management; new agricultural products; organic and low input systems; precision farming; and farmer skills.

The **National Wine and Grape Industry Centre (NWGIC)** is a collaboration of resources between Charles Sturt University, NSW Primary Industries, the NSW Wine Industry Association and Deakin University, and forms Australia's premier institution serving the Australian wine industry. The NWGIC's charter is to address wine industry knowledge management through research, extension, education and training. Current areas of focus for the NWGIC include vine pathology, sustainable viticulture, grape and wine quality and wine technology.

The NWGIC is also a member of the Cooperative Research Centre for Viticulture.

## Highlights

- Researchers from the EH Graham Centre for Agricultural Innovation will partner colleagues from the Cambodian Agricultural and Development Research Institute on a three-year project examining rice pathology. Funded by the Australian Centre for Agricultural Research, the research will develop Cambodia's expertise in rice pathology, and enable Australia to develop a better understanding of rice diseases, which cannot be studied in Australia due to strict quarantine regulations;
- Researchers from the NWGIC have also been successful in 2005:
  - Studies of irrigation and nutrient management in the Riverina region have been instrumental in bringing about changes in vineyard management practice;
  - Examination of bunch rot in the Hunter Valley and Hastings River region has led to the removal of highly susceptible grape varieties from vineyards;
  - Significant progress has been made in understanding the chemistry of wine oxidation, a defect of white wines; and
  - Coordination of the national Viticare on-farm trials program will lead to the delivery of research outcomes to industry and growers.



## Institute for Land, Water and Society (ILWS)

The ILWS was established in 2005 and incorporates the Centre for Rural Social Research and the Johnstone Centre for Research in Natural Resources and Society. In building on the recognised strengths in social, ecological and environmental research of the pre-existing Centres, the ILWS aims to undertake internationally recognised research that contributes to efforts to address critical sustainability issues facing rural and regional Australia.

In 2005, the ILWS conducted a number of workshops and conferences aimed at building public awareness of issues affecting the local community. These included the *Community and Catchment Conference*, which showcased the quality and depth of social research being conducted at Charles Sturt University, and a public panel discussion *Bird Flu – A Local Perspective*, which provided an opportunity for ILWS researchers to contribute and present to their regional community.

The ILWS enhances University learning and teaching outcomes through education including postgraduate completions and courses such as the Graduate Certificate in River Restoration and Management. To support the increasing number of students, the ILWS conducts doctoral seminars four times a year in Wagga Wagga, Sydney and Canberra, providing an opportunity for students to gather and discuss their research projects as well as hear from appropriate speakers.

### Highlights

- Professor Allan Curtis was appointed Director of the ILWS, and will hold the appointment concurrently with his role as Chair, Environmental Management in the Faculty of Science & Agriculture;
- In a project funded by the NSW Environmental Trust, researchers from the ILWS examined the potential for sugar to be used as an innovative alternative to herbicides and its ability to inhibit the growth of annual weeds. Many annual weed problems are due to high soil nutrient levels – sugar spread on trial plots in central NSW fed soil microorganisms, which then absorbed soil nutrients. This ‘starved’ the weeds and enabled native grasslands to re-establish. The research team is now seeking further funding to develop large-scale, cost-effective techniques to manage annual weeds using nutrient deprivation strategies, including investigation of potentially more cost-effective alternatives to the use of sugar;
- Professor Margaret Alston, Director of the Centre for Rural Social Research, and Ms Jenny Kent, Senior Lecturer in the School of Commerce, authored the report *Impact of Drought on Education Access in Australia’s Rural and Remote Areas*. The research project was commissioned by the Foundation for Rural and Regional Renewal, a partnership between the Commonwealth Government and the Sidney Myer Fund, a major philanthropic trust. The Fund is Australia’s only national philanthropic foundation dedicated to rural and regional Australia. The Department of Education, Science and Training provided \$99,858 in funding for the project;
- Dr Daryl Maybery, of the Centre, and Dr Andrea Reupert, of the School of Education, conducted a study of the children of mental health patients in NSW, north-eastern Victoria and the eastern suburbs of Melbourne to examine the causes and possible intervention points in the transfer of mental illness from parents to children. The study aimed to help assist children in developing coping strategies, and define and provide information to support agencies to help them meet the critical needs of children and parents. The children in the study confirmed that it is connections with family and friends that are most important, and the research found that the crisis time for children is when a parent is hospitalised due to a major mental health episode. The study recommended that families be assisted to develop ‘family crisis plans’, including provisions for another family member or friend to assist when a parent is hospitalised, and is expected to result in guidelines to assist families that will be rolled out to mental health support agencies across Victoria. The study was funded by the Victorian Department of Health, VicHealth and the national depression initiative, Beyond Blue. Assistance was also provided by several north-east Victorian communities, La Trobe University, and Charles Sturt University.

## Strategic Research Centres

The Centre for Research in Complex Systems, the Centre for Research into Professional Practice, Learning and Education, and Public and Contextual Theology were established as Strategic Research Centres in 2005.

### Centre for Research in Complex Systems (CRiCS)

By bringing together researchers from all Faculties of the University CRiCS aspires to become an externally funded Centre of Excellence. CRiCS aims to provide an intellectually stimulating environment which will attract new researchers to the University and create a welcoming and supporting culture for doctoral students. CRiCS' primary activities are to attract external funding for research and develop a strategy for self-funding consistent with the goal of world-class research; attract and supervise doctoral students and mentor existing University staff; build external networks and promote the centre internationally; provide interaction between academic staff, students and industry through seminars, workshops and summer schools; support the commercialisation of research; and support the growth and development of the technology park in Bathurst. Professor Terry Bossomaier was appointed Director, CRiCS and will hold the appointment concurrently with his role as Professor in Computing Systems.

### Centre for Research into Professional Practice, Learning and Education (RIPPLE)

RIPPLE is a cross-disciplinary research centre that conducts applied and theoretical research in the field of professional practice. RIPPLE builds on the strength of the University regarding its strong focus on professional courses including nursing, social work, education and communications. RIPPLE also offers existing independent researchers within the University an opportunity to join strengths with a research centre. In 2005, RIPPLE concentrated on the following themes of research: theories and methodologies for enquiry into practice; initial and continuing professional education; professional cultures, identities and roles; and practice in context. The successful conference, *Qualitative Research as Interpretive Practice*, was hosted by RIPPLE in September 2005. Professor Gail Whiteford was appointed Director, RIPPLE, and will hold the appointment concurrently with her role as Professor in Occupational Therapy.

### Public and Contextual Theology (PACT)

The establishment of focus groups in rural and regional ministry, cultures and faiths, science and theology, society and religion, and theory of praxis of public and contextual theology has been a significant achievement for PACT in 2005.

The Reverend Professor James Haire was appointed Director, PACT, and will hold the appointment concurrently with his position as Director of the Australian Centre for Christianity and Culture. PACT members have presented papers at international conferences in 2005 including Edinburgh, Glamorgan (Wales), Moscow and Singapore in addition to papers presented in Canberra.

#### Highlights

- At a meeting at the University of Edinburgh, PACT was one of the major initiators in setting up the Global Network for Public Theology, the principal members of which are PACT, Charles Sturt University; Beyers Naude Centre for Public Theology, University of Stellenbosch; Centre of Theological Inquiry, Princeton University; Centre for Theology and Public Issues, University of Edinburgh; and Manchester Centre for Public Theology, University of Manchester. The network will be administered for three years by Princeton University, and Charles Sturt University will lead in developing student exchanges and cooperative links within the Network. The principle activities of the Network will be research collaboration; the promotion of links with key international civil society networks; staff exchanges; research higher degree and postgraduate student exchanges, including use of Erasmus Mundi arrangements where appropriate; and the creation of an e-exchange; and
- The first in the *PACT Monograph Series* was launched in November, in association with AFT Press. The first volume by Mr Graeme Garrett, Lecturer in the School of Technology, entitled *Dodging Angels on Saturday, Or Why Being a Theologian in the Twentieth Century Seemed Like a Good Idea at the Time*. The volume was a sell-out at the launch.

## Affiliated Research Centres

### **The Centre for Applied Microbiology in International Agriculture (CAMBIA)**

CAMBIA aims to develop a set of tools that can be used by local scientists and breeders to improve agricultural productivity and profitability in developing countries. During the first half of 2005, CAMBIA unveiled the world's first explicit open source biotechnology toolkit in the prestigious scientific journal, *Nature*. The toolkit was developed to achieve permanent solutions to major problems with food security, agricultural technology and the environment. It is hoped the toolkit will be used in the public sector, small businesses and developing countries.

The University continues to work with CAMBIA to enhance the Centre's involvement with the University.

## Cooperative Research Centres

### **Cooperative Research Centre for Viticulture**

The Cooperative Research Centre for Viticulture is Australia's leading viticultural research and development organisation. It is committed to accelerating viticultural management from grapevine to palate in order to ensure the economic and environmental sustainability of Australia's grape growing industries. It is an Australia-wide joint venture of 12 core organisations and many supporting organisations, conducting collaborative research and development, and delivery of innovative technologies to Australia's viticultural industries. The Centre has five programs, comprising three major research programs, an education program and the Viticare program, which delivers information and research outcomes to the industry and growers<sup>3</sup>.

The University is a core member of the Centre through the NWGIC.

### **Cooperative Research Centre for Plant-Based Management of Dryland Salinity**

Charles Sturt University is a core partner of the Cooperative Research Centre for Plant-Based Management of Dryland Salinity, which aims to develop farming systems based on perennial plants with the overall objective being to understand the function of natural and agro-ecosystems, in order to produce profitable and sustainable systems.

Charles Sturt University leads a number of research projects as part of its contribution to the Centre. Some examples include understanding the water use of remnant vegetation; the role of native pastures in grazing systems; and sheep and cattle tolerance to high salt levels found in plants adapted to salinised landscapes, such as saltbush.

A major project, which is co-funded by Meat and Livestock Australia, is the National Evergraze project. Charles Sturt University leads the NSW research which aims to improve the long term viability of meat production while reducing dryland salinity. Investigation is underway into novel grazing systems based on perennial pastures that are more profitable than current livestock systems. In addition, the reproduction benefits of perennial pastures and shrubs and also water-use and production interaction between woody and herbaceous perennials are being investigated at research sites located at Wagga Wagga, NSW. This work will enable researchers to recommend new perennial-based grazing systems which are more profitable and sustainable than current systems.

### **Cooperative Research Centre for Irrigation Futures**

The Cooperative Research Centre for Irrigation Futures was established in 2003 when 14 partners including Charles Sturt University, the Commonwealth Scientific and Industrial Research Organisation (CSIRO), NSW Department of Primary Industries and Land and Water Australia joined together with a collective commitment of \$43.7 million in staff time and support and a further \$6 million in funding to the Centre over seven years.

Charles Sturt University has been actively involved in the program, offering three fully funded doctorates for students of the University in 2005 for projects involving the Murray-Darling Basin and the future of irrigation in Australia. An increase in staff from three to eight also ensures the growth and development of the Centre in the areas of programming and hydrology.



### Cooperative Research Centre for Spatial Information

The aim of the Cooperative Research Centre for Spatial Information is to develop the concept of a “virtual Australia” while uniting research and commercial innovation and increasing the availability of spatial information to the public.

Charles Sturt University supports this project and has had an important role in providing a regional focus for educational programs. Short courses are conducted through the University, which ensure the long term success and growth of spatial information within the community and have seen growth in industry support for the courses and doctorates offered in the area.

The University’s main role is the management of the project focused on artificial intelligence and spatial monitoring techniques. Land and Property NSW is a core partner of the Centre and the University, and its existing research and education links with the University will be further strengthened by membership of the Centre.

### COMMUNITIES OF SCHOLARS

The establishment of Communities of Scholars is the University’s strategy for recognising and supporting researchers, including early career researchers, across the University who are not currently pursuing research activities in the University’s identified areas of research strength. Communities of Scholars operate on a project basis and are accredited for one, two or three years, depending on the nature of the project. In 2005 the University recognised the following Communities of Scholars:

- Applications of Phenolic Chemistry;
- Diabetes Complications Research Programme;
- Economic Research into Sustainable Agriculture, Trade and Development;
- Providing Users with Information;
- Research into Access, Equity and Health-Related Physical Activity;
- Research into Vocational Education and Training;
- Social Cognition; and
- Strategic Issues in Marketing.

### FACULTY OF ARTS

- Dr Keith Horton, Lecturer in the School of Humanities and Social Sciences, will conduct the three year ARC Discovery project, *Collective Obligations and Partial Compliance*. The project has important implications for a number of prominent issues in contemporary Australian life, such as those concerning refugees, relations with the Aboriginal community and international aid;
- Mr Matthew Anstey, Lecturer in the School of Theology, will conduct the four-year ARC Discovery project, *The Grammar of Biblical Hebrew: Functional and Corpus Analyses*. The project represents innovative research in Australia into Biblical Hebrew linguistics;
- Associate Professor Ian Gray and Dr Dimitria Giorgas, of the School of Humanities and Social Sciences, will work collaboratively with colleagues from Griffith University on the ARC Discovery project, *Towards Sustainable Regional Institutions: The Nature, Role and Governance Implications of Contemporary Australian Regionalism*;
- Mr Christopher McGillion, of the School of Communication, will work collaboratively with colleagues from Macquarie University on the ARC Discovery project, *Brokering Democracy: United States Policy Toward Chile from Nixon to Bush Sr. (September 1973 – December 1989)*; and
- Dr John Casey, of the Australian Graduate School of Policing, will work collaboratively with colleagues from UTS on the ARC Linkage project, *Advocacy in the Age of Compacts: Strengthening the Policy Development Dimension of Partnership Agreements between Government and Community Organisations*.

### FACULTY OF COMMERCE

- In a first for the Australasian region, the *Australian Journal of Accounting Education* was successfully launched in 2005. The journal is accredited in the DEST Register of Journals and is sponsored by CPA Australia. The journal provides an important publishing opportunity for academic staff in the field of accounting;
- Professor Tony Travaglione and Dr Grant O’Neill, of the School of Marketing and Management, will join with Professor Steve McShane of the University of Western Australia to conduct the ARC Linkage project, *Values Enactment Training, Values Congruence and Emotional Intelligence: A Field Experiment*. The project aims to develop a practical training strategy to reduce the gap between values statements and the behaviour of employees in Australian organisations;
- The Faculty increased funding for staff involved in research activities by providing Research Seed Grants (\$3000 each); ARC Linkage Support Grants (\$8000 each); Asia Pacific Research Grants (\$5000 each); Working Paper Series grants (\$200 each); and scholarships to full-time Bachelor of Business (Honours) students (\$5000 each).

## FACULTY OF EDUCATION

- Associate Professor Erica Smith, of the School of Education, will participate in the ARC Linkage project *Changing the Way That Australians Enter the Workforce: Part-time Working Careers of Young Full-time School and Tertiary Students*. The project aims to develop a greater understanding of the way Australians enter the workforce and think about jobs, careers and training;
- Associate Professor Erica Smith also led a team of researchers investigating the benefits of accredited industry training programs for large organisations. The study found that access to these programs can significantly improve an organisation's training systems and skills profile, and that such programs are most effective when incorporated into organisations' human resource management systems. The study was commissioned by the National Centre for Vocational Education Research, and has attracted considerable interest from national and state training authorities, prompting calls for increased marketing of formally accredited training programs to all enterprises; and
- A number of faculty staff participated in Commonwealth-funded Quality Teaching Action Learning Projects with NSW state public schools, including Professor Jo-Anne Reid (Portland Central School), Dr Noel Thomas (Lithgow Public School), and Mr William Letts (Chester Hill Central School).

## FACULTY OF HEALTH STUDIES

- Researchers from the School of Community Health (Associate Professor Lindy McAllister, Dr Alison Winkworth, Dr Michael Curtin and Dr Robert Neumayer), in conjunction with Professor Margaret Alston, Director of the Centre for Rural Social Research, will join industry partners from across NSW in the two-year ARC Linkage project *Participation Following Traumatic Brain Injury in Rural, Regional and Remote Areas*. The project is designed to improve rehabilitation programs for people with brain injuries, particularly in regional, remote and rural areas;
- Dr Jenny Wilkinson, Lecturer in the School of Biomedical Sciences, was awarded the *Faculty of Health Studies Research Excellence Award* for 2005; and
- With rural and regional Australia experiencing a critical shortage of pharmacists, a major research project into the recruitment and retention of female pharmacists in rural areas, *Becoming Community – Female Graduates' Experiences of Rural Practice*, was launched in 2005 by Ms Katherine Baverstock, Lecturer in the School of Biomedical Sciences. Funded by a \$10,000 grant from the University's Pharmacy Foundation, the project aims to develop guidelines to assist in attracting women to practice and stay in country areas.

## FACULTY OF SCIENCE & AGRICULTURE

- Dr Ian Lunt, Senior Lecturer in the School of Environmental and Information Sciences, will work with the NSW Department of Environment and Conservation on the three-year ARC Linkage project *Managing Tree Densities in Western NSW: Development of a Process-Based Model to Predict Woodland Dynamics*. The project aims to enhance woodland management in inland NSW to assist policy development and decision making by natural resource managers;
- Researchers from the School of Information Studies (Professor John Weckert, Dr Joy McGregor and Dr Yeslam Al Saggaf) will participate in the ARC Linkage project, *Generating Knowledge and Avoiding Plagiarism: Smart Information Use by Secondary Students*. The project focuses on dealing with the roots of the problem of plagiarism, rather than detection. Through innovative teaching at the secondary level, the project supports recent school curriculum efforts in all Australian states, in International Baccalaureate schools, and in the educational sector worldwide; and
- Dr David Watson, of the School of Environmental and Information Science, and recently elected to the council of Birds Australia, Australia's peak scientific ornithological organisation, attracted world-wide scientific interest and controversy for his paper *Diagnosable Versus Distinct: Evaluating Species Limits in Birds*, published in the leading international journal *BioScience*. In his paper, Dr Watson questioned the methods by which bird species are identified and described throughout the world, noting that by relying exclusively on external appearance and voice, and not taking into account detailed information used to identify other groups of animals, the number of different bird species worldwide may have been greatly underestimated. Dr Watson advises that by matching appearance, voice and other sources of information, species could be clearly differentiated and the real nature of bird diversity uncovered. This has important implications for conservation management worldwide.

### Student Highlight

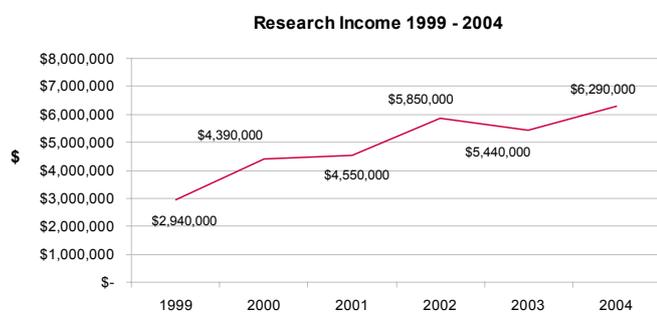
- Ben Ovenden, Honours distance education student with the School of Agriculture and Veterinary Sciences, was awarded the *AusBiotech NSW 2005 Student Excellence Award*. Presented by the Australian Biotechnology Students Association, a special interest group of AusBiotech, the award recognises the achievements of Australia's emerging bioscientists. Ben's work on improving rice varieties by identifying genetic markers that lead to more vigorous seedlings which are better able to outgrow weeds and withstand insect pests has the potential to reduce the amount of herbicides and water used to grow rice crops around the world. Ben has used a new Australian genome profiling tool known as Diversity Arrays Technology (DArT), which has not previously been applied to studies on rice improvement.

## GENERAL INDICATORS OF PERFORMANCE

In 2004-05, the University also:

- Increased its research income by 16% to \$6.29 million in 2004;
- Increased the number of its refereed research publications by 21% from 405 in 2003, to 490 in 2004;
- Received 120 rural and regional research grants;
- Increased the number of research-productive staff across the University from 188 in 2004, to 222 in 2005; and
- The research completion/attrition ratio for research students in 2004 was 1.32.

### RESEARCH INCOME

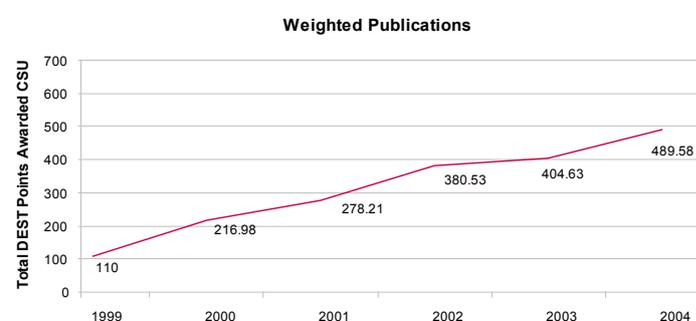


Source: Centre for Research and Graduate Training

## CHALLENGES AND OPPORTUNITIES – 2006 AND BEYON

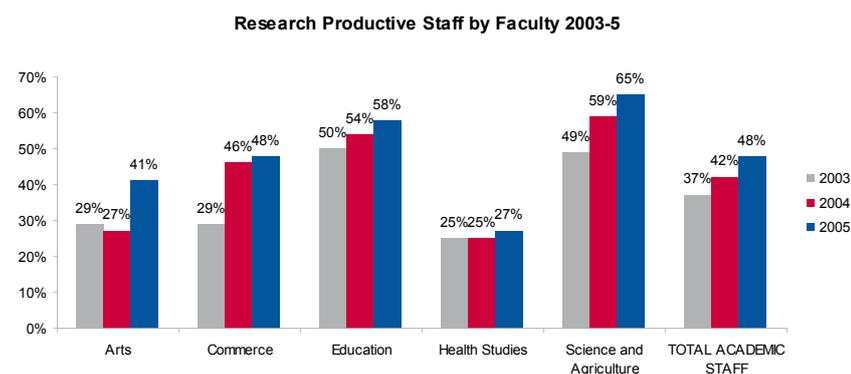
- Enhance the quality of research undertaken at the University;
- Emphasise the applied and strategic nature of the University's research; and
- Appoint Research Professors and academic staff to areas of research strength and strategic importance.

### WEIGHTED PUBLICATIONS



Source: Centre for Research and Graduate Training

### RESEARCH PRODUCTIVE STAFF BY FACULTY



Source: Centre for Research and Graduate Training

# REGIONAL ENGAGEMENT

## STRATEGIC OBJECTIVE

### To undertake dynamic and sustainable regional engagement

We have an important role in the social, educational and economic development of the regions we serve. We are also committed to making a positive contribution to the wider Australian community and to participating in the internationalisation of higher education. We consider our regional, national and international roles integrally linked and mutually reinforcing. Throughout 2005 we have continued to develop and maintain strategies to ensure a high level of effective engagement with our communities.

## KEY ACHIEVEMENTS 2005

Our key achievements for 2005 in regional engagement include:

### LOCAL

- Confirming the University as one of the major economic contributors to the regions in which it operates, a report prepared by the Western Research Institute, *Economic Impact of Charles Sturt University*, found that the University's contribution to the regions surrounding its four main campuses is estimated at \$264 million in gross regional product, in both University and non-local/international student expenditure. The report also found that the University adds \$164 million in household income to the Albury, Bathurst, Dubbo and Wagga Wagga regions, including over 3,100 full-time equivalent jobs, when flow-on effects are taken into account;
- The University opened its doors on the Bathurst Campus to Kelso High School students from years 8, 9, 10 and 11, along with teaching staff, after the school was destroyed by fire in August. Science laboratories, up to 15 classrooms, the gymnasium, computing laboratories, an assembly hall and the library were made available to the staff and students, with 340 students and 30 teachers housed on the campus until the end of the 2005 school year;
- Students from the School of Science and Technology participated in local community celebrations of the Indigenous meaning of Oura – Sulphur-Crested Cockatoo. Under the guidance of their lecturers, students studying spatial analysis sprayed the outline of a large cockatoo in a paddock in the village of Oura, near Wagga Wagga. The geoglyph was then photographed from space. The students were assisted in their work by Wiradjuri artist Allison Wighton, who designed the geoglyph;
- The Schools Access Initiative continues to attract great interest. The University is in the process of finalising agreements with Koorinal High School, Wagga Wagga and McKillop College, Bathurst, and an expression of interest has been received from a high school in Narrandera. Under the agreement, senior school students (years 11 and 12) and teaching staff may become registered borrowers at the Library. The schools may also organise group visits to the Library for special purposes, for example a history class using the Library's resources. The service to individuals is free, and the school pays a one-off fee of \$10 to participate. The Division of Library Services access program for schools in the region has now signed up 16 schools: four in Albury, five in Bathurst, one in Orange and six in Wagga Wagga;
- In September the University hosted *Future Ink – the Regional Media Futures Conference*, which aimed to examine the role and significance of regional newspapers, television and radio, the impact of the internet, changing population patterns, and the use of games technology by young people. The conference also aimed to identify the key issues that affect regional media in all its forms and discuss opportunities and threats, as a vibrant regional media is vital for the life of non-metropolitan areas, playing an important role in defining local communities and keeping people and groups in contact with each other. The keynote speaker for the conference was Mr Eric Beecher, former editor of the *Sydney Morning Herald*;
- The University's ILWS hosted the *Communities and Catchment Conference* on the Wagga Wagga Campus, which aimed to explore the social impacts of drought, the challenges of farm forestry, productive and sustainable irrigation farming, river restoration and engaging landholders in biodiversity conservation. The conference was attended by nationally and internationally renowned researchers, community members and business and government representatives;
- In a major community event, the University co-sponsored the Lap of Honour, the Bathurst community's fundraising effort for victims of the 2004 Boxing Day tsunami. The event was organised by Dr Troy Heffernan, Senior Lecturer in the School of Marketing and Management. Over 700 people ran, walked, jogged and strolled around the famous Mount Panorama motor racing circuit in February, raising \$20,000 for the CARE Australia tsunami appeal;

- The CSU Connect Bridging Program was launched in October 2005 in the city of Parkes. The program, to be implemented across the University's regions, is an alternative entry pathway designed to encourage equitable access to higher education for the people from the regions surrounding the University's campuses and better prepare these students for their academic studies. This is an important initiative to address higher education participation rates in those regions which are noticeably below the national average. In encouraging regional student participation and providing developmental assistance in core academic skills and some discipline specific skills, it is hoped that students entering the University via the bridging program will have a positive student experience before their first year, and lay the foundation for a successful journey through university study. Successful completion of CSU Connect will fast-track the student's chances of undertaking identified undergraduate courses at CSU;
- For the first time in NSW, a Regional Training Officer from the NSW Ambulance Service took up residence at a university. The University welcomed Mr Ian Johns, of the NSW Ambulance Service, to the School of Public Health in April 2005. Mr Johns' placement at the University will provide regional members of the ambulance service with the opportunity to improve their skills through further training in a regional location, rather than having to travel to Sydney;
- The University's Faculties continue to provide support to and establish educational networks with local schools, sporting organisations, local government authorities, businesses and training and employment agencies through the provision of scholarships, prizes, public lectures, participation in consultative groups, engagement with professional societies, participation in economic development groups, and hosting study and community days for high school students; and
- The Charles Sturt Foundation provided 181 scholarships to students, representing a total value of over \$420,000.

## NATIONAL

- The University launched its Indigenous Employment Strategy in May 2005. A key objective of the strategy is to increase the percentage of Indigenous staff employed by the University to 2% by July 2007. The guest speaker for the day was Ms Linda Burney, member of the NSW Parliament. Ms Burney was the first Indigenous graduate from the Mitchell College of Advanced Education, and in 2002 was awarded an Honorary Doctor of Education by the University;
- The work of the community radio station 2MCE-FM, operated by the University, was recognised with a national award from the Community Broadcasting Association of Australia (CBA). Volunteer presenter and producer Mr Chris Brown was named the winner of the *Best Innovative Announcement, Sponsorship or Promotion* category during the Association's annual conference in Fremantle. Located on the University's Bathurst Campus, 2MCE-FM is staffed by more than 120 volunteers, including broadcast students from the University's School of Communication, where they gain practical and professional training for the radio industry;
- Creating the best possible learning experiences for students at Australian universities and other tertiary education providers was the aim of the *Student Experience Conference: Good Practice in Practice*, hosted by the University at the Wagga Wagga Campus in September. The conference was attended by over 100 representatives from institutions across Australia and New Zealand, and was structured around three themes – *Drivers of the Student Experience; Good Practice in Practice; and Evaluation and Looking to the Future.*



## INTERNATIONAL

- The University featured at the internationally renowned E-Learn 2005 – World Conference on *E-Learning in Corporate, Government, Healthcare and Higher Education* in Canada with the conference paper *NSW HSC Online: A Challenging Educational Enterprise* nominated as an example of best practice by the conference organisers. Co-authored by Professor Lyn Gorman, Dean, Faculty of Arts, and Mr Bob Dengate, Lecturer in the School of Teacher Education, the paper highlights exemplary features of the HSC Online website. The *NSW HSC Online* project is approaching its ten-year anniversary, and is considered a unique enterprise offering high quality resources to all students studying for the HSC, providing resources for nearly 50 subject areas;
- Building on links already established in the areas of plant protection and equine studies, academic cooperation has been formalised between the University and the National Pingtung University of Science and Technology in Taiwan in a new Memorandum of Understanding, with both universities aiming to expand the current links into new areas;
- Diseases in one of Australia's most important rotational crops, canola, are the subject of a twelve-month long research visit to the EH Graham Centre for Agricultural Innovation by Professor Minquan Li from China. Professor Li is Head of the Department of Plant Protection at Gansu Agricultural University, and will work alongside two of the Centre's researchers, Associate Professor Gavin Ash from the University, and Dr Gordon Murray from the NSW Department of Primary Industries, to examine the management of bacteria and pathogens in the soil, as these prevent canola crops from reaching their full potential;
- The Phu My orphanage project continues to expand and build close relationships with health services and educators in Australia and Vietnam. The project currently enables final year allied health students to work with the children and their carers at the orphanage, together with 200 children who also attend the orphanage daily for their schooling. Up to 12 final year occupational therapy, speech pathology and physiotherapy students spend up to six weeks each year working with the children and staff of Phu My. In this extraordinary learning experience, students learn the importance of early intervention, working in a team environment and cross-cultural practice, as well as the importance of meeting all needs of the children, not just the physical. In 2005 the project was expanded to include training for orphanage staff in Australia, building on the experience of Phu My paediatrician Dr Giang, who studied paediatric, neurological and rehabilitation techniques for six months in 2004 at the New Children's Hospital in Westmead, Sydney;
- Inspired by the midwifery skills and commitment of trained birth attendants and other local health workers as they grapple with a countless number of vulnerable women dealing with the double tragedy of HIV/AIDS and civil unrest, Dr Elaine Dietsch, Senior Lecturer in midwifery and nursing, of the School of Clinical Sciences, took a passion for rural and remote midwifery to the villages and towns on the border of Kenya and Uganda. Dr Dietsch spent three weeks over the Christmas holidays in 2004/2005 in the Bungoma district in Kenya working with trained local birth attendants as well as volunteer student birth attendants from Australia, Europe, the Pacific Islands, South Africa and United States. Dr Dietsch will return to the border region in 2006; and
- The University was awarded \$58,000 in external funding under the 2005 – 2006 Australian University Mobility in Asia and the Pacific (UMAP) and the DEST Cheung Kong Exchange programs, with student exchange opportunities in nursing, agriculture, information technology, business and environmental sciences being provided with universities in the United States and China.

## GENERAL INDICATORS OF PERFORMANCE

In 2005:

- The proportion of internal students from our immediate regions who enrolled with the University was 40.5%;
- The proportion of distance education students from our immediate regions who enrolled with the University was 57%;
- Admitted 677 students from 1357 applications through the Principals' Report Entry Program (this Program allows applicants from secondary schools in the University's immediate regions the opportunity to gain admission on the basis of a School Principal's Report);
- Admitted 24 Indigenous students through the Koori Admissions Program; and
- Admitted 1571 domestic students on the basis of TAFE qualifications (approximately 17% of the commencing cohort).

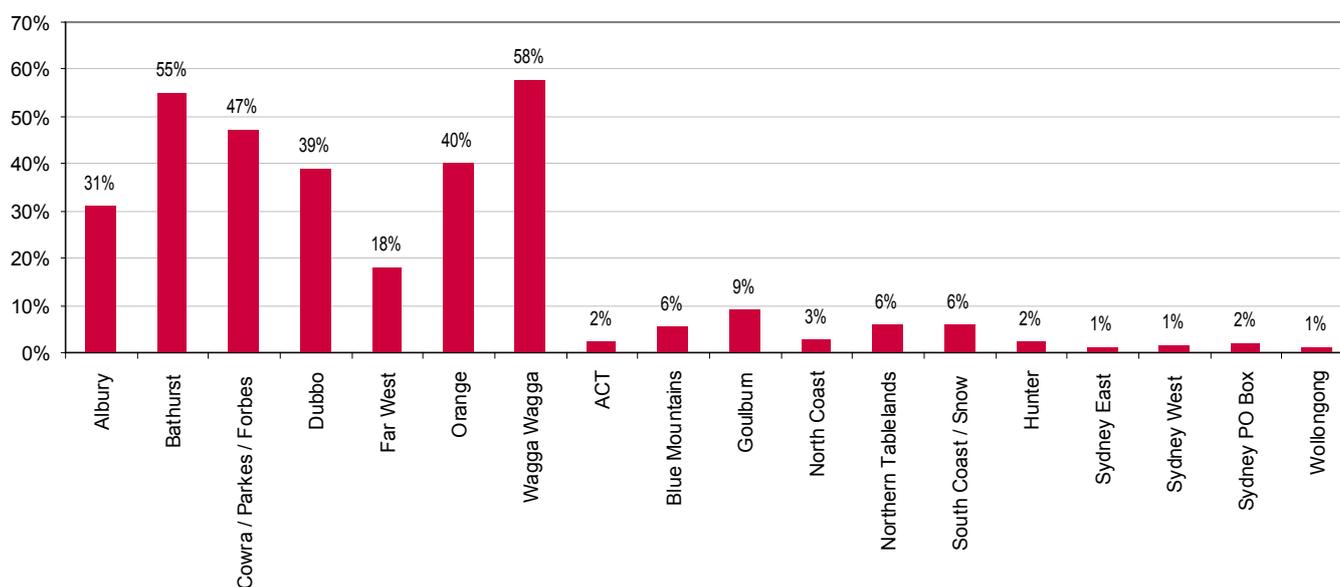
## CHALLENGES AND OPPORTUNITIES

### – 2006 AND BEYOND

- Broaden implementation of the University's regional engagement strategy;
- Take a leadership role in the continuing development of Technology Parks in Bathurst, Wagga Wagga and Albury.

## INTERNAL ENROLMENTS BY REGION

**Total Internal Enrolments at CSU by Region 2004**  
(as a percentage of all university enrolments from those areas)



Source: Office of Planning and Audit, National Data

# RESOURCE MANAGEMENT AND GENERATION

## STRATEGIC OBJECTIVE

**To pursue effective resource management and generation strategies to deliver desired outcomes in Learning and Teaching, Research and Regional Engagement, giving appropriate consideration to medium and long-term objectives and strategic priorities.**

During 2005, we continued to strengthen our financial position through continuous organisational development and improvement, underpinned by enhanced planning and review processes. We recognise that the quality of our services and our capacity to deliver ongoing improvement are dependent upon our ability to attract, retain and develop our people. The maintenance of an inclusive and enriching work environment which is "family friendly" and where staff are valued and given opportunities for continued professional development is considered fundamental to staff retention and productivity. We have also embarked on several new infrastructure projects that will continue to strengthen the institution over the coming years.



## KEY ACHIEVEMENTS 2005

Our key achievements for 2005 in resource management and generation include:

### ORGANISATIONAL DEVELOPMENT AND IMPROVEMENT

- Recognition of two organisational development initiatives in the Australian Universities Quality Agency (AUQA) Good Practice Database:
  - Leadership and Management Development Framework; and
  - Cross-University Communication Forums.
- Organisational development was the subject of review through an external benchmarking exercise, with recommendations for improvement being incorporated into programs for 2006;
- Successful launch of the Indigenous Employment Strategy;
- The provision of facilitation assistance to Faculties and Divisions through planning, reviews, new initiatives, change management and research into good practice was increased;
- Development of the Continual Professional Development Framework and the Organisational and Staff Performance Framework, to guide and assist the University with its organisational development;
- In accordance with the principle of "One University", implementation of cross-campus based forums continued throughout 2005. The forums encourage cross-Faculty/Division collaboration and effective linking of academic and support services. These included:
  - The creation of three new forums - the Senior Managers Forum, the Academic Liaison Discussion Group and the Timetabling Forum;
  - Strengthening of the Senior Executive Group retreats and the Vice-Chancellor's Forum as forums for strategic planning and professional development for senior staff to enhance organisational development and build organisational capability;
  - The inaugural conference for Course Coordinators at an Australian university in November;
  - The University's inaugural Middle Managers Forum conference in October, organised around the theme *Making Change Happen*;

- The annual conference for Heads of School in May;
- The annual forum for the Professional Experience Network in May, including provision of assistance with:
  - Preparation of a small grant proposal to research professional experience of CSU students in regional NSW; and
  - Publication of the *Report on the Analysis of Practicum and Practicum Agreements* within Charles Sturt University.
- New professional development activities were also delivered in 2005, including:
  - Hosting of the national TechNet Conference to promote networking and the professional and personal development of technical staff in Australian universities;
  - Development of a range of resources and workshops on career development, recruitment and selection to assist general staff with managing their career development;
  - The introduction of a Graduate Certificate in University Leadership and Management;
  - Launch of the Vice-Chancellor's statement on mentoring, development of the mentoring initiative and provision of workshops across the University; and
  - Evaluation and review of the implementation of the Induction and Development Program for all staff.
- In accordance with HEWRRs requirements, a range of Human Resources policies on probation, performance management, promotion, the Special Studies Program, recognition and reward schemes, expectations and standards was reviewed and refined.

For more information on the University's human resources systems, please refer to the Appendices to the Report.

### Staff Highlights

- The Division of Library Services first Indigenous trainee, Ms Michelle Flick, has successfully completed her traineeship and will continue her employment in the Library in 2006. Michelle works in the Client Services area of the Library and her presence has already had a positive effect on Indigenous students' use of the Library;
- Ms Gail Wotton, Food Services Officer at Café Mitchell on the Bathurst Campus, was awarded the *Vice-Chancellor's Award for Performance Excellence for General Staff*, for her dedication to her position and to the University.



## INFRASTRUCTURE

- The new Exercise and Sports Science Laboratory was opened on the Bathurst Campus in September. The complex was officially opened by Paralympian and Human Movement Studies student Kurt Fearnley, and provides much-improved research facilities for our students. The laboratory is a state-of-the-art complex and includes a biomechanics laboratory, three motor control laboratories and a medium level radiation laboratory;
- Development of the University's site in Ontario, Canada, was completed;
- Refurbishment and development of the Veterinary Science precinct on the Wagga Wagga Campus has progressed;
- Preliminary master plans for the Agriculture and Wine Science precincts on the Wagga Wagga Campus have been developed; and
- The new clinical laboratories at the Dubbo Campus were opened in July. Both laboratories have capacity for 20 students to engage in clinical simulation experiences and practical science classes. The nursing laboratory is set up as a four-bed ward with one bed established as an emergency bed, and includes equipment for students to simulate the monitoring and resuscitation of patients. The science laboratory is fitted with a full range of modern amenities, including microscopes and computers – in the past, other facilities have had to be located for these classes.

### Highlight

#### **Thurgoona – the University's 'greenfields' site**

The Thurgoona site of the University's Albury-Wodonga Campus is designed around sustainability concepts, including rammed-earth buildings, grey water treatment beds, natural ventilation systems and composting toilets.

Stage III – the Learning Commons building – was the subject of a design competition for the \$10 million project, which was endorsed by the Royal Australian Institute of Architects. The new building will combine a new library and computer facilities with group and individual learning areas, as well as recreational facilities that embody the latest concepts for tertiary education in Australia. The competition attracted entries from five of Australia's major architectural firms that specialise in environmentally sensitive buildings. The competition was won by the nationally and internationally acclaimed firm of Stutchbury and Pape Architects.

In 2005:

- A review of the performance of the buildings at Thurgoona Stage I led to a number of recommendations, which are being incorporated into Thurgoona Stage III in order to deliver improved building performance and cost effectiveness; and
- Construction at Thurgoona Stage II was completed, and significant progress was made on construction at Thurgoona Stage III.

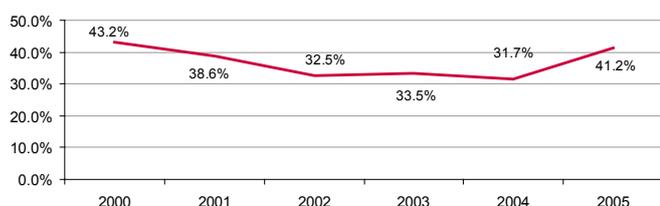
## REVENUE

- In a boost to the University's research profile, more than \$1 million was secured in research grants to administer projects funded by the ARC;
- The Commonwealth Government provided a \$4.4 million funding boost for the new Veterinary Science program;
- The \$30 million collaboration entitled the NWGIC *Winegrowing Futures Initiative* will commence in 2006, following the signing of a formal agreement between the Commonwealth Government's GWRDC and the University's NWGIC. The NWGIC will lead research and extension projects, and work to advance international wine research through the collaboration;
- The new long-term contract with NSW Police to deliver the Associate Degree of Policing Practice will secure funding for police recruit education;
- A new agreement with Study Group Australia to deliver a selected range of our programs at CSU Study Centres in Sydney, Brisbane and Melbourne will enable the University to attract more international students; and
- The success of the Australian Graduate School of Policing has resulted in the School being financially viable in 2006, one year ahead of the business plan schedule.

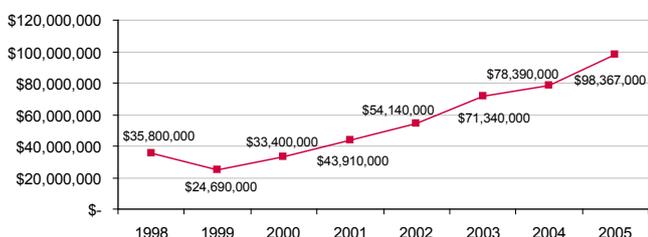
## CHALLENGES AND OPPORTUNITIES – 2006 AND BEYOND

- Develop the distance education profile to encourage more fee-paying students;
- Continue to redevelop and strengthen international partnerships;
- Progress the Veterinary Science, Agriculture and Wine Science precincts on the Wagga Wagga Campus, and Stage III at Thurgoona;
- Conduct a Staff Satisfaction (Voice Climate) Survey;
- Implement the University's new Performance Management Scheme and Risk Management Training Program;
- Prepare the University for implementation of the new *University Strategy 2007-2011* in 2007.

COMMONWEALTH OPERATING GRANT FUNDS AS A PERCENTAGE OF TOTAL REVENUE 2000-2005



TREND IN CASH HOLDINGS 1998-2005

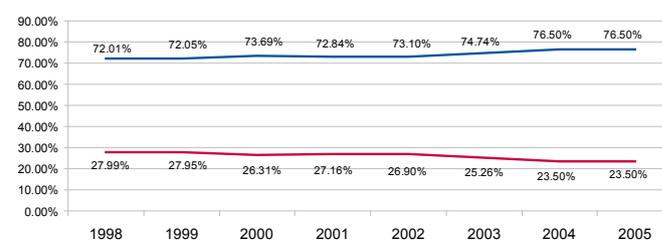


## GENERAL INDICATORS OF PERFORMANCE

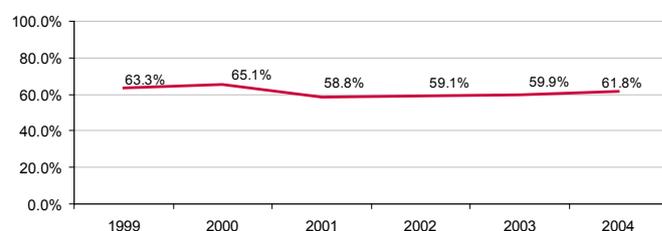
In 2005 the University:

- Increased total University revenue from \$207.2m to \$236m, an increase of 13.9%;
- Increased total investment income from \$5.3m to \$6.9m, an increase of 30.2%;
- Saw Commonwealth funding as a proportion of total revenue increase from 31.7% to 41.2%;
- Decreased income from domestic students by 12.3%;
- Decreased income from international students by 19.7%;
- Increased the operating surplus from \$3.9m to \$12.9m;
- Increased cash reserves from \$78.4 to \$98.4m; and
- Reported that 66% of the commencing staff in 2004 had completed their online induction training.

TREND IN EXPENDITURE ON ACADEMIC AND ADMINISTRATIVE ACTIVITIES 1998-2005



STAFF COSTS AS A PERCENTAGE OF TOTAL REVENUE 1999 – 2004



Source: Division of Financial Services

# GLOSSARY OF TERMS

<b>AAWFN</b>	Australian Agriculture, Wine and Food Network
<b>ABC</b>	Australian Broadcasting Corporation
<b>AIPIO</b>	Australian Institute of Professional Intelligence Officers
<b>ARC</b>	Australian Research Council
<b>ASPRS</b>	American Society for Photogrammetry and Remote Sensing
<b>AUQA</b>	Australian Universities Quality Agency
<b>CAMBIA</b>	Centre for the Application of Molecular Biology to International Agriculture
<b>CAPPE</b>	Centre for Applied Philosophy and Public Ethics
<b>CBAA</b>	Community Broadcasting Association of Australia
<b>CRiCS</b>	Centre for Research in Complex Systems
<b>CSIRO</b>	Commonwealth Scientific and Industrial Research Organisation
<b>CSU</b>	Charles Sturt University
<b>DEST</b>	Department of Education, Science and Training
<b>FTE</b>	Full-time equivalent
<b>GWRDC</b>	Grape and Wine Research and Development Corporation
<b>HEWRRs</b>	Higher Education Workplace Relations Requirements
<b>IAA</b>	International Advertising Association
<b>ILWS</b>	Institute for Land, Water and Society
<b>NWGIC</b>	National Wine and Grape Industry Centre
<b>PACT</b>	Public and Contextual Theology
<b>RIPPLE</b>	Centre for Research into Professional Practice, Learning and Education
<b>UMAP</b>	University Mobility in Asia and the Pacific
<b>UTS</b>	University of Technology, Sydney
<b>VET</b>	Vocational Education and Training

Charles Sturt University Annual Report 2005

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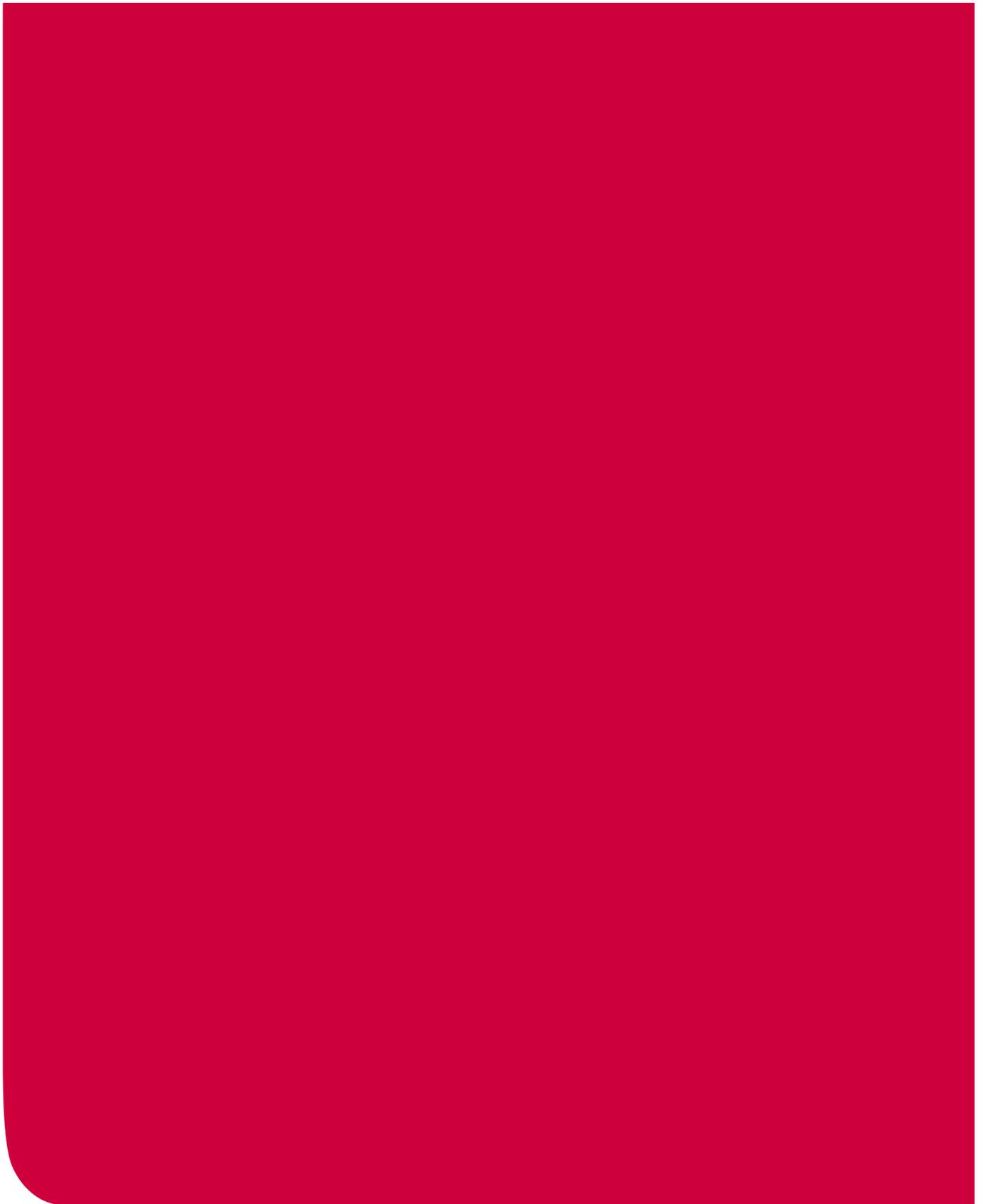
The Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) Provider Number is 00005F for Charles Sturt University and the Charles Sturt University Language Centre.

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A copy of the 2005 Annual Report is available on the Internet at [www.csu.edu.au](http://www.csu.edu.au) (click on 'About CSU' and follow the links to the Office of the Vice-Chancellor).

The total of external costs incurred in the production of this Annual Report was \$6600.00

csu



Charles Sturt University  
Annual Report (Statutory and Financial) Report 2005

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## Budgeted Statement for 2006

the 2006 Budget does not form part of the audited financial statements

## Budgeted Statement of Financial Position

for year ending 31 December 2006

	Economic Entity Consolidated		Parent Entity University	
	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000
<b>CURRENT ASSETS</b>				
Cash Assets	21,400	21,300	20,800	20,600
Receivables	11,500	10,900	11,500	10,900
Inventories	4,000	3,900	4,000	3,900
Other Financial Assets	5,200	4,800	0	0
Other Non-Financial Assets	4,100	3,700	4,100	3,700
<b>Total Current Assets</b>	<b>46,200</b>	<b>44,600</b>	<b>40,400</b>	<b>39,100</b>
<b>NON-CURRENT ASSETS</b>				
Receivables	82,600	80,100	82,600	80,100
Other Financial Assets	60,000	58,900	60,000	58,900
Property, Plant and Equipment	358,800	340,600	358,800	340,600
Other Non-Financial Assets	200	200	200	200
<b>Total Non-Current Assets</b>	<b>501,600</b>	<b>479,800</b>	<b>501,600</b>	<b>479,800</b>
<b>Total Assets</b>	<b>547,800</b>	<b>524,400</b>	<b>542,000</b>	<b>518,900</b>
<b>CURRENT LIABILITIES</b>				
Payables	9,200	8,900	9,200	8,900
Provisions	10,200	9,900	10,100	9,800
Other Liabilities	11,000	10,800	11,000	10,800
<b>Total Current Liabilities</b>	<b>30,400</b>	<b>29,600</b>	<b>30,300</b>	<b>29,500</b>
<b>NON-CURRENT LIABILITIES</b>				
Provisions	96,000	99,300	96,000	99,300
<b>Total Non-Current Liabilities</b>	<b>96,000</b>	<b>99,300</b>	<b>96,000</b>	<b>99,300</b>
<b>Total Liabilities</b>	<b>126,400</b>	<b>128,900</b>	<b>126,300</b>	<b>128,800</b>
<b>Net Assets</b>	<b>421,400</b>	<b>395,500</b>	<b>415,700</b>	<b>390,100</b>
<b>EQUITY</b>				
Reserves	163,200	163,200	163,200	163,200
Retained surplus	258,200	232,300	252,500	226,900
<b>Total Equity</b>	<b>421,400</b>	<b>395,500</b>	<b>415,700</b>	<b>390,100</b>

Budgeted Statement of Financial Performance  
for year ending 31 December 2006  
the 2006 Budget does not form part of the audited financial statements

	Economic Entity		Parent Entity	
	Consolidated		University	
	2006	2005	2006	2005
	\$'000	\$'000	\$'000	\$'000
<b>Revenue from ordinary activities</b>				
Commonwealth Government financial assistance	92,900	89,000	92,900	89,000
NSW Government financial assistance	60	50	60	50
Higher Education Contribution Scheme				
Student contributions	11,900	11,000	11,900	11,000
Commonwealth payments	54,000	51,000	54,000	51,000
Fees & charges	47,300	46,000	47,300	46,000
Deferred Government superannuation contributions	2,200	8,000	2,200	8,000
Investment income	6,800	5,800	6,500	5,500
Royalties, trademarks & licenses	10	10	10	10
Consultancy & contract research	2,530	2,340	2,530	2,340
Other revenue	25,800	24,800	25,000	24,000
<b>Total revenue from ordinary activities</b>	<b>249,100</b>	<b>243,500</b>	<b>248,000</b>	<b>242,400</b>
<b>Expenses from ordinary activities</b>				
Employee benefits	153,200	148,600	153,200	148,600
Depreciation and amortisation	15,000	14,900	15,000	14,900
Repairs and maintenance	7,600	7,000	7,600	7,000
Bad & doubtful debts	300	300	300	300
Other expenses	64,800	63,200	63,700	62,000
<b>Total expenses from ordinary activities</b>	<b>240,900</b>	<b>234,000</b>	<b>239,800</b>	<b>232,800</b>
<b>Operating surplus from ordinary activities</b>	<b>8,200</b>	<b>9,500</b>	<b>8,200</b>	<b>9,600</b>
<b>Total changes in equity other than those resulting from transactions with Owners as Owners</b>	<b>8,200</b>	<b>9,500</b>	<b>8,200</b>	<b>9,600</b>

## Budgeted Statement of Cash Flows

for year ending 31 December 2006

the 2006 Budget does not form part of the audited financial statements

	Economic Entity Consolidated		Parent Entity University	
	2006 \$'000	2005 \$'000	2006 \$'000	2005 \$'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
<b>Inflows:</b>				
Financial Assistance				
Commonwealth government				
Teaching and Learning	78,900	73,000	78,900	73,000
HECS and other loan programmes	54,900	53,000	54,900	53,000
Scholarships	1,000	900	1,000	900
DEST research	6,600	6,100	6,600	6,100
ARC Grant – Discovery	340	350	340	350
ARC Grant – Linkages	1,800	1,700	1,800	1,700
Other Commonwealth	800	800	800	800
NSW government	60	50	60	50
Higher Education Contribution Scheme				
Student payments	11,900	11,000	11,900	11,000
Interest received	6,400	6,200	6,100	5,900
Fees and Charges	71,400	70,100	70,700	70,100
<b>Outflows:</b>				
Salaries and wages	(131,700)	(126,600)	(132,500)	(127,400)
Services rendered	(67,500)	(64,400)	(68,300)	(65,200)
<b>Net cash inflow from operating activities</b>	<b>34,900</b>	<b>32,200</b>	<b>32,300</b>	<b>30,300</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>				
<b>Inflows:</b>				
Proceeds from sale of assets	11,300	10,600	11,300	10,600
Proceeds from sale/redemption of investments	1,700	1,500	-	-
<b>Outflows:</b>				
Payments for property, plant & equipment	(27,800)	(25,500)	(27,800)	(25,500)
Payments for investments	(16,200)	(17,500)	(14,500)	(16,000)
<b>Net cash flow from investing activities</b>	<b>(31,000)</b>	<b>(30,900)</b>	<b>(31,000)</b>	<b>(30,900)</b>
<b>Net (decrease)/increase in cash held</b>	<b>3,900</b>	<b>1,300</b>	<b>1,300</b>	<b>(600)</b>
<b>Cash at beginning of reporting period</b>	<b>19,900</b>	<b>21,200</b>	<b>19,900</b>	<b>20,500</b>
<b>Cash at end of reporting period</b>	<b>23,800</b>	<b>22,500</b>	<b>21,200</b>	<b>19,900</b>

# Audited Financial Statement 2005

Charles Sturt University consolidated Financial Statements  
for the Year Ended 31 December 2005

Independent Audit Report



GPO BOX 12  
Sydney NSW 2001  
9275 7166  
D0615334/0549

Professor I Goulter  
Vice-Chancellor  
Charles Sturt University  
Private Mail Bag 99  
BATHURST NSW 2795

27 April 2006

Dear Professor Goulter

**STATUTORY AUDIT REPORT**  
**For the Year Ended 31 December 2005**  
**Charles Sturt University**

I have audited the financial report and transactions of Charles Sturt University as required by the *Public Finance and Audit Act 1983* (the Act). This Statutory Audit Report outlines the results of my audit for the year ended 31 December 2005, and details any significant matters that in my opinion call for special notice. The Act requires that I send this report to Charles Sturt University, the Minister and the Treasurer.

This report is not the Independent Audit Report, which expresses my opinion on Charles Sturt University's financial report. I have enclosed the Independent Audit Report, together with Charles Sturt University's financial report.

**Audit Result**

I expressed an unqualified opinion on Charles Sturt University's financial report and I have not identified any significant matters since my previous Statutory Audit Report on 21 April 2005. My audit is continuous and I may therefore identify new significant matters before the Auditor-General next reports to Parliament on the Charles Sturt University audit. If this occurs, I will write to you immediately.

**Auditor-General's Report to Parliament**

Comment on Charles Sturt University's activities, financial operations, performance and compliance will appear in the Auditor-General's Report to Parliament. I will send a draft of this comment to Mr Jim Hackett, Executive Director, Financial Services for review before the Report is tabled during May 2006.

**Scope of the Audit**

My audit procedures are targeted specifically towards forming an opinion on Charles Sturt University's financial report. This includes testing whether Charles Sturt University has complied with key legislation that may materially impact on the financial report. The results of the audit are reported in this context.

**Audited Financial Statement 2005**

Charles Sturt University

Consolidated Financial Statements for the Year Ended 31 December 2005

Each year, the Audit Office also selects various 'non-key' legislative requirements, government policies and best practice principles (e.g. Premier's Circulars) and tests whether Charles Sturt University has complied with them. This year, I examined:

- Academics Paid Outside Work and
- University Intellectual Property.

The results of my review were satisfactory.

#### **Acknowledgment**

I thank Charles Sturt University's staff for their courtesy and assistance.

Yours sincerely



**P Carr**  
Director, Financial Audit Services



GPO BOX 12  
Sydney NSW 2001

## INDEPENDENT AUDIT REPORT

### Charles Sturt University

To Members of the New South Wales Parliament

#### Audit Opinion

In my opinion, the financial report of Charles Sturt University (the University):

- presents fairly the University's and the consolidated entity's financial position as at 31 December 2005 and their performance for the year ended on that date, in accordance with Accounting Standards and other mandatory financial reporting requirements in Australia, and
- complies with:
  - section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the *Public Finance and Audit Regulation 2005*, and
  - the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2005 Reporting Period', issued by the Australian Government Department of Education, Science and Training, 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.

#### Scope

##### *The Financial Report and Council's Responsibility*

The financial report comprises the balance sheets, income statements, statements of changes in equity, cash flow statements and accompanying notes to the financial statements for the University and the consolidated entity, for the year ended 31 December 2005. The consolidated entity comprises the University and the entities it controlled during the financial year.

The Council of the University is responsible for the preparation and true and fair presentation of the financial report in accordance with the PF&A Act. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

##### *Audit Approach*

I conducted an independent audit in order to express an opinion on the financial report. My audit provides *reasonable assurance* to Members of the New South Wales Parliament that the financial report is free of *material* misstatement.

My audit accorded with Australian Auditing Standards and statutory requirements, and I:

- assessed the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the Council in preparing the financial report, and
- examined a sample of the evidence that supports the amounts and disclosures in the financial report.

## Audited Financial Statement 2005

Charles Sturt University

Consolidated Financial Statements for the Year Ended 31 December 2005

An audit does *not* guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial report or indicate that members of the Council had not fulfilled their reporting obligations.

My opinion does *not* provide assurance:

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

### **Audit Independence**

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements. 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.



P Carr  
Director, Financial Audit Services

SYDNEY  
27 April 2006

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 2005 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 2005 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



I.C. Goulter  
Vice-Chancellor

Date: 27 April 2006

Date: 27 April 2006

**Income Statements**  
for the year ended 31 December 2005

	Notes	Consolidated		Parent Entity	
		2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Revenue from continuing operations</b>					
Australian Government Financial Assistance					
Australian Government grants	3	100,735	65,598	100,735	65,598
HECS-HELP Australian Government payments	3	40,116	48,419	40,116	48,419
FEE-HELP	3	6,928	5,259	6,928	5,259
State and local Government financial assistance	4	(12)	54	(12)	54
HECS-HELP Student payments		11,822	10,989	11,822	10,989
Fees and charges	5	42,350	46,485	42,350	46,485
Investment income	6	6,876	5,344	6,462	5,036
Royalties, trademarks and licences	7	4	3	4	3
Consultancy and contract research	8	4,676	2,254	4,676	2,254
Other revenue	9	29,236	25,502	24,235	24,676
<b>Subtotal</b>		<b>242,731</b>	<b>209,907</b>	<b>237,316</b>	<b>208,773</b>
		(2,191)	2,841	(2,191)	2,841
<b>Total revenue from continuing operations</b>		<b>240,540</b>	<b>212,748</b>	<b>235,125</b>	<b>211,614</b>
<b>Expenses from continuing operations</b>					
Employee benefits and oncosts	10	135,232	127,946	135,232	127,946
Depreciation and amortisation	11	17,596	14,004	17,596	14,004
Repairs and maintenance	12	5,182	5,421	5,182	5,421
Bad and doubtful debts	13	138	277	138	277
Other expenses	14	71,445	58,150	66,179	57,214
<b>Subtotal</b>		<b>229,593</b>	<b>205,798</b>	<b>224,327</b>	<b>204,862</b>
		(2,191)	2,841	(2,191)	2,841
<b>Total expenses from continuing operations</b>		<b>227,402</b>	<b>208,639</b>	<b>222,136</b>	<b>207,703</b>
<b>Net operating result for the year</b>		<b>13,138</b>	<b>4,109</b>	<b>12,989</b>	<b>3,911</b>

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

Consolidated Statement of Financial Position  
for the year ended 31 December 2005

**Balance Sheets**  
as at 31 December 2005

	Notes	Consolidated		Parent Entity	
		2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>ASSETS</b>					
<b>Current assets</b>					
Cash and cash equivalents	16	21,159	21,149	20,751	20,508
Receivables	17	10,473	11,448	10,413	11,439
Inventories	18	4,429	3,855	4,429	3,855
Available-for-sale financial assets	20	225	-	-	-
Other non-financial assets	22	1,470	193	1,470	193
<b>Total current assets</b>		<b>37,756</b>	<b>36,645</b>	<b>37,063</b>	<b>35,995</b>
<b>Non-current assets</b>					
Receivables	17	109,207	111,399	109,207	111,399
Available-for-sale financial assets	20	82,789	62,567	77,742	58,000
Property, plant and equipment	21	330,860	332,196	330,860	332,196
Intangibles	19	237	418	237	418
Other non-financial assets	22	91	120	91	120
<b>Total non-current assets</b>		<b>523,184</b>	<b>506,700</b>	<b>518,137</b>	<b>502,133</b>
<b>Total assets</b>		<b>560,940</b>	<b>543,345</b>	<b>555,200</b>	<b>538,128</b>
<b>LIABILITIES</b>					
<b>Current liabilities</b>					
Payables	23	9,789	7,606	9,953	7,756
Provisions	24	9,948	8,795	9,771	8,639
Other liabilities	25	4,749	3,416	4,419	3,043
<b>Total current liabilities</b>		<b>24,486</b>	<b>19,817</b>	<b>24,143</b>	<b>19,438</b>
<b>Non-current liabilities</b>					
Provisions	24	128,070	129,052	128,070	129,052
<b>Total non-current liabilities</b>		<b>128,070</b>	<b>129,052</b>	<b>128,070</b>	<b>129,052</b>
<b>Total liabilities</b>		<b>152,556</b>	<b>148,869</b>	<b>152,213</b>	<b>148,490</b>
<b>Net assets</b>		<b>408,384</b>	<b>394,476</b>	<b>402,987</b>	<b>389,638</b>
<b>EQUITY</b>					
Reserves	26	163,951	163,746	163,542	163,182
Retained Surplus	26	244,433	230,730	239,445	226,456
<b>Total equity</b>		<b>408,384</b>	<b>394,476</b>	<b>402,987</b>	<b>389,638</b>

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

**Cash Flow Statements**  
for the year ended 31 December 2005

	Notes	Consolidated		Parent Entity	
		2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Cash flows from operating activities</b>					
Australian Government					
CGS and Other DEST Grants	36.1	90,444	55,488	90,444	55,488
Higher Education Loan Programmes	36.2	47,044	50,152	47,044	50,152
Scholarships	36.3	1,596	898	1,596	898
DEST research	36.4	5,733	5,989	5,733	5,989
ARC grant - Discovery	36.5(a)	431	333	431	333
ARC grant - Linkages	36.5(b)	633	773	633	773
ARC grant - Networks and Centres	36.5(c)	962	942	962	942
Other Australian Government Grants		936	755	936	755
State Government Grants		(12)	54	(12)	54
HECS - HELP Student payments		11,723	10,233	11,723	10,233
Receipts from student fees and other customers		73,921	69,105	73,468	68,398
Interest Received		6,810	5,133	6,458	4,855
Payments to suppliers (inclusive of GST)		(71,155)	(61,531)	(70,403)	(60,623)
Payments to employees		(133,211)	(119,462)	(133,211)	(119,462)
<b>Net cash inflow from operating activities</b>	33	<b>35,855</b>	<b>18,862</b>	<b>35,802</b>	<b>18,785</b>
<b>Cash flows from investing activities</b>					
Payments for property, plant and equipment		(22,863)	(20,216)	(22,863)	(20,216)
Payments for available for sale financial assets		(21,368)	(9,640)	(19,757)	(8,000)
Proceeds from sale of property, plant and equipment	15	7,059	9,124	7,059	9,124
Proceeds from sale of available for sale financial assets		1,345	1,680	-	-
<b>Net outflow from investing activities</b>		<b>(35,847)</b>	<b>(19,052)</b>	<b>(35,561)</b>	<b>(19,092)</b>
<b>Net decrease in cash and cash equivalents held</b>		<b>8</b>	<b>(190)</b>	<b>241</b>	<b>(307)</b>
Cash at beginning of year		21,152	21,342	20,511	20,818
<b>Cash and cash equivalents at the end of the year</b>	16	<b>21,160</b>	<b>21,152</b>	<b>20,752</b>	<b>20,511</b>

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

Consolidated Statement of Changes in Equity  
for the year ended 31 December 2005

**Statement of Changes in Equity**  
for the year ended 31 December 2005

	Notes	Consolidated		Parent Entity	
		2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Total equity at the beginning of the financial year</b>		394,476	301,987	389,638	297,484
Adjustment on adoption of AASB 132 and AASB 139 to:					
Retained Surplus	26	565	-	-	-
Reserves	26	(565)	-	-	-
Adjustment on adoption of AASB 118:					
Retained Surplus	26	-	(427)	-	-
Increase in property, plant and equipment revaluation reserve	26	369	88,807	369	88,243
Available-for-sale financial assets revaluation reserve	26	401	-	(9)	-
<b>Net income recognised directly in equity</b>		<b>770</b>	<b>88,380</b>	<b>360</b>	<b>88,243</b>
<b>Operating result for the year</b>		<b>13,138</b>	<b>4,109</b>	<b>12,989</b>	<b>3,911</b>
<b>Total recognised income and expense for the year</b>		<b>13,908</b>	<b>92,489</b>	<b>13,349</b>	<b>92,154</b>
<b>Total equity at the end of the financial year</b>		<b>408,384</b>	<b>394,476</b>	<b>402,987</b>	<b>389,638</b>

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

## **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. The financial report includes separate financial statements for the University as an individual entity and the consolidated entity consisting of the University and its subsidiaries

### **(a) Basis of preparation**

This general purpose financial report has been prepared in accordance with Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board, Urgent Issues Group Interpretations, the requirements of the Department of Education, Science and Training and other State/Australian Government legislative requirements.

#### **Compliance with IFRSs**

Australian Accounting Standards include Australian equivalents to International Financial Reporting Standards (AEIFRS).

A not-for-profit entity is unable to make a statement of explicit and unreserved compliance with IFRSs if the entity has applied the not-for-profit entity provisions and requirements in Australian Accounting Standards that in some cases are inconsistent with IFRS. As an example "The financial statements and notes of Charles Sturt University comply with the Australian Accounting Standards some of which contain requirements specific to not-for-profit entities that are inconsistent with IFRS requirements".

#### **Application of AASB 1 First-time Adoption of Australian Equivalents to International Financial Reporting Standards**

These financial statements are the first Charles Sturt University financial statements to be prepared in accordance with AEIFRSs. AASB 1 First-time Adoption of Australian Equivalents to International Financial Reporting Standards has been applied in preparing these financial statements.

Financial statements of Charles Sturt University until 31 December 2004 had been prepared in accordance with previous Australian Generally Accepted Accounting Principles (AGAAP). AGAAP differs in certain respects from AEIFRS. When preparing Charles Sturt University 2005 financial statements, management has amended certain accounting, valuation and consolidation methods applied in the AGAAP financial statements to comply with AEIFRS. With the exception of financial instruments, the comparative figures in respect of 2004 were restated to reflect these adjustments. Charles Sturt University has taken the exemption available under AASB 1 to only apply AASB 132 and AASB 139 from 1 January 2005.

Reconciliations and descriptions of the effect of transition from previous AGAAP to AEIFRSs on the Charles Sturt University's equity and its net income are given in note 34.

#### **Historical cost convention**

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

#### **Critical accounting estimates**

In the application of AEIFRS, management is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. Judgements made by management in the application of AEIFRS that have significant effects on the financial statements and estimates with a significant risk of material adjustments in the next year are disclosed, where applicable, in the relevant notes to the financial statements.

**(b) Financial effects of changes to Australian Government payment arrangements for 2005 grant year**

**Background**

DEST made changes to payment arrangements in late 2004 so that all recurrent payments in respect of a grant year will be made in that year. The past practice of making the first payment in respect of a grant year at the end of December of the previous year was discontinued. For the 2005 grant year, the first payment was made in January 2005 instead of December 2004.

**Financial Effects for 2004**

Changes to payment arrangements will mean that those HEPs that reported the whole or part of the 8% first payment in respect of the 2004 grant year as revenue in 2003 will have the effect of understating the Australian Government funding for the 2004 grant year in their 2004 Statement of Financial Performance.

To identify the impact of the changed arrangements, grants provided for 2004 activities but recognised as 2003 revenue should be adjusted by incorporating the amount received in December 2003 as revenue for the 2004 reporting period. The effect of this is shown below:

	\$'000
2004 Revenue from Continuing Operations (per Income Statement)	207,221
Add: Grants Received in 2003 for 2004 Activities	
Australian Government financial assistance	4,381
HECS - Australian Government payments	-
Australian Government loan programmes	-
Total Restated 2004 Revenue from Continuing Operations	<u>211,602</u>
Restated 2004 Operating Result	8,436
Reported 2004 Operating Result	<u>4,055</u>
Financial Effect on 2004 Operating Result	<u>4,381</u>

The Australian Government has used the restated figures for 2004 in all DEST publications, including the Finance 2004 publication, to ensure consistent treatment across all HEPs.

**(c) Principles of consolidation**

The consolidated accounts comprise the financial statements for Charles Sturt University (Parent) and its controlled entities.

Control exists where Charles Sturt University govern the financial and operating policies of the entity.

All internal transactions and end of year balances between the University and controlled entities are eliminated on consolidation (refer Note 1.1)

**(d) Revenue recognition**

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances and duties and taxes paid. Revenue is recognised for the major business activities as follows:

**i) Government Grants and Contributions from Other Bodies**

Government grants and contributions from other bodies (including grants and donations) are generally recognised as revenues when when the University obtains control over these assets. Control is normally obtained upon the receipt of cash.

**ii) Sale of Goods and Services**

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

**iii) Investment Income**

Interest revenue is recognised as it accrues. Rent revenue is recognised in accordance with AASB 117 "Leases".

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

**iv) Proceeds on Sale of Assets**

The gross proceeds of asset sales are included as revenue, and profit or loss on sale recognised when an unconditional contract of sale is signed.

### **(e) Taxation**

The activities of the University are exempt from income and capital gains taxes. The University and its subsidiaries are registered for the Goods and Services Tax.

Revenues, expenses and assets are recognised net of GST, except the amount of GST incurred by the University as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or part of an item of expense.

Receivables and payables are stated with the amount of GST included.

### **(f) Leases**

Leases, where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the lessee are classified as finance leases. Finance leases are capitalised, recording an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual values at date of inception. Finance lease payments are allocated between the principal component and the interest expense.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor are charged to expenses in the period in which they are incurred.

### **(g) Acquisition of assets**

Buildings under construction are disclosed at cost (refer note 21). 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 Entity 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 Plant, Equipment & Software:

- 0% - Pool vehicles and other assets expected to be disposed of in under 2 years
- 10% - Telephone installations, fixtures and fittings, catering equipment and appliances, farm equipment and large buses
- 25% - Computing software and equipment, commercial vehicles and small buses
- 20% - All assets not included in the above categories.

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

Works of Art are not depreciated because the University is of the view that works of art appreciate over time.

#### **(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 bank bills maturing within 90 days.

#### **(k) Receivables**

The terms of trade for trade receivables is 14 days from invoice date, unless specific contract arrangements deem otherwise. Receivables are recognised and carried at original invoice amount less any allowance for any uncollectible amounts. An estimate for doubtful debts is made when collection of the full amount is no longer probable. Bad debts are written off when identified.

#### **(l) Inventories**

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. 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**

##### **From 1 January 2004 to 31 December 2004**

The University has taken the exemption available under AASB 1 to apply AASB 132 and AASB 139 only from 1 January 2005. The University has applied previous AGAAP to the comparative information on financial instruments within the scope of AASB 132 and AASB 139. Refer Note 1(a).

##### **Adjustments on transition date: 1 January 2005**

With the exception of held-to-maturity investments which are measured at amortised cost, investments are measured at fair value (at 31 December 2004 investments were carried at market price). Changes in fair value are either taken to the income statement or an equity reserve. At the date of transition, changes to carrying amounts are taken to retained surplus or reserves.

##### **From 1 January 2005**

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

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

This category has two sub-categories: financial assets held for trading, and those designated at fair value through profit or loss on initial recognition. A financial asset is classified in this category if acquired principally for the purpose of selling in the short term or if so designated by management. The policy of management is to designate a financial asset if there exists the possibility it will be sold in the short term and the asset is subject to frequent changes in fair value. Derivatives are also categorised as held for trading unless they are designated as hedges. Assets in this category are classified as current assets if they are either held for trading or are expected to be realised within 12 months of the balance sheet date

#### **(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 arise when the Group provides money, goods or services directly to a debtor with no intention of selling the receivable. 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 Trust'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.

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 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.

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. Realised and unrealised gains and losses arising from changes in the fair value of the 'financial assets at fair value through profit or loss' securities category are included in the income statement in the period in which they arise. Unrealised gains and losses arising from changes in the fair value of non-monetary securities classified as available-for-sale are recognised in equity in the available-for-sale 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 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.

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**

##### **(i) Computer Software**

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

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

##### **(o) Trade and other payables**

Payables 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.

###### **(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 Group are entitled to benefits on retirement, disability or death from the Group's superannuation plan. The Group has a defined benefit section (refer Note 32) and a defined contribution section within its plan. The defined benefit section provides defined lump sum benefits based on years of service and final average salary. The defined contribution section receives fixed contributions from the Group and the Group's legal or constructive obligation is limited to these contributions. The employees of the parent entity are all members of the defined contribution section of the Group's plan. Contributions to defined contribution superannuation plans are expensed when paid.

**Note 1.1 Investments in Controlled Entities**

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

	Principal Activities	Country of Incorporation	Class of Shares	Ownership Interest	Net equity	
					2005	2004
					\$'000	\$'000
Charles Sturt Services Ltd	Employment services	Australia	N/A	100%	-	-
Rivservices Ltd	Cleaning services	Australia	N/A	100%	-	-
Mitchell Services Ltd	Cleaning services	Australia	N/A	100%	-	-
Olive Street Services Ltd	Cleaning services	Australia	N/A	100%	-	-
Charles Sturt Foundation Ltd	Trustee services	Australia	N/A	100%	5,397	5,839

	Total revenue		Operating Result		Contribution to Operating Result	
	2005	2004	2005	2004	2005	2004
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Charles Sturt Services Ltd	925	704	-	-	-	-
Rivservices Ltd	2,254	2,131	-	-	-	-
Mitchell Services Ltd	1,310	1,159	-	-	-	-
Olive Street Services Ltd	253	255	-	-	-	-
Charles Sturt Foundation Ltd	5,403	1,111	149	198	149	198

and the following trusts:

Charles Sturt University Foundation Trust  
 Mitchell Foundation Trust  
 Murray Foundation Trust  
 Riverina Foundation Trust  
 Pharmacy Trust

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.

These controlled entities are consolidated with the University's accounts on the basis that the University exercises control over their activities. The companies do not own any fixed assets. Except for the Foundation and Trusts, their operating expenses are fully funded by the University. Consequently these companies always have a NIL operating result for the year.

The total expenditure of the controlled entities in 2005 was \$9,995,999 (\$5,161,252 in 2004).

**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 2000 to reflect the face value of the standard payment right. The Dairy Adjustment Authority has made payments against that right to reduce the value of that right to \$90,732 for 2005 (value of \$119,571 in 2004).

**Note 1.6 Insurance**

The University holds insurances for industrial special risks (including fidelity/crime), motor vehicle, public liability, 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 2. Disaggregated information****Geographical (Consolidated Entity)**

	Revenue		Results		Assets	
	2005	2004	2005	2004	2005	2004
Australia	241,808	209,907	13,803	4,109	560,817	543,345
Canada	923	-	(665)	-	123	-
<b>Total</b>	<b>242,731</b>	<b>209,907</b>	<b>13,138</b>	<b>4,109</b>	<b>560,940</b>	<b>543,345</b>

**Note 3. Australian Government financial assistance including HECS and other Commonwealth loan programmes**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>a) Commonwealth Grants Scheme and Other Grants</b>				
Commonwealth Grants Scheme#	85,714	52,571	85,714	52,571
Indigenous Support Fund	962	1,039	962	1,039
Equity Programmes+	588	181	588	181
Workplace Reform Programme	1,086	1,697	1,086	1,697
Capital Development Pool	2,094	-	2,094	-
<i>Total Commonwealth Grants Scheme and Other Grants</i>	<b>90,444</b>	<b>55,488</b>	<b>90,444</b>	<b>55,488</b>
<b>b) Higher Education Loan Programmes</b>				
HECS - HELP	40,116	48,419	40,116	48,419
FEE - HELP*	6,928	5,259	6,928	5,259
<i>Total Higher Education Loan Programmes</i>	<b>47,044</b>	<b>53,678</b>	<b>47,044</b>	<b>53,678</b>
<b>c) Scholarships</b>				
Australian Postgraduate Awards	568	453	568	453
International Postgraduate Research Scholarships	54	87	54	87
Commonwealth Education Costs Scholarships	402	106	402	106
Commonwealth Accommodation Scholarships	572	252	572	252
<i>Total Scholarships</i>	<b>1,596</b>	<b>898</b>	<b>1,596</b>	<b>898</b>
<b>d) DEST - Research</b>				
Institutional Grants Scheme	1,484	1,301	1,484	1,301
Research Training Scheme	3,167	3,060	3,167	3,060
Systemic Infrastructure Initiative	-	1,060	-	1,060
Research Infrastructure Block Grants	1,082	843	1,082	843
Regional Protection Grants	-	145	-	145
<i>Total DEST - Research</i>	<b>5,733</b>	<b>6,409</b>	<b>5,733</b>	<b>6,409</b>

e) Australian Research Council

(i) Discovery

Project	431	333	431	333
<b>Total Discovery</b>	<b>431</b>	<b>333</b>	<b>431</b>	<b>333</b>

(ii) Linkages

International Projects	-	12	-	12
<b>Total Linkages</b>	<b>633</b>	<b>761</b>	<b>633</b>	<b>761</b>

(iii) Networks and Centres

Centres	962	942	962	942
<b>Total Networks and Centres</b>	<b>962</b>	<b>942</b>	<b>962</b>	<b>942</b>

# For 2004, the CGS would be an amount equivalent to the CGS base operating grant amount and will exclude Superannuation Programme and Workplace Productivity Programme

\* For 2004, FEE-HELP would include PELS and BOTPLS

+ Includes amounts for Higher Education Equity Support Programme and Students with Disabilities Programme

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>f) Other Australian Government financial assistance</b>				
ATAS and AFB Schemes	936	755	936	755
<b>Total Other Australian Govt financial assistance</b>	<b>936</b>	<b>755</b>	<b>936</b>	<b>755</b>
<b>Total Australian Government financial assistance</b>	<b>147,779</b>	<b>119,276</b>	<b>147,779</b>	<b>119,276</b>

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Reconciliation</b>				
Australian Government grants [a+c+d+e+f]	100,735	65,598	100,735	65,598
HECS - HELP - Australian Government Payments	40,116	48,419	40,116	48,419
Other Australian Government loan programmes (FEE-HELP)	6,928	5,259	6,928	5,259
<b>Total Australian Government financial assistance</b>	<b>147,779</b>	<b>119,276</b>	<b>147,779</b>	<b>119,276</b>

**Note 4. State and Local Government financial assistance**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
Department of Health (mental health)	(12)	54	(12)	54
<b>Total State and Local Government financial assistance</b>	<b>(12)</b>	<b>54</b>	<b>(12)</b>	<b>54</b>

**Note 5. Fees and Charges**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Course fees and charges</b>				
Fee paying overseas students	10,991	13,729	10,991	13,729
Continuing Education	2,915	4,554	2,915	4,554
Fee paying domestic postgraduate students	7,354	7,707	7,354	7,707
Fee paying domestic undergraduate students	3,203	3,180	3,203	3,180
<b>Total course fees and charges</b>	<b>24,463</b>	<b>29,170</b>	<b>24,463</b>	<b>29,170</b>
<b>Other Fees and Charges</b>				
Parking Fees	10	21	10	21
Student Accommodation	10,811	9,851	10,811	9,851
Other Student Fees	3,710	4,124	3,710	4,124
Fees for Services Rendered	1,399	1,318	1,399	1,318
Conference / Function Charges	799	1,017	799	1,017
Other Fees	1,158	984	1,158	984
<b>Total other fees and charges</b>	<b>17,887</b>	<b>17,315</b>	<b>17,887</b>	<b>17,315</b>
<b>Total Fees and Charges</b>	<b>42,350</b>	<b>46,485</b>	<b>42,350</b>	<b>46,485</b>

**Note 6. Investment Income**

	Consolidated		Parent Entity	
	2005	2004	2005	2004
	\$'000	\$'000	\$'000	\$'000
Investment Income - Interest	6,876	5,344	6,462	5,036
<b>Total Investment Income</b>	<b>6,876</b>	<b>5,344</b>	<b>6,462</b>	<b>5,036</b>

**Note 7. Royalties, Trademarks and Licences**

	Consolidated		Parent Entity	
	2005	2004	2005	2004
	\$'000	\$'000	\$'000	\$'000
Royalties, trademarks and licences	4	3	4	3
<b>Total Royalties, Trademarks and Licences</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>3</b>

**Note 8. Consultancy and Contract Research**

	Consolidated		Parent Entity	
	2005	2004	2005	2004
	\$'000	\$'000	\$'000	\$'000
Consultancy	188	119	188	119
Contract Research	29	31	29	31
Other Contract Revenue	4,459	2,104	4,459	2,104
<b>Total Consultancy and Contract Research</b>	<b>4,676</b>	<b>2,254</b>	<b>4,676</b>	<b>2,254</b>

**Note 9. Other Revenue**

	Consolidated		Parent Entity	
	2005	2004	2005	2004
	\$'000	\$'000	\$'000	\$'000
Donations and bequests	266	1,105	266	1,105
Scholarships and prizes	498	398	498	398
Non-government grants	7,514	5,798	7,514	5,798
Proceeds from sale of assets	7,059	9,124	7,059	9,124
Sale of Trading Stock	2,530	2,772	2,530	2,772
Miscellaneous Sales	1,513	1,360	1,513	1,360
Other	9,856	4,945	4,855	4,119
<b>Total Other Revenue</b>	<b>29,236</b>	<b>25,502</b>	<b>24,235</b>	<b>24,676</b>

**Note 10. Employee Benefits and On-Costs**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Academic</b>				
Salaries	49,478	45,896	49,478	45,896
Contribution to superannuation and pension schemes:				
Emerging cost	7,609	7,073	7,609	7,073
Payroll tax	3,544	3,287	3,544	3,287
Worker's Compensation	733	131	733	131
Long Service Leave Expense	1,403	1,771	1,403	1,771
Annual Leave	694	(795)	694	(795)
<b>Total Academic</b>	<b>63,461</b>	<b>57,363</b>	<b>63,461</b>	<b>57,363</b>
<b>Non-academic</b>				
Salaries	57,418	53,620	57,418	53,620
Contribution to superannuation and pension schemes:				
Emerging cost	8,067	7,467	8,067	7,467
Payroll tax	3,815	3,841	3,815	3,841
Worker's Compensation	786	153	786	153
Long Service Leave Expense	1,371	5,072	1,371	5,072
Annual Leave	314	430	314	430
<b>Total Non-academic</b>	<b>71,771</b>	<b>70,583</b>	<b>71,771</b>	<b>70,583</b>
<b>Total academic and non-academic employee benefits &amp; on costs</b>	<b>135,232</b>	<b>127,946</b>	<b>135,232</b>	<b>127,946</b>
Deferred employee benefits for superannuation	(2,191)	2,841	(2,191)	2,841
<b>Total employee benefits and on costs</b>	<b>133,041</b>	<b>130,787</b>	<b>133,041</b>	<b>130,787</b>

**Note 11. Depreciation and amortisation**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Depreciation</b>				
Buildings	11,064	8,412	11,064	8,412
Plant and Equipment	3,580	3,289	3,580	3,289
Motor Vehicles	642	27	642	27
Library Collection	2,094	2,066	2,094	2,066
<b>Total depreciation</b>	<b>17,380</b>	<b>13,774</b>	<b>17,380</b>	<b>13,774</b>
<b>Amortisation</b>				
Intangibles - Computer software	216	230	216	230
<b>Total amortisation</b>	<b>216</b>	<b>230</b>	<b>216</b>	<b>230</b>
<b>Total depreciation and amortisation</b>	<b>17,596</b>	<b>14,004</b>	<b>17,596</b>	<b>14,004</b>

**Note 12. Repairs and maintenance**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
Repairs and maintenance	5,182	5,421	5,182	5,421
<b>Total repairs and maintenance</b>	<b>5,182</b>	<b>5,421</b>	<b>5,182</b>	<b>5,421</b>

**Note 13. Bad and Doubtful Debts**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
Bad and doubtful debts	138	277	138	277
<b>Total Bad and doubtful debts</b>	<b>138</b>	<b>277</b>	<b>138</b>	<b>277</b>

**Note 14. Other Expenses**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
Scholarships, grants and prizes	8,447	4,953	8,447	4,953
Non-capitalised equipment	4,253	3,617	4,253	3,617
Utilities	4,000	3,464	4,000	3,464
Advertising, marketing and promotional expenses	1,117	965	1,117	965
Audit fees, bank charges, legal costs, insurance and taxes	1,951	1,993	1,951	1,993
General consumables	6,250	6,308	6,250	6,308
Printing and stationery	5,493	6,729	5,493	6,729
Operating lease and rental expenses	2,587	2,619	2,587	2,619
Telecommunications	3,752	3,106	3,752	3,106
Travel and related staff development and training	7,055	6,185	7,055	6,185
Services Rendered	5,146	3,511	5,146	3,511
Carrying amount of assets sold	7,155	9,212	7,155	9,212
Infrastructure Levy	2,679	1,904	2,679	1,904
Other	11,560	3,584	6,294	2,648
<b>Total Other Expenses</b>	<b>71,445</b>	<b>58,150</b>	<b>66,179</b>	<b>57,214</b>

**Note 15. Sale of Assets**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Proceeds from sale of assets</b>				
Property, plant and equipment	7,059	9,124	7,059	9,124
<i>Total proceeds from sale of assets</i>	<u>7,059</u>	<u>9,124</u>	<u>7,059</u>	<u>9,124</u>
<b>Carrying amount of assets sold</b>				
Property, plant and equipment	7,155	9,212	7,155	9,212
<i>Total carrying amount of assets sold</i>	<u>7,155</u>	<u>9,212</u>	<u>7,155</u>	<u>9,212</u>
<b>Net loss on sale of assets</b>	<u>(96)</u>	<u>(88)</u>	<u>(96)</u>	<u>(88)</u>

**Note 16. Cash and cash equivalents**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
Cash on Hand	126	118	126	118
Cash at Bank	3,678	3,803	3,270	3,162
On Call	2,000	4,166	2,000	4,166
Short Term Money Market	15,355	13,062	15,355	13,062
<b>Total cash and cash equivalents and balance per statement of cash flows</b>	<u>21,159</u>	<u>21,149</u>	<u>20,751</u>	<u>20,508</u>

**Note 17. Receivables**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Current</b>				
Student debtors	6,314	7,817	6,314	7,817
Non-Student debtors	3,115	2,727	3,115	2,727
Less: Provision for doubtful debts	(707)	(791)	(707)	(791)
	<u>8,722</u>	<u>9,753</u>	<u>8,722</u>	<u>9,753</u>
Other Debtors	917	563	857	554
<b>Total current debtors</b>	<u>9,639</u>	<u>10,316</u>	<u>9,579</u>	<u>10,307</u>
Accrued interest	709	705	709	705
Other accrued income	125	427	125	427
<b>Total accrued income</b>	<u>834</u>	<u>1,132</u>	<u>834</u>	<u>1,132</u>
<b>Total current receivables</b>	<u>10,473</u>	<u>11,448</u>	<u>10,413</u>	<u>11,439</u>
<b>Non-current</b>				
Deferred government contribution for superannuation	109,207	111,399	109,207	111,399
<b>Total non-current receivables</b>	<u>109,207</u>	<u>111,399</u>	<u>109,207</u>	<u>111,399</u>

**Note 18. Inventories**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Current</b>				
Winery	2,743	2,332	2,743	2,332
Mixed farm	640	482	640	482
Central stores	382	327	382	327
Cheese Factory	129	81	129	81
Other stock on hand	535	633	535	633
<b>Total current inventories</b>	<u>4,429</u>	<u>3,855</u>	<u>4,429</u>	<u>3,855</u>
<b>Total Inventories</b>	<u>4,429</u>	<u>3,855</u>	<u>4,429</u>	<u>3,855</u>

**Note 19. Intangibles**

	Consolidated		Parent Entity	
	2005		2005	
	Computer Software \$'000	Total \$'000	Computer Software \$'000	Total \$'000
<b>At 1 January 2004</b>				
At Fair Value	1,949	2,018	1,949	2,018
Accumulated depreciation	(1,402)	(1,600)	(1,402)	(1,600)
<b>Net book amount</b>	<u>547</u>	<u>418</u>	<u>547</u>	<u>418</u>
<b>Year ended 31 December 2004</b>				
Opening net book amount	547	547	547	547
Additions	101	101	101	101
Disposals	-	-	-	-
Amortisation charge	(230)	(230)	(230)	(230)
<b>Closing net book amount</b>	<u>418</u>	<u>418</u>	<u>418</u>	<u>418</u>
<b>At 31 December 2004</b>				
At Fair Value	2,018	2,018	2,018	2,018
Accumulated amortisation	(1,600)	(1,600)	(1,600)	(1,600)
<b>Net book amount</b>	<u>418</u>	<u>418</u>	<u>418</u>	<u>418</u>
<b>Year ended 31 December 2005</b>				
Opening net book amount	418	418	418	418
Additions	35	35	35	35
Amortisation charge	(216)	(216)	(216)	(216)
<b>Closing net book amount</b>	<u>237</u>	<u>237</u>	<u>237</u>	<u>237</u>
<b>At 31 December 2005</b>				
At Fair Value	2,048	2,048	2,048	2,048
Accumulated amortisation	(1,811)	(1,811)	(1,811)	(1,811)
<b>Net book amount</b>	<u>237</u>	<u>237</u>	<u>237</u>	<u>237</u>

**Note 20. Available-for-sale financial assets**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
At beginning of year, reflecting adjustment on adoption of AASB 132, AASB 139**	62,567	54,005	58,000	50,000
Additions	38,881	17,405	37,250	15,000
Disposals (sale and redemption)	(18,836)	(9,408)	(17,500)	(7,000)
Revaluation surplus transfer to equity	402	585	(8)	-
At end of year	<b>83,014</b>	<b>62,567</b>	<b>77,742</b>	<b>58,000</b>
Australian listed equity securities	3,123	2,493	-	-
Australian listed income and hybrid securities	353	355	-	-
Unlisted managed investments	1,796	1,719	-	-
Floating rate bank notes	47,714	33,500	47,714	33,500
Other long term cash deposits*	30,028	24,500	30,028	24,500
	<b>83,014</b>	<b>62,567</b>	<b>77,742</b>	<b>58,000</b>

\*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.

\*\* In 2004 the investments were classified as Other financial assets. For 2005, all investments have been classified as Available for Sale financial assets. The comparatives from 2004 have been included in this category.

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 26)

**Note 21. Property, plant and equipment**

	Consolidated					Total \$'000
	Freehold Land \$'000	Buildings \$'000	Plant and equipment \$'000	Library Collection \$'000	Other plant and equipment \$'000	
<b>At 1 January 2004</b>						
At Fair Value	20,686	227,447	31,179	31,158	8,561	319,031
Accumulated depreciation	-	(24,594)	(22,873)	(23,612)	(1,128)	(72,207)
Net book amount	20,686	202,853	8,306	7,546	7,433	246,824
<b>Year ended 31 December 2004</b>						
Opening net book amount	20,686	202,853	8,306	7,546	7,433	246,824
Revaluation surplus	11,177	77,066	-	-	-	88,243
Additions	-	5,514	2,332	1,563	10,706	20,115
Disposals	-	-	(17)	-	(9,195)	(9,212)
Depreciation charge	-	(8,412)	(3,269)	(2,066)	(27)	(13,774)
Closing net book amount	31,863	277,021	7,352	7,043	8,917	332,196
<b>At 31 December 2004</b>						
At Fair Value	31,863	310,027	33,494	32,721	10,072	418,177
Accumulated depreciation	-	(33,006)	(26,142)	(25,678)	(1,155)	(85,981)
Net book amount	31,863	277,021	7,352	7,043	8,917	332,196
<b>Year ended 31 December 2005</b>						
Opening net book amount	31,863	277,021	7,352	7,043	8,917	332,196
Revaluation surplus	-	-	-	-	369	369
Additions	-	11,205	2,065	2,153	7,405	22,828
Disposals	-	-	(53)	-	(7,100)	(7,153)
Depreciation charge	-	(11,064)	(3,580)	(2,094)	(642)	(17,380)
Closing net book amount	31,863	277,162	5,784	7,102	8,949	330,860
<b>At 31 December 2005</b>						
At Fair Value	31,863	321,232	35,506	34,874	10,746	434,221
Accumulated depreciation	-	(44,070)	(29,722)	(27,772)	(1,797)	(103,361)
Net book amount	31,863	277,162	5,784	7,102	8,949	330,860

	Parent					Total \$'000
	Freehold Land	Buildings	Plant and equipment	Library Collection	Other plant and equipment	
	\$'000	\$'000	\$'000	\$'000	\$'000	
<b>At 1 January 2004</b>						
At Fair Value	20,686	227,447	31,179	31,158	8,561	319,031
Accumulated depreciation	-	(24,594)	(22,873)	(23,612)	(1,128)	(72,207)
Net book amount	20,686	202,853	8,306	7,546	7,433	246,824
<b>Year ended 31 December 2004</b>						
Opening net book amount	20,686	202,853	8,306	7,546	7,433	246,824
Revaluation surplus	11,177	77,066	-	-	-	88,243
Additions	-	5,514	2,332	1,563	10,706	20,115
Disposals	-	-	(17)	-	(9,195)	(9,212)
Depreciation charge	-	(8,412)	(3,269)	(2,066)	(27)	(13,774)
Closing net book amount	31,863	277,021	7,352	7,043	8,917	332,196
<b>At 31 December 2004</b>						
At Fair Value	31,863	310,027	33,494	32,721	10,072	418,177
Accumulated depreciation	-	(33,006)	(26,142)	(25,678)	(1,155)	(85,981)
Net book amount	31,863	277,021	7,352	7,043	8,917	332,196
<b>Year ended 31 December 2005</b>						
Opening net book amount	31,863	277,021	7,352	7,043	8,917	332,196
Revaluation surplus	-	-	-	-	369	369
Additions	-	11,205	2,065	2,153	7,405	22,828
Disposals	-	-	(53)	-	(7,100)	(7,153)
Depreciation charge	-	(11,064)	(3,580)	(2,094)	(842)	(17,380)
Closing net book amount	31,863	277,162	5,784	7,102	8,949	330,860
<b>At 31 December 2005</b>						
At Fair Value	31,863	321,232	35,508	34,874	10,746	434,221
Accumulated depreciation	-	(44,070)	(29,722)	(27,772)	(1,797)	(103,361)
Net book amount	31,863	277,162	5,784	7,102	8,949	330,860

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 2004 by independent valuation of the NSW Department of Commerce.

Buildings revalued as at 31 December 2004 by independent valuation of the NSW Department of Commerce.

Works of Art revalued during 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. Following this valuation, the value of Works of Art was increased by \$368,524.

**Note 22. Other non-financial assets**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Current</b>				
Prepaid salaries	66	65	66	65
Other prepayments	1,404	128	1,404	128
<b>Total current other non-financial assets</b>	<b>1,470</b>	<b>193</b>	<b>1,470</b>	<b>193</b>
<b>Non-current</b>				
Dairy farm milk quota	91	120	91	120
<b>Total non-current other non-financial assets</b>	<b>91</b>	<b>120</b>	<b>91</b>	<b>120</b>
<b>Total other non-financial assets</b>	<b>1,561</b>	<b>313</b>	<b>1,561</b>	<b>313</b>

**Note 23. Payables**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Current</b>				
Trade Creditors	3,841	2,402	4,018	2,558
Accrued Salaries	4,051	4,371	4,051	4,371
Other Accrued Expenses	1,897	833	1,884	827
<b>Total current payables</b>	<b>9,789</b>	<b>7,606</b>	<b>9,953</b>	<b>7,756</b>
<b>Total payables</b>	<b>9,789</b>	<b>7,606</b>	<b>9,953</b>	<b>7,756</b>

**Note 24. Provisions**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Current</b>				
Employee Benefits				
Annual Leave	7,761	6,747	7,584	6,591
Long service leave	2,187	2,048	2,187	2,048
<b>Total current provisions</b>	<b>9,948</b>	<b>8,795</b>	<b>9,771</b>	<b>8,639</b>
<b>Non-current</b>				
Employee Benefits				
Long service leave	15,494	14,507	15,494	14,507
Employee entitlement oncosts	2,644	2,422	2,644	2,422
Deferred benefits for superannuation*	109,932	112,123	109,932	112,123
<b>Total non-current provisions</b>	<b>128,070</b>	<b>129,052</b>	<b>128,070</b>	<b>129,052</b>
<b>Total provisions</b>	<b>138,018</b>	<b>137,847</b>	<b>137,841</b>	<b>137,691</b>

	Parent Entity				Total \$'000
	Annual leave \$'000	Long service leave \$'000	Employee entitlement oncosts \$'000	Deferred benefits for super \$'000	
<b>Reconciliation</b>					
Opening balance 1 January 2005	6,591	16,555	2,422	112,123	137,691
Net increase/(decrease) in provision	993	1,127	222	(2,190)	152
Payments during the year	-	-	-	-	-
Closing balance 31 December 2005	<b>7,584</b>	<b>17,682</b>	<b>2,644</b>	<b>109,933</b>	<b>137,843</b>

\*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 \$109,931,636 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 32).

Details of the deferred liability (where applicable), and the increase/(decrease) in unfunded liability are set in Note 31 for each superannuation scheme. The total of all schemes, \$109,931,636, less \$724,232 State Nursing grants already paid to the University, is shown as \$109,207,404 due from the Australian Government in non-current receivables (refer Note 17).

**Employee Benefits**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
Aggregate employee benefits and related on-costs				
<b>Current</b>				
Accrued salaries, wages and on-costs	4,051	4,371	4,051	4,371
Provision for accrued recreation leave	7,761	6,747	7,584	6,591
Provision for accrued long service leave	2,187	2,048	2,187	2,048
	<u>13,999</u>	<u>13,166</u>	<u>13,822</u>	<u>13,010</u>
<b>Non current</b>				
Provision for accrued long service leave	15,494	14,507	15,494	14,507
Provision for employee entitlement oncosts	2,644	2,422	2,644	2,422
	<u>18,138</u>	<u>16,929</u>	<u>18,138</u>	<u>16,929</u>
<b>Total employee benefits</b>	<u><b>32,137</b></u>	<u><b>30,095</b></u>	<u><b>31,960</b></u>	<u><b>29,939</b></u>

**Note 25. Other liabilities**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Current</b>				
Income received in advance				
DEST research financial assistance received in advance	-	-	-	-
HECS trust funds received in advance	-	-	-	-
HECS fees received in advance	-	99	-	99
Student fees received in advance	4,402	1,844	4,402	1,844
Other revenue received in advance	336	1,462	6	1,089
<i>Total income received in advance</i>	<u>4,738</u>	<u>3,405</u>	<u>4,408</u>	<u>3,032</u>
Deposits held	11	11	11	11
<b>Total current other liabilities</b>	<u>4,749</u>	<u>3,416</u>	<u>4,419</u>	<u>3,043</u>
<b>Total other liabilities</b>	<u><b>4,749</b></u>	<u><b>3,416</b></u>	<u><b>4,419</b></u>	<u><b>3,043</b></u>

**Note 26. Reserves and retained surplus**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Reserves</b>				
Property, plant and equipment revaluation reserve	163,551	163,746	163,551	163,182
Available-for-sale financial assets revaluation reserve	400	-	(9)	-
<b>Total reserves</b>	<u>163,951</u>	<u>163,746</u>	<u>163,542</u>	<u>163,182</u>
<b>Reconciliation</b>				
Opening balance 1 January	163,746	74,939	163,182	74,939
Increment on revaluation of freehold land, buildings and other financial assets	369	88,807	369	88,243
Adjustment on adoption of AASB 132 and AASB 139	(565)	-	-	-
Available-for-sale financial assets revaluation	401	-	(9)	-
Closing balance 31 December	<u>163,951</u>	<u>163,746</u>	<u>163,542</u>	<u>163,182</u>
<b>Retained surplus</b>				
Retained surplus*	244,433	230,730	239,445	226,456
<b>Total retained surplus</b>	<u>244,433</u>	<u>230,730</u>	<u>239,445</u>	<u>226,456</u>
<b>Reconciliation</b>				
Retained surplus at 1 January	230,730	227,048	226,456	222,545
Adjustment on adoption of AASB 132 and AASB 139	565	-	-	-
Adjustment on adoption of AASB 118	-	(427)	-	-
Net operating result for the year	13,138	4,109	12,989	3,911
Closing balance 31 December	<u>244,433</u>	<u>230,730</u>	<u>239,445</u>	<u>226,456</u>

\* Included in retained surplus are unspent research grants (refer Note 36). Whilst these amounts are classified as Statutory Funds, they are immaterial in nature and are therefore not disclosed separately for reporting purposes.

**Note 27. Financial instruments**

**(a) Interest rate risk exposures**

The economic entity's exposure to interest rate risks and the effective interest rates of financial assets and liabilities are as follows:-

2005	Fixed interest maturing in:					Total	Weighted average interest rate
	Floating interest rate	1 year or less	Over 1 to 5 years	More than 5 years	Non-interest bearing		
	\$'000	\$'000	\$'000	\$'000	\$'000		
<b>Financial assets</b>							
Cash and deposits					3,804	3,804	
Receivables	709				9,764	10,473	
On call deposits	2,000					2,000	
Short term money market		15,355				15,355	6.00%
Available-for-sale financial assets	353		66,210	11,532	4,919	83,014	7.04%
<b>Total financial assets</b>	<b>3,062</b>	<b>15,355</b>	<b>66,210</b>	<b>11,532</b>	<b>18,487</b>	<b>114,646</b>	
<b>Financial liabilities</b>							
Bank overdrafts and loans						-	
Trade and other creditors					9,789	9,789	
<b>Total financial liabilities</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>9,789</b>	<b>9,789</b>	
<b>Net financial assets</b>	<b>3,062</b>	<b>15,355</b>	<b>11,532</b>	<b>11,532</b>	<b>8,698</b>	<b>104,857</b>	

2004	Fixed interest maturing in:					Total	Weighted average interest rate
	Floating interest rate	1 year or less	Over 1 to 5 years	More than 5 years	Non-interest bearing		
	\$'000	\$'000	\$'000	\$'000	\$'000		
<b>Financial assets</b>							
Cash and deposits					3,921	3,921	
Receivables	705				10,743	11,448	
Other financial assets	355	17,228	57,000	1,000	4,212	79,795	6.34%
<b>Total financial assets</b>	<b>1,060</b>	<b>17,228</b>	<b>57,000</b>	<b>1,000</b>	<b>18,876</b>	<b>95,164</b>	
<b>Financial liabilities</b>							
Bank overdrafts and loans						-	
Trade and other creditors					7,606	7,606	
<b>Total financial liabilities</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>7,606</b>	<b>7,606</b>	
<b>Net financial assets</b>	<b>1,060</b>	<b>17,228</b>	<b>57,000</b>	<b>1,000</b>	<b>11,270</b>	<b>87,558</b>	

**Note 28. Responsible persons and executive officers**

**Remuneration of executive officers**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
Aggregate remuneration of executive officers	5,095	4,760	5,095	4,760
	Number		Number	
\$110,000 to \$119,999	4	1	4	1
\$120,000 to \$129,999	1	-	1	-
\$130,000 to \$139,999	8	3	8	3
\$140,000 to \$149,999	-	2	-	2
\$150,000 to \$159,999	-	7	-	7
\$160,000 to \$169,999	6	1	6	1
\$170,000 to \$179,999	-	-	-	-
\$180,000 to \$189,999	1	2	1	2
\$190,000 to \$199,999	6	1	6	1
\$200,000 to \$209,999	-	-	-	-
\$210,000 to \$219,999	-	5	-	5
\$220,000 to \$229,999	1	1	1	1
\$240,000 to \$249,999	2	2	2	2
\$320,000 and above	1	1	1	1

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

**Note 29. Remuneration of auditors**

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

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>1. Audit Services</b>				
Fees paid to NSW Audit Office:				
Audit and review of financial reports and other audit work under the Corporations Act 2001	150	161	150	150
Fees paid to non-NSW Audit Office audit firms for the audit or review of financial reports of any entity in the consolidated entity	-	5	-	5
<i>Total remuneration for audit services</i>	<u>150</u>	<u>166</u>	<u>150</u>	<u>155</u>
<b>2. Other assurance services</b>				
Fees paid to non-NSW Audit Office audit firms	93	89	93	89
<i>Total remuneration for assurance services</i>	<u>93</u>	<u>89</u>	<u>93</u>	<u>89</u>
<b>Total remuneration of auditors</b>	<u><b>243</b></u>	<u><b>254</b></u>	<u><b>243</b></u>	<u><b>243</b></u>

**Note 30. Contingent assets and liabilities**

Referring to Note 35, agreement in principle has been reached to pay Sydney University compensation of \$1,000,000 as a result of the transfer of the Orange Campus to CSU.

**Note 31. Commitments for Expenditure**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
<b>Capital commitments</b>				
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	1,276	1,385	1,276	1,385
<b>Total capital commitments</b>	<b>1,276</b>	<b>1,385</b>	<b>1,276</b>	<b>1,385</b>
<b>Lease Commitments</b>				
Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities, payable:				
Within one year	2,527	964	2,527	964
Later than one year but not later than 5 years	3,938	1,787	3,938	1,787
Later than five years	-	46	-	46
<b>Total lease commitments</b>	<b>6,465</b>	<b>2,797</b>	<b>6,465</b>	<b>2,797</b>
<b>Representing:</b>				
Non-cancellable operating leases	6,465	2,797	6,465	2,797
	<b>6,465</b>	<b>2,797</b>	<b>6,465</b>	<b>2,797</b>
<b>Other expenditure commitments</b>				
Commitments for goods and services contracted for at the reporting date but not recognised as liabilities, payable:				
Within one year	11,496	10,940	11,496	10,940
<b>Total other expenditure commitments</b>	<b>11,496</b>	<b>10,940</b>	<b>11,496</b>	<b>10,940</b>

**Note 32. Superannuation 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 2005 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 2005 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.

<b>Reconciliation of Net (asset)/liability recognised in the balance sheet</b>				
	<b>SSS</b>	<b>SASS</b>	<b>SANCS</b>	<b>Total</b>
	<b>\$ '000</b>	<b>\$ '000</b>	<b>\$ '000</b>	<b>\$ '000</b>
<b>2005</b>				
Present value of employee's accrued benefits	182,058	21,703	8,856	212,617
Fair value of assets held by the Funds to meet future benefit payments	(72,799)	(23,514)	(6,373)	(102,686)
Excess of the present value of employee's accrued benefits over assets held to meet future benefit payments	<u>109,259</u>	<u>(1,811)</u>	<u>2,483</u>	<u>109,931</u>
<b>2004</b>				
Present value of employee's accrued benefits	174,639	19,805	8,127	202,571
Fair value of assets held by the Funds to meet future benefit payments	(64,422)	(20,340)	(5,686)	(90,448)
Excess of the present value of employee's accrued benefits over assets held to meet future benefit payments	<u>110,217</u>	<u>(535)</u>	<u>2,441</u>	<u>112,123</u>
Movement in deferred superannuation liability	(958)	(1,276)	42	(2,192)
Defined benefit superannuation expense	<u>(958)</u>	<u>(1,276)</u>	<u>42</u>	<u>(2,192)</u>
<b>Movement in net liability/asset recognised in balance sheet</b>				
	<b>2005</b>			
	<b>SSS</b>	<b>SASS</b>	<b>SANCS</b>	<b>Total</b>
	<b>\$ '000</b>	<b>\$ '000</b>	<b>\$ '000</b>	<b>\$ '000</b>
Net (asset)/liability at start of year	110,217	(535)	2,441	112,123
Net expense recognised in the income statement	406	328	677	1,411
Contributions	(1,363)	(1,604)	(636)	(3,603)
Net (asset)/liability to be recognised in balance sheet	<u>109,260</u>	<u>(1,811)</u>	<u>2,482</u>	<u>109,931</u>
<b>Total expense recognised in income statement</b>				
	<b>2005</b>			
	<b>SSS</b>	<b>SASS</b>	<b>SANCS</b>	<b>Total</b>
	<b>\$ '000</b>	<b>\$ '000</b>	<b>\$ '000</b>	<b>\$ '000</b>
Current Service Cost	1,301	1,488	498	3,287
Interest on obligation	9,288	1,020	414	10,722
Expected return on plan assets	(4,507)	(1,416)	(508)	(6,431)
Net actuarial losses (gains) recognised in year	(5,876)	(784)	273	(6,167)
Total included in employee benefits expense	<u>406</u>	<u>328</u>	<u>677</u>	<u>1,411</u>

Actual return on plan assets	2005			Total \$ '000
	SSS \$ '000	SASS \$ '000	SANCS \$ '000	
Actual return on plan assets	9,650	2,983	1,032	13,665

Assumptions adopted by Pillar Administration for 2005 and thereafter are as follows:

	% pa
Discount rate at 31 December	5.3
Expected return on plan assets at 31 December	7.3
Expected salary increases	4.0
Expected rate of CPI increase	2.5

The Superannuation Scheme currently available to staff members is offered by UniSuper Ltd. This is a defined benefit superannuation scheme which is fully funded from contributions paid by the University and its employees.

Under the defined benefit measurement and disclosure requirements of AASB 119, where there is insufficient information available to an entity to account for it under the defined benefit requirements, multi employer provisions may be adopted. The multi employer provisions of AASB 119 allow employers with defined benefit obligations to report on a defined contribution basis.

Russell Employee Benefits, the UniSuper Fund Actuary, advises that sufficient information is not available for the University to account for the defined benefits by the defined benefits plan as a defined benefits plan. As set out in AASB 119 Para 32(b), the defined benefits plan exposes the participating employers to actuarial risks associated with the current and former employees of other participating employers, with the result that there is no consistent and reliable basis for allocating the obligation, plan assets and cost to participating employers.

As at 30 June 2005 there is no funding surplus or deficit which currently affects, or is expected to affect, the amount of future contributions payable by participating employers to the DBP. Historically surplus in the DBP has been used to improve members' benefits and has not affected the amount of participating employers' contributions.

Assets have been included at their net market value, i.e. allowing for realisation costs.

As at 30 June 2005 the assets of the DBP in aggregate were estimated to be \$230 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 the CPI indexed pensions being provided by the DBP.

As at 30 June 2005 the assets of the DBP in aggregate were estimated to be \$1,543 million in excess of accrued benefits. The accrued benefits 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 and accrued benefits were determined by the Fund's actuary using the following financial assumptions:

	Vested Benefits	Accrued Benefits
	% pa	% pa
Gross of tax investment return	7.0	9.1
Net of tax investment return	6.5	8.6
Consumer Price Index	2.5	2.5
Inflationary salary increases*	3.5	3.5

\* 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 is required. If such a request was agreed to by employers then members must also contribute additional contributions equal to one half of the rate at which their employer is prepared to contribute. If employers do not agree to increase the contributions, the Trustee must reduce benefits on a fair and equitable basis. The Trustee notified employers during 2003 that such a request may be made but it considered this was unlikely at that time.

**Note 33. Reconciliation of operating result from ordinary activities after income tax to net cash inflow from operating activities**

	Consolidated		Parent Entity	
	2005 \$'000	2004 \$'000	2005 \$'000	2004 \$'000
Operating result for the year after related income tax	13,138	4,109	12,989	3,911
Depreciation and amortisation	17,596	14,004	17,596	14,004
Profit on sale of available-for-sale investments	(66)	-	-	-
Net loss on sale of non-current assets	96	63	96	68
Gains transferred from available-for-sale investments revaluation reserve - sales	(2)	-	-	-
<i>Change in operating assets and liabilities</i>				
Increase in accrued interest	(4)	(181)	(4)	(181)
Increase in other accrued income	302	(341)	302	(341)
(Increase) decrease in debtors and provision for doubtful debts	735	247	729	253
(Increase) decrease in prepaid salaries	-	2,803	-	2,803
(Increase) decrease in other prepayments	(1,246)	611	(1,246)	611
Increase in inventory	(574)	(229)	(574)	(229)
Decrease in Australian Govt revenues received in advance	-	(420)	-	(420)
Increase (decrease) in HECS Trust Fund received in advance	-	(3,526)	-	(3,526)
Decrease in Student fees received in advance	2,558	(25)	2,558	(25)
Increase (decrease) in HECS upfront receipts in advance	(99)	(756)	(99)	(756)
Increase (decrease) in other income received in advance	(1,126)	(1,941)	(1,083)	(1,867)
Increase (decrease) in accrued salaries	(320)	49	(320)	49
Decrease in accrued expenses	2,625	(1,237)	2,517	(1,201)
Increase in provision for leave and employee entitlements	2,342	5,632	2,341	5,632
<b>Net cash inflow from operating activities</b>	<b>35,855</b>	<b>18,862</b>	<b>35,802</b>	<b>18,785</b>

**Note 34. Explanation of transition to Australian equivalents to IFRS**

(1) Reconciliation of Equity reported under previous Australian Generally accepted Accounting Principles (AGAAP) to equity under Australian Equivalents to IFRSs (AEIFRS)

(a) At the date of transition to AEIFRS: 1 January 2004

Notes	Consolidated			Parent Entity		
	Previous AGAAP \$'000	Effect of transition to AEIFRS \$'000	AEIFRS \$'000	Previous AGAAP \$'000	Effect of transition to AEIFRS \$'000	AEIFRS \$'000
<b>ASSETS</b>						
<b>Current Assets</b>						
	21,342	-	21,342	20,818	-	20,818
Cash and cash equivalents						
Receivables	11,186	-	11,186	11,171	-	11,171
Inventories	3,626	-	3,626	3,626	-	3,626
Other financial assets	4,005	-	4,005	-	-	-
Other non-financial assets	3,569	-	3,569	3,569	-	3,569
<b>Total current assets</b>	<b>43,728</b>	<b>-</b>	<b>43,728</b>	<b>39,184</b>	<b>-</b>	<b>39,184</b>
<b>Non-current assets</b>						
Receivables	75,308	30,618	105,926	75,308	30,618	105,926
Available-for-sale financial assets	-	-	-	-	-	-
Property, plant and equipment	247,370	(547)	246,823	247,370	(547)	246,823
Intangible assets	-	547	547	-	547	547
Other financial assets	50,000	-	50,000	50,000	-	50,000
Other non-financial assets	158	-	158	158	-	158
<b>Total non-current assets</b>	<b>372,836</b>	<b>30,618</b>	<b>403,454</b>	<b>372,836</b>	<b>30,618</b>	<b>403,454</b>
<b>Total Assets</b>	<b>416,564</b>	<b>30,618</b>	<b>447,182</b>	<b>412,020</b>	<b>30,618</b>	<b>442,638</b>

**LIABILITIES****Current Liabilities**

Payables		8,843	-	8,843	8,910	-	8,910
Provisions		9,610	-	9,610	9,500	-	9,500
Unspent financial assistance		3,946	-	3,946	3,946	-	3,946
Advances other		5,700	-	5,700	5,700	-	5,700
Other	(b)	11	427	438	11	-	11
<b>Total current liabilities</b>		<b>28,110</b>	<b>427</b>	<b>28,537</b>	<b>28,067</b>	<b>-</b>	<b>28,067</b>

**Non-current liabilities**

Provisions	(a)	86,469	30,618	117,087	86,469	30,618	117,087
<b>Total non-current liabilities</b>		<b>86,469</b>	<b>30,618</b>	<b>117,087</b>	<b>86,469</b>	<b>30,618</b>	<b>117,087</b>

**Total Liabilities**

		<b>114,579</b>	<b>31,045</b>	<b>145,624</b>	<b>114,536</b>	<b>30,618</b>	<b>145,154</b>
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**Net Assets**

		<b>301,985</b>	<b>(427)</b>	<b>301,558</b>	<b>297,484</b>	<b>-</b>	<b>297,484</b>
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	Notes	Previous AGAAP \$'000	Consolidated Effect of transition to AEIFRS \$'000	AEIFRS \$'000	Previous AGAAP \$'000	Parent Entity Effect of transition to AEIFRS \$'000	AEIFRS \$'000
<b>EQUITY</b>							
<b>Parent entity interest</b>							
Statutory funds		-	-	-	-	-	-
Reserves		74,939	-	74,939	74,939	-	74,939
Retained profits	(b)	227,046	(427)	226,619	222,545	-	222,545
<b>Parent entity interest</b>		<b>301,985</b>	<b>(427)</b>	<b>301,558</b>	<b>297,484</b>	<b>-</b>	<b>297,484</b>
<b>Minority Interest</b>							
		-	-	-	-	-	-
<b>Total equity</b>		<b>301,985</b>	<b>(427)</b>	<b>301,558</b>	<b>297,484</b>	<b>-</b>	<b>297,484</b>

(b) At the end of the last reporting period under previous AGAAP: 31 December 2004

	Notes	Consolidated			Parent Entity		
		Previous AGAAP \$'000	Effect of transition to AEIFRS \$'000	AEIFRS \$'000	Previous AGAAP \$'000	Effect of transition to AEIFRS \$'000	AEIFRS \$'000
<b>ASSETS</b>							
<b>Current Assets</b>							
Cash and cash equivalents		21,149	-	21,149	20,508	-	20,508
Receivables		11,448	-	11,448	11,439	-	11,439
Inventories		3,855	-	3,855	3,855	-	3,855
Available-for-sale financial assets		-	-	-	-	-	-
Other financial assets		4,566	-	4,566	-	-	-
Other non-financial assets		193	-	193	193	-	193
<b>Total current assets</b>		<b>41,211</b>	<b>-</b>	<b>41,211</b>	<b>35,995</b>	<b>-</b>	<b>35,995</b>
<b>Non-current assets</b>							
Receivables	(a)	72,677	38,722	111,399	72,677	38,722	111,399
Available-for-sale financial assets		-	-	-	-	-	-
Property, plant and equipment	(c)	332,614	(418)	332,196	332,614	(418)	332,196
Intangible assets	(c)	-	418	418	-	418	418
Other financial assets		58,000	-	58,000	58,000	-	58,000
Other non-financial assets		120	-	120	120	-	120
<b>Total non-current assets</b>		<b>463,411</b>	<b>38,722</b>	<b>502,133</b>	<b>463,411</b>	<b>38,722</b>	<b>502,133</b>
<b>Total Assets</b>		<b>504,622</b>	<b>38,722</b>	<b>543,344</b>	<b>499,406</b>	<b>38,722</b>	<b>538,128</b>
<b>LIABILITIES</b>							
<b>Current Liabilities</b>							
Payables		7,606	-	7,606	7,756	-	7,756
Provisions		8,795	-	8,795	8,639	-	8,639
Unspent financial assistance		-	-	-	-	-	-
Advances other		3,032	-	3,032	3,032	-	3,032
Other	(b)	11	373	384	11	-	11
<b>Total current liabilities</b>		<b>19,444</b>	<b>373</b>	<b>19,817</b>	<b>19,438</b>	<b>-</b>	<b>19,438</b>
<b>Non-current liabilities</b>							
Provisions	(a)	90,330	38,722	129,052	90,330	38,722	129,052
<b>Total non-current liabilities</b>		<b>90,330</b>	<b>38,722</b>	<b>129,052</b>	<b>90,330</b>	<b>38,722</b>	<b>129,052</b>
<b>Total Liabilities</b>		<b>109,774</b>	<b>39,095</b>	<b>148,869</b>	<b>109,768</b>	<b>38,722</b>	<b>148,490</b>
<b>Net Assets</b>		<b>394,848</b>	<b>(373)</b>	<b>394,475</b>	<b>389,638</b>	<b>-</b>	<b>389,638</b>
<b>EQUITY</b>							
<b>Parent entity interest</b>							
Statutory funds		-	-	-	-	-	-
Reserves		163,746	-	163,746	163,182	-	163,182
Retained surplus	(b)	231,102	(373)	230,729	226,456	-	226,456
Parent entity interest		394,848	(373)	394,475	389,638	-	389,638
<b>Minority Interest</b>							
		-	-	-	-	-	-
<b>Total equity</b>		<b>394,848</b>	<b>(373)</b>	<b>394,475</b>	<b>389,638</b>	<b>-</b>	<b>389,638</b>

(2) Reconciliation of profit for the year ended 31 December 2004

	Notes	Previous AGAAP \$'000	Consolidated Effect of transition to AEIFRS \$'000	AEIFRS \$'000	Previous AGAAP \$'000	Parent Entity Effect of transition to AEIFRS \$'000	AEIFRS \$'000
<b>Revenue from continuing operations</b>							
<i>Australian Government financial assistance</i>							
Australian Government grants		65,598	-	65,598	65,598		65,598
HECS-HELP - Australian Government payments		48,419	-	48,419	48,419		48,419
Australian Government loan programmes		5,259	-	5,259	5,259		5,259
State and local government financial assistance		54	-	54	54		54
HECS-HELP - Student Contributions		10,989	-	10,989	10,989		10,989
Superannuation - deferred government contributions	(a)	(2,632)	5,473	2,841	(2,632)	5,473	2,841
Fees and charges		46,485	-	46,485	46,485		46,485
Investment income		5,344	-	5,344	5,036		5,036
Royalties, trademarks and licences		3	-	3	3		3
Consultancy and contract research		2,254	-	2,254	2,254		2,254
Other revenue	(b)	25,448	54	25,502	24,676		24,676
<b>Total revenue from continuing operations</b>		<b>207,221</b>	<b>5,527</b>	<b>212,748</b>	<b>206,141</b>	<b>5,473</b>	<b>211,614</b>
<b>Expenses from continuing operations</b>							
Employee benefits and oncosts		125,314	5,473	130,787	125,314	5,473	130,787
Depreciation and amortisation		14,004	-	14,004	14,004		14,004
Repairs and maintenance		5,421	-	5,421	5,421		5,421
Bad and doubtful debts		277	-	277	277		277
Other expenses		58,150	-	58,150	57,214		57,214
<b>Total expenses from continuing operations</b>		<b>203,166</b>	<b>5,473</b>	<b>208,639</b>	<b>202,230</b>	<b>5,473</b>	<b>207,703</b>
<b>Operating result before income tax</b>		<b>4,055</b>	<b>54</b>	<b>4,109</b>	<b>3,911</b>	<b>-</b>	<b>3,911</b>

(3) Reconciliation of cash flow statement for the year ended 31 December 2004

The adoption of AEIFRSs has not resulted in any material adjustments to the cash flow statement.

#### (4) Notes to the reconciliations

##### (a) Retirement benefit obligations

AASB 119 requires recognition of unfunded superannuation liability not assumed by the Commonwealth Government discounted using the government bond rate. This requirement will not impact financially on Charles Sturt University, as the Commonwealth assumes the university's liability for unfunded superannuation. As such, any movements in the liability attributable to a changing discount rate will be offset by a corresponding movement in receivables from the Commonwealth Government

Adjustments to reflect this amendment are as follows:

	Consolidated Entity	Parent Entity
	\$'000	\$'000
<i>At date of transition: 1 January 2004</i>		
Increase in Provision for Deferred Superannuation	30,618	30,618
Increase in Deferred Superannuation Receivable from Government	30,618	30,618

*At end of the last reporting period under previous AGAAP: 31 December 2004*

Increase in Provision for Deferred Superannuation	38,722	38,722
Increase in Deferred Superannuation Receivable from Government	38,722	38,722

	Consolidated Entity		
	\$'000	\$'000	\$'000
	1 January	31 December	Movement
Balance of Provision for Deferred Superannuation	106,650	112,123	5,473
Balance of Deferred Superannuation Receivable from Government	105,926	111,399	5,473

##### (b) Revenue

Reassessment of income items as sponsorship (rendering a service) under AASB 118 Revenue that were previously treated as donations. The timing of recognition as sponsorship revenue is matched with the expenditure of those funds. This impacts on revenue, the result for the period and liabilities for deferred revenue.

##### (c) Intangibles

Computer Software not considered an integral part of related hardware is to be treated as an intangible asset under AASB 138.

(5) Adjustments on transition to AASB 132 Financial Instruments: Disclosure and Presentation and AASB 139 Financial Instruments: Recognition and Measurement: 1 January 2005

	Consolidated			Parent entity		
	31 December 2004 \$'000	Adjustment \$'000	1 January 2005 \$'000	31 December 2004 \$'000	Adjustment \$'000	1 January 2005 \$'000
<b>ASSETS</b>						
<b>Current Assets</b>						
Cash and cash equivalents	21,149	-	21,149	20,508	-	20,508
Receivables	11,448	-	11,448	11,439	-	11,439
Inventories	3,855	-	3,855	3,855	-	3,855
Other financial assets	-	-	-	-	-	-
Other non-financial assets	193	-	193	193	-	193
<b>Total current assets</b>	<b>36,645</b>	<b>-</b>	<b>36,645</b>	<b>35,995</b>	<b>-</b>	<b>35,995</b>
<b>Non-current assets</b>						
Receivables	72,677	-	72,677	72,677	-	72,677
Available for sale financial assets	-	62,567	62,567	-	58,000	58,000
Property, plant and equipment	332,614	-	332,614	332,614	-	332,614
Intangible assets	-	-	-	-	-	-
Other financial assets	62,567	(62,567)	-	58,000	(58,000)	-
Other non-financial assets	120	-	120	120	-	120
<b>Total non-current assets</b>	<b>467,978</b>	<b>-</b>	<b>467,978</b>	<b>463,411</b>	<b>-</b>	<b>463,411</b>
<b>Total Assets</b>	<b>504,623</b>	<b>-</b>	<b>504,623</b>	<b>499,406</b>	<b>-</b>	<b>499,406</b>
<b>LIABILITIES</b>						
<b>Current Liabilities</b>						
Payables	7,806	-	7,806	7,756	-	7,756
Provisions	8,795	-	8,795	8,639	-	8,639
Unspent financial assistance	-	-	-	-	-	-
Advances other	3,032	-	3,032	3,032	-	3,032
Other	11	-	11	11	-	11
<b>Total current liabilities</b>	<b>19,444</b>	<b>-</b>	<b>19,444</b>	<b>19,438</b>	<b>-</b>	<b>19,438</b>
<b>Non-current liabilities</b>						
Provisions	90,330	-	90,330	90,330	-	90,330
<b>Total non-current liabilities</b>	<b>90,330</b>	<b>-</b>	<b>90,330</b>	<b>90,330</b>	<b>-</b>	<b>90,330</b>
<b>Total Liabilities</b>	<b>109,774</b>	<b>-</b>	<b>109,774</b>	<b>109,768</b>	<b>-</b>	<b>109,768</b>
<b>Net Assets</b>	<b>394,849</b>	<b>-</b>	<b>394,849</b>	<b>389,638</b>	<b>-</b>	<b>389,638</b>
<b>EQUITY</b>						
<b>Parent entity interest</b>						
Statutory funds	-	-	-	-	-	-
Reserves	163,746	(432)	163,314	163,182	-	163,182
Retained surplus	231,102	433	231,535	226,456	-	226,456
Rounding adjustment	1	(1)	-	-	-	-
<b>Parent entity interest</b>	<b>394,849</b>	<b>-</b>	<b>394,849</b>	<b>389,638</b>	<b>-</b>	<b>389,638</b>
<b>Minority Interest</b>						
	-	-	-	-	-	-
<b>Total equity</b>	<b>394,849</b>	<b>-</b>	<b>394,849</b>	<b>389,638</b>	<b>-</b>	<b>389,638</b>

**Note 35. Events occurring after reporting date**

The Charles Sturt University Council, on 3 December 2004 Resolution CNL04/148, gave approval for the proposed transfer of Orange Campus to Charles Sturt University from the University of Sydney. Related to this the Commonwealth Government Minister for Education, Science and Training announced in July 2004 that CSU had been granted an additional 100 commencing places for Orange Campus and an additional 240 commencing places in 2005 relating to the existing Orange profile. These additional places are subject to the standard DEST funding that is provided for for years with the initial allocation being discounted by 75% in each subsequent year.

The Vice-Chancellors of both universities have provided the NSW Ministers for Education and Training and Primary Industries with a briefing paper and drafting instructions for NSW Parliamentary Council in relation to the proposed transfer. Arrangements are being made for the necessary legislation to be prepared, following expressions of support from both Ministers.

It was intended that the proposed transfer would take effect from 1 January 2005, however the University has since received advice that the relevant legislation is unlikely to be enacted until the first half of 2006.

Charles Sturt University and the University of Sydney have agreed on the necessary arrangements to enable Charles Sturt University to operate from Orange Campus from 1 January 2005 pending enactment of legislation.



**Note 36. Acquittal of Australian Government financial assistance**

**36.1 DEST - CGS and Other Grants**

Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)  
 Net accrual Adjustments  
 -Adjustment to Payments due to accounting policy  
 -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

Commonwealth Grants Scheme#		Indigenous Support Fund		Equity Programmes*		Workplace Reform Programme		Capital Development Pool		Total	
2005	2004	2005	2004	2005	2004	2005	2004	2005	2004	2005	2004
\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
82,710	54,386	962	-	588	181	1,086	1,697	2,094	-	87,440	56,264
-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-
3,004	(776)	-	-	-	-	-	-	-	-	3,004	(776)
85,714	53,610	962	-	588	181	1,086	1,697	2,094	-	90,444	55,488
-	-	-	-	-	-	-	-	-	-	-	-
85,714	53,610	962	-	588	181	1,086	1,697	2,094	-	90,444	55,488
85,714	53,610	962	-	588	181	1,086	1,697	2,094	-	90,444	55,488
-	-	-	-	-	-	-	-	-	-	-	-

# Includes the basic CGS grant amount, CGS-Regional Loading and CGS-Enabling Loading  
 \* Includes Higher Education Equity Programme and Students with Disabilities Programme

**36.2 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  
 -Adjustment to Payments due to accounting policy  
 -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	
2005	2004	2005	2004	2005	2004
\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
43,552	40,543	6,928	5,259	50,480	45,802
-	-	-	-	-	-
-	3,526	-	-	-	3,526
(3,446)	4,350	-	-	(3,446)	4,350
40,116	48,419	6,928	5,259	47,044	53,678
-	-	-	-	-	-
40,116	48,419	6,928	5,259	47,044	53,678
40,116	48,419	6,928	5,259	47,044	53,678
-	-	-	-	-	-

\* For 2004, FEE-HELP figures will equal PELS and BOTPLS amounts

### 36.3 Scholarships

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

Net accrual Adjustments

-Adjustment to Payments due to accounting policy

-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

Australian Postgraduate Awards		International Postgraduate Research Scholarships		Commonwealth Education Costs Scholarships		Commonwealth Accommodation Scholarships		Total	
2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000
524	453	95	87	402	108	572	252	1,593	898
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
44	-	(41)	-	-	-	-	-	3	-
588	453	54	87	402	108	572	252	1,596	898
(8)	32	23	18	-	-	-	-	15	51
580	485	77	105	402	108	572	252	1,611	949
448	493	93	83	402	108	572	252	1,515	934
112	(8)	(16)	23	-	-	-	-	96	15

### 36.4 DEST Research

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

Net accrual Adjustments

-Adjustment to Payments due to accounting policy

-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

Institutional Grants Scheme		Research Training Scheme		Systemic Infrastructure Initiative		Research Infrastructure Block Grants		Regional Protection Grants		Total	
2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000
1,484	1,197	3,167	2,815	-	1,060	1,082	776	-	141	5,733	5,989
-	-	-	-	-	-	-	-	-	-	-	-
-	104	-	245	-	-	-	87	-	4	-	420
-	-	-	-	-	-	-	-	-	-	-	-
1,484	1,301	3,167	3,060	-	1,060	1,082	843	-	145	5,733	6,409
-	-	-	-	-	-	78	56	-	-	78	56
1,484	1,301	3,167	3,060	-	1,060	1,160	899	-	145	5,811	6,465
1,484	1,301	3,167	3,060	-	1,060	1,087	821	-	145	5,748	6,387
-	-	-	-	-	-	63	78	-	-	63	78

### 36.5 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  
 -Adjustment to Payments due to accounting policy  
 -Transfer to/from other institutions, prior year  
 -Recovery of prior year financial assistance  
 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		Total	
2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000
400	368	400	368
-	-	-	-
-	-	-	-
-	-	-	-
31	(35)	31	(35)
431	333	431	333
128	206	128	206
559	539	559	539
403	411	403	411
156	128	156	128

#### (b) Linkages

Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)  
 Net accrual Adjustments  
 -Adjustment to Payments due to accounting policy  
 -Transfer to/from other institutions, prior year  
 -Recovery of prior year financial assistance  
 Revenue for the period  
 Surplus/(Deficit) from previous year  
 Total Revenue including accrued revenue  
 Less Expenses including accrued expenses  
 Surplus/(Deficit) for reporting period

International		Projects		Total	
2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000
-	12	625	774	625	786
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-
-	-	8	(1)	8	(1)
-	12	633	773	633	785
18	22	454	468	472	490
18	34	1,087	1,241	1,105	1,275
18	16	541	769	559	785
-	18	548	472	546	490

(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  
-Adjustment to Payments due to accounting policy  
-Transfer to/from other institutions, prior year  
-Recovery of prior year financial assistance  
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	
2005 \$ '000	2004 \$ '000	2005 \$ '000	2004 \$ '000
962	942	962	942
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
962	942	962	942
38	37	38	37
1,000	979	1,000	979
978	941	978	941
22	38	22	38

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**END OF AUDITED FINANCIAL STATEMENTS**

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# Charles Sturt Services Limited

(a company limited by guarantee)  
ABN No. 64 085 727 288

## Annual Financial Statements

for Year Ended 31 December 2005

# Charles Sturt Services Limited

(a company limited by guarantee)

ABN No. 64 085 727 288

## Independent Audit Report



GPO BOX 12  
Sydney NSW 2001  
9275 7166  
D0615110/1133

Mr J Hackett  
Chairperson  
Charles Sturt Services Limited  
Locked Bag 677  
WAGGA WAGGA NSW 2678

21 April 2006

Dear Mr Hackett

**STATUTORY AUDIT REPORT**  
**For the Year Ended 31 December 2005**  
**CHARLES STURT SERVICES LIMITED**

I have audited the financial report and transactions of Charles Sturt Services Limited as required by the *Public Finance and Audit Act 1983* (the Act). This Statutory Audit Report outlines the results of my audit for the year ended 31 December 2005, and details any significant matters that in my opinion call for special notice. The Act requires that I send this report to Charles Sturt Services Limited, the Minister and the Treasurer.

This report is not the Independent Audit Report, which expresses my opinion on the Charles Sturt Services Limited's financial report. I have enclosed the Independent Audit Report, together with Charles Sturt Services Limited's financial report.

### **Audit Result**

I expressed an unqualified opinion on Charles Sturt Services Limited's financial report and I have not identified any significant matters since my previous Statutory Audit Report on 11 April 2005. My audit is continuous and I may therefore identify new significant matters before the Auditor-General next reports to Parliament on the Charles Sturt Services Limited audit. If this occurs, I will write to you immediately.

### **Auditor-General's Report to Parliament**

Comment on Charles Sturt Services Limited's activities, financial operations and performance will appear in the Auditor-General's Report to Parliament. I will send a draft of this comment to Management for review before the Report is tabled in May 2006.

### **Scope of the Audit**

My audit procedures are targeted specifically towards forming an opinion on the Charles Sturt Services Limited financial report. This includes testing whether Charles Sturt Services Limited has complied with key legislation that may materially impact on the financial report. The results of the audit are reported in this context.

## Charles Sturt Services Limited

(a company limited by guarantee)

ABN No. 64 085 727 288

### **Acknowledgment**

I thank Charles Sturt Services Limited's staff for their courtesy and assistance.

Yours sincerely

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

P Carr  
Director, Financial Audit Services

Charles Sturt Services Limited

(a company limited by guarantee)

ABN No. 64 085 727 288

Statement by Members of the Board for the Year Ended

31 December 2005

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:

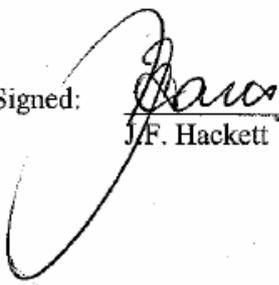
1. The accompanying financial statements exhibit a true and fair view of the financial position of Charles Sturt Services Limited as at 31 December, 2005 and the transactions for the year then ended.
2. The statements have been prepared in accordance with the provisions of the Public Finance and Audit 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 18<sup>th</sup> day of April 2006

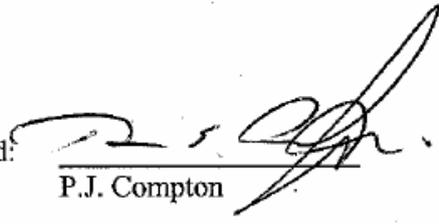
for and on behalf of the Board in accordance with its resolution.

Signed:



J.F. Hackett

Signed:



P.J. Compton

Charles Sturt Services Limited

(a company limited by guarantee)  
ABN No. 64 085 727 288

Directors' Declaration for the Year Ended

31 December 2005

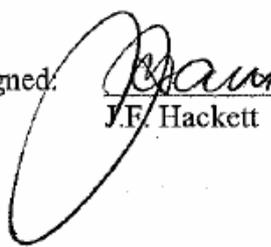
In accordance with a resolution of the Directors of Charles Sturt Services Ltd and pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983, we state that:

1. The attached is a general purpose financial report and presents a true and fair view of the financial position and performance of the company at 31 December 2005 and the results of its operations and transactions of the company for the year then ended;
2. The financial report has been prepared in accordance with the provisions of the Public Finance and Audit Act 1983 and the Corporation Act 2001;
3. The financial report has been prepared in accordance with Australian Accounting Standards which include Australian equivalents to International Financial Reporting Standards, Urgent Issues Group Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board;
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.

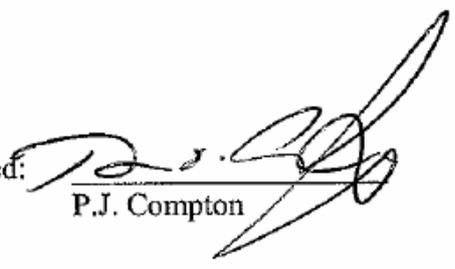
Signed in accordance with a resolution of the Directors, and on behalf of the Directors.

Dated at Wagga Wagga this 18<sup>th</sup> day of April 2006

Signed:

  
J.F. Hackett

Signed:

  
P.J. Compton

# Charles Sturt Services Limited

(a company limited by guarantee)

ABN No. 64 085 727 288

## Directors' Report for the Year Ended

31 December 2005

In accordance with the Corporations Act 2001, we, the Directors whose signatures and names appear below, do hereby state on behalf of the Board that:

1. The Directors in Office at the date of this report are:

Mr J F Hackett,	FCIS, FCIM, MNIA Accountant, aged 54, joined the Board in 2003
Prof J E Pratley,	PhD, <i>Uni NSW</i> , BSc (hons) (Uni NSW) Academic, aged 59, joined the Board in 1999
Mr A J Callander,	GdipMan <i>C.Qld</i> , GdipHospMan <i>Sheff-Hall</i> , BBus <i>CSU</i> , AFCIA Residential Director, aged 45, joined the Board in 1999
Mr P J Compton,	Human Resource Officer, aged 31, joined the Board in 2005
Mr J N C Hamilton,	BBus Accountancy <i>CSU</i> , CPA Accountant, aged 55, joined the Board in 2005

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.
3. The operating result for the year was \$0.
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. 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 are covered by the following insurance policy:

Directors and Officers Liability Cover  
Unimutual Limited  
Policy No: UL CSU 06  
Expiry Date: 31 October 2006

## Charles Sturt Services Limited

(a company limited by guarantee)

ABN No. 64 085 727 288

9. During the year ended 31 December 2005 four (4) Director's meeting 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	4
Prof J E Pratley	4	3
Mr A J Callander	4	3
Mr P J Ellicott	1	1
Mr J N C Hamilton	2	2
Mr P J Compton	1	1

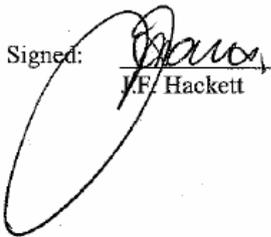
There were no special or other meetings held during 2005.

10. The Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 is attached.

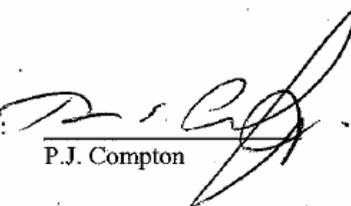
Dated at Wagga Wagga this 18<sup>th</sup> day of April 2006

for and on behalf of the Board in accordance with its resolution.

Signed:

  
J.F. Hackett

Signed:

  
P.J. Compton

Charles Sturt Services Limited

(a company limited by guarantee)

ABN No. 64 085 727 28

## Auditor's Independence Declaration



GPO BOX 12  
Sydney NSW 2001

To the Directors  
Charles Sturt Services Limited

### Auditor's Independence Declaration

As auditor for the audit of Charles Sturt Services Limited for the year ended 31 December 2005, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- The 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 "P. Carr".

Peter Carr  
Director, Financial Audit Services

12 April 2006  
SYDNEY

Statement of Financial Position  
for the year ended 31 December 2005

	Note	2005 \$	2004 \$
<b>CURRENT ASSETS</b>			
Receivables	7e	58,151	45,380
Other	7e	0	0
<b>TOTAL CURRENT ASSETS</b>		<u>58,151</u>	<u>45,380</u>
<b>TOTAL ASSETS</b>		<u>58,151</u>	<u>45,380</u>
<b>CURRENT LIABILITIES</b>			
Payables	11	22,819	20,909
Provisions	4&10	35,332	24,471
<b>TOTAL CURRENT LIABILITIES</b>		<u>58,151</u>	<u>45,380</u>
<b>TOTAL LIABILITIES</b>		<u>58,151</u>	<u>45,380</u>
<b>NET ASSETS</b>		<u>0</u>	<u>0</u>
<b>EQUITY</b>			
Retained Surplus		<u>0</u>	<u>0</u>
<b>TOTAL EQUITY</b>		<u>0</u>	<u>0</u>

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

# Charles Sturt Services Limited

(a company limited by guarantee)

ABN No. 64 085 727 288

## Statement of Financial Performance

for the year ended 31 December 2005

	Note	2005 \$	2004 \$
Revenue	2a	924,644	703,774
Expenses	2b	<u>924,644</u>	<u>703,774</u>
Surplus for the period		<u>0</u>	<u>0</u>

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

# Charles Sturt Services Limited

(a company limited by guarantee)

ABN No. 64 085 727 288

## Statement of Cash Flows

for the year ended 31 December 2005

	2005	2004
	\$	\$
	Inflows	Inflows
	(Outflows)	(Outflows)
Cash Flows from Operating Activities		
Cash Receipts from operations	911,873	687,340
Salaries and Oncosts	(905,114)	(683,815)
Other Operating Costs	(6,759)	(3,525)
	<u>0</u>	<u>0</u>
Net Cash Provided by Operating Activities	<u>0</u>	<u>0</u>
Net Increase (Decrease) in Cash Held	0	0
Cash at the Beginning of the Year	<u>0</u>	<u>0</u>
Cash at the End of the Year	<u>0</u>	<u>0</u>

### Note to the Statement of Cash Flows

#### Reconciliation of Net Cash Provided by Operating Activities to Operating Result

Operating Result	0	0
(Increase)/Decrease in Receivables	(12,771)	(16,506)
(Increase)/Decrease in Other Current Assets	0	72
Increase/(Decrease) in Provision for Annual Leave	10,861	9,961
Increase/(Decrease) in Payables	1,910	6,473
	<u>0</u>	<u>0</u>
Net Cash Provided by Operating Activities	<u>0</u>	<u>0</u>

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

Charles Sturt Services Limited  
(a company limited by guarantee)  
ABN No. 64 085 727 288

Notes to and Forming Part of the Accounts  
for the Financial Year Ended 31 December 2005

Charles Sturt Services Limited is incorporated in Australia as a company limited by guarantee on 4 January 1999 (ABN number 64 085 727 288). In accordance with the Memorandum of Association, the liability of each member, in the event of the company winding up, is limited to \$20.00.

The registered office is at Graham Building, Charles Sturt University, Boorooma Street Wagga Wagga 2678.

**Note 1**      Summary of Significant Accounting Policies

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

- (i) Australian Accounting Standards which include Australian equivalents to International Financial Accounting Standards (AEIFRS);
- (ii) Other authoritative pronouncements of the Australian Accounting Standards Board;
- (iii) Urgent Issues Group Interpretations;
- (iv) Corporations Act 2001.
- (v) Public Finance and Audit Act 1983, Public Finance and Audit Regulation 2005

A statement of compliance with International Financial Reporting Standards cannot be made due to the company applying the not for profit sector requirements contained in AEIFRS.

This is the company's first financial report prepared under AEIFRS. No adjustments to opening balances or comparatives were required on transition from the previous Australian Generally Accepted Accounting Principles to AEIFRS.

The financial statements have been prepared on the basis of accrual accounting and in accordance with historical cost convention and have not been adjusted to record changes in the general purchasing power of the dollar.

Due to the nature of the company's operations there is no equity. Therefore a statement of changes in equity has not been presented.

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

**(a) Property, Plant and Equipment**

Charles Sturt Services Limited does not own any fixed assets. All fixed assets used by Charles Sturt Services Limited are owned by Charles Sturt University.

**(b) Employee Benefits**

Provision is made for annual leave estimated to be payable to employees on the basis of statutory and contractual requirements.

The provision represents the accrued leave as at 31 December 2005 at rates expected to be paid.

There were 19 employees as at 31 December 2005.

**(c) Taxation**

The Company is exempt from payment of income and capital gains tax. The Company is registered for Goods and Services Tax and is grouped with Charles Sturt University, the controlling entity, for GST purposes. Revenue expenses and assets are recognised net of the amount of GST.

**(d) Going Concern**

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 give that support for at least twelve months from the date that these financial statements were approved by the Directors.

**(e) 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 creditors.

In accordance with (AASB132) "Financial Instruments Disclosures & Presentation" information is disclosed in Note 9, in respect of the credit risk and interest rate risk of 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 cost comprise:

- receivables
- payables

Classes of instruments recorded at market value or other than cost comprise:

- nil

All financial instruments including revenue, expenses or other cash flows arising from instruments are recognised on an accruals basis.

**Note 2a** Income

	2005	2004
	\$	\$
Fees for Services Rendered	924,644	703,774
	-----	-----
Total income	924,644	703,774

The income of \$924,644 from Charles Sturt University was principally for employment services provided to Charles Sturt University.

**Note 2b** Expenditure

	2005	2004
	\$	\$
Salaries	783,640	601,037
Provision for Annual Leave	10,861	7,784
Superannuation	66,852	45,073
Payroll Tax	51,383	38,611
Workers Compensation	4,955	7,579
Audit Fees	3,830	3,650
Fees for Services	2,909	0
Stores and Provisions	214	40
	-----	-----
Total expenditure	924,644	703,774

**Note 3** Fees Paid in Respect of Audit Services

Audit fees payable in respect of the services of The Audit Office of NSW for the financial year ended 31 December 2005 was \$3,830. Apart from the audit fees, the auditors did not receive any other benefits.

**Note 4** Provisions

Provision is staff accrued recreation leave.

**Note 5** Equity

Charles Sturt Services Limited does not retain any profits. The accounting policy referred to in Note 7 ensures that the company does not have any retained earnings or equity balances.

**Note 6** 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 this report, is:-

\$	No. of Directors
50,000-59,999	1
150,000-159,999	1
210,000-219,999	2

**Note 7**     Related Parties

**(a)**    Names of Directors

The names of Directors who have held office during the financial period are:

Mr J F Hackett  
Prof J Pratley  
Mr A J Callander  
Mr PJ Ellicott  
Mr JNC Hamilton  
Mr P Compton

**(b)**    Remuneration

Information on remuneration of Directors is disclosed in Note 6.

**(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 University meets the expenses of the Company principally in return for employment services provided to the University. These transactions do not result in a net cash flow situation.

The Company has commercial transactions with the parent entity only but these transactions do not result in a net cash flow between the University and Charles Sturt Services Limited.

**(e)**    Aggregate amounts receivable from, and payable to related parties at balance date are as follows:

	2005	2004
	\$	\$
Current Receivables		
Controlling Entity	<u>58,151</u>	<u>45,380</u>
Other Assets	<u>0</u>	<u>0</u>

**(f)**    Charles Sturt University provided Charles Sturt Services Limited with a range of administrative support services. These services have been provided at no charge to Charles Sturt Services Limited and comprised the provision of:

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

The value of these services has been considered and assessed as not being significant.

**Note 8** Segment Reporting

The Company operates predominantly in one business segment being the provision of employment services and one geographical segment being Australia.

**Note 9** Financial Instruments

**(a)** 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 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:

2005

Financial Instruments	Floating Interest Rate \$	Fixed Interest Rate Maturing in:				Total Carrying Amount as Balance Sheet \$	Weighted Average Effective Interest Rate \$
		1 Year or Less \$	Over 1 to 5 Years \$	More than 5 Years \$	Non-Interest Bearing \$		
<i>Financial Assets</i>							
Receivables	-	-	-	-	58,151	58,151	N/A
<i>Total Financial Assets</i>	-	-	-	-	58,151	58,151	N/A
<i>Financial Liabilities</i>							
Payables	-	-	-	-	22,819	22,819	N/A
<i>Total Financial Liabilities</i>	-	-	-	-	22,819	22,819	N/A

2004

Financial Instruments	Floating Interest Rate \$	Fixed Interest Rate Maturing in:				Total Carrying Amount as Balance Sheet \$	Weighted Average Effective Interest Rate \$
		1 Year or Less \$	Over 1 to 5 Years \$	More than 5 Years \$	Non-Interest Bearing \$		
<i>Financial Assets</i>							
Receivables	-	-	-	-	45,380	45,380	N/A
<i>Total Financial Assets</i>	-	-	-	-	45,380	45,380	N/A
<i>Financial Liabilities</i>							
Payables	-	-	-	-	20,909	20,909	N/A
<i>Total Financial Liabilities</i>	-	-	-	-	20,909	20,909	N/A

**(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.

**Note 10**    Employee Benefits

Current

	2005	2004
	\$	\$
Provision for Accrued Recreation Leave	35,332	24,471
Accrued Salaries, wages and on-costs	18,610	16,894
Aggregate Employee Benefits	<u>53,942</u>	<u>41,365</u>

**Note 11**    Payables

Payables represent liabilities for goods and services provided to the economic entity 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.

**Note 12**    Developments

There were no changes in the activities of the Company.

**Note 13**    Receivables

Receivables represent the amount owing from Charles Sturt University. Receivables are recognised on an accrual basis.

**Note 14**    Revenue Recognition

Revenue from employment services equates to the level of expenditure and is reimbursed by Charles Sturt University.

**Note 15**    Contingent Assets and Liabilities

There are no contingent assets or liabilities.

**Note 16**    Environmental Issues

There are no environmental issues.

**Note 17**    Subsequent Events

There are no subsequent events.

**END OF AUDITED FINANCIAL STATEMENTS**

# Mitchell Services Limited

(a company limited by guarantee)  
ABN No. 37 063 446 864

## Annual Financial Statements

for Year Ended 31 December 2005

## Independent Audit Report



GPO BOX 12  
Sydney NSW 2001  
9275 7166  
D0615108/0963

Mr Jim Hackett  
Chairperson  
Mitchell Services Limited  
Locked Bag 677  
WAGGA WAGGA NSW 2678

21 April 2006

Dear Mr Hackett

**STATUTORY AUDIT REPORT**  
**For the Year Ended 31 December 2005**  
**MITCHELL SERVICES LIMITED**

I have audited the financial report and transactions of Mitchell Services Limited as required by the *Public Finance and Audit Act 1983* (the Act). This Statutory Audit Report outlines the results of my audit for the year ended 31 December 2005, and details any significant matters that in my opinion call for special notice. The Act requires that I send this report to Mitchell Services Limited, the Minister and the Treasurer.

This report is not the Independent Audit Report, which expresses my opinion on Mitchell Services Limited's financial report. I have enclosed the Independent Audit Report, together with Mitchell Services Limited's financial report.

### **Audit Result**

I expressed an unqualified opinion on Mitchell Services Limited's financial report and I have not identified any significant matters since my previous Statutory Audit Report on 11 April 2005. My audit is continuous and I may therefore identify new significant matters before the Auditor-General next reports to Parliament on the Mitchell Services Limited audit. If this occurs, I will write to you immediately.

### **Auditor-General's Report to Parliament**

Comment on Mitchell Services Limited's activities, financial operations and performance will appear in the Auditor-General's Report to Parliament. I will send a draft of this comment to Management for review before the Report is tabled in May 2006.

### **Scope of the Audit**

My audit procedures are targeted specifically towards forming an opinion on the Mitchell Services Limited financial report. This includes testing whether Mitchell Services Limited has complied with key legislation that may materially impact on the financial report. The results of the audit are reported in this context.

Mitchell Services Limited  
(a company limited by guarantee)  
ABN No. 37 063 446 864

**Acknowledgment**

I thank Mitchell Services Limited's staff for their courtesy and assistance.

Yours sincerely

A handwritten signature in black ink, appearing to be 'P Carr', written in a cursive style.

P Carr  
Director, Financial Audit Services

Statement by Members of the Board for the Year Ended

31 December 2005

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:

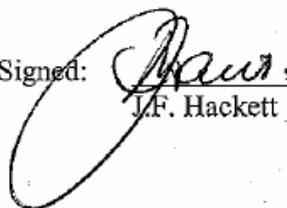
1. The accompanying financial statements exhibit a true and fair view of the financial position of Mitchell Services Limited as at 31 December, 2005 and the transactions for the year then ended.
2. The statements have been prepared in accordance with the provisions of the Public Finance and Audit Act, 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.

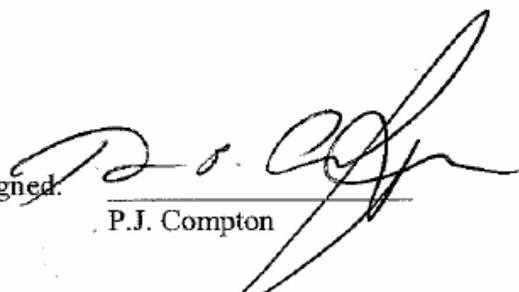
Dated at Wagga Wagga this 19<sup>th</sup> day of April 2006

for and on behalf of the Board in accordance with its resolution.

Signed:

  
\_\_\_\_\_  
J.F. Hackett

Signed:

  
\_\_\_\_\_  
P.J. Compton

## Mitchell Services Limited

(a company limited by guarantee)

ABN No. 37 063 446 864

### Directors' Declaration for the Year Ended

31 December 2005

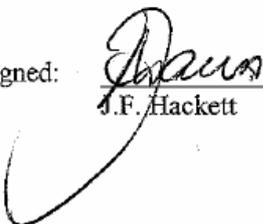
In accordance with a resolution of the Directors of Mitchell Services Ltd and pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983, we state that:

1. The attached is a general purpose financial report and presents a true and fair view of the financial position and performance of the company at 31 December 2005 and the results of its operations and transactions of the company for the year then ended;
2. The financial report has been prepared in accordance with the provisions of the Public Finance and Audit Act 1983 and the Corporation Act 2001;
3. The financial report has been prepared in accordance with Australian Accounting Standards which include Australian equivalents to International Financial Reporting Standards, Urgent Issues Group Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board;
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.

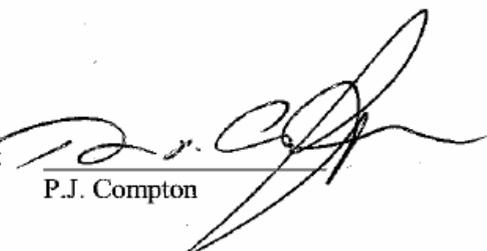
Dated at Wagga Wagga this 19<sup>th</sup> day of April 2006

for and on behalf of the Board in accordance with its resolution

Signed:

  
\_\_\_\_\_  
J.F. Hackett

Signed:

  
\_\_\_\_\_  
P.J. Compton

## Directors' Report for the Year Ended

31 December 2005

In accordance with the Corporations Act 2001, we, the Directors whose signatures and names appear below, do hereby state on behalf of the Board that:

1. The Directors in Office at the date of this report are:

Mr A J Callander, BBus *C.Sturt*, GdipMan *C.Old*, GdipHosp *Sheff-Hall* AFCIA,  
Residential Director, aged 45, joined the Board in 1995

Mr J F Hackett, FCIS, FCIM, MNIA,  
Accountant, aged 54, joined the Board in 1999

Dr G A Walker, Mcom, DipEd *UNSW*, Phd *Macquarie*  
Academic, aged 58, joined the Board in 2001

M/s VA Horner, RN Lithgow District Hospital  
Operations Manager, aged 50, joined the Board in 2002

Mr SJ Gittoes, Dip (Fin Plan) *Deakin*  
Administrator, aged 47, joined the Board in 2003

Mr L V Wiggins, AACS  
Administrator, aged 57, joined the Board in 2004

Mr P J Compton, Human Resource Officer, aged 31, joined the Board in 2005

Mr Shane Manners-Nunan, B Bus MCAE, Dip HRM MCAE  
Manager, aged 53, joined the Board in 2005

2. The principal activities of Mitchell Services Limited in the course of the financial period were cleaning services to Charles Sturt University, Bathurst Campus and to one external client.
3. The operating result for the year was \$0.
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 in the Company's operations, which have been proposed for the immediate future.

Mitchell Services Limited

(a company limited by guarantee)

ABN No. 37 063 446 864

8. 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 are covered by the following insurance policy:

Directors and Officers Liability Cover

Unimutual Limited

Policy No: UL CSU 06

Expiry Date: 31 October 2006

9. During the year ended 31 December 2005 six (6) Director's meeting 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	6	6
Mr AJ Callander	6	5
Mr SJ Gittoes	6	4
Dr GA Walker	6	4
M/s VA Horner	6	4
Mr L Wiggins	6	0
Mr S Manners-Nunan	3	2
Mr P J Compton	2	2

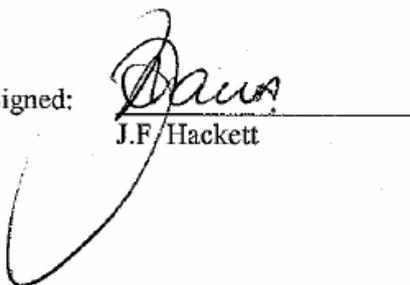
There were no special or other meetings held during 2005.

10. The Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 is attached.

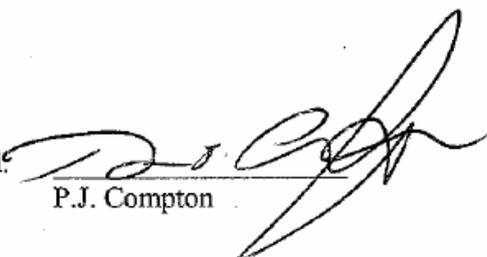
Dated at Wagga Wagga this 19<sup>th</sup> day of April 2006

for and on behalf of the Board in accordance with its resolution.

Signed:

  
J.F. Hackett

Signed:

  
P.J. Compton

Mitchell Services Limited  
(a company limited by guarantee)  
ABN No. 37 063 446 864

## Auditor's Declaration of Independence



GPO BOX 12  
Sydney NSW 2001

To the Directors  
Mitchell Services Limited

### Auditor's Independence Declaration

As auditor for the audit of Mitchell Services Limited for the year ended 31 December 2005, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- The 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 "P. Carr".

Peter Carr  
Director, Financial Audit Services

12 April 2006  
SYDNEY

Statement of Financial Position  
for the year ended 31 December 2005

	Note	2005 \$	2004 \$
<b>CURRENT ASSETS</b>			
Receivables	7e	126,720	120,266
Other	7e	0	0
<b>TOTAL CURRENT ASSETS</b>		<u>126,720</u>	<u>120,266</u>
<b>TOTAL ASSETS</b>		<u>126,720</u>	<u>120,266</u>
<b>CURRENT LIABILITIES</b>			
Payables	11	20,693	26,724
Provisions	4&10	73,273	61,984
Income in Advance	12	0	0
<b>TOTAL CURRENT LIABILITIES</b>		<u>93,966</u>	<u>88,708</u>
<b>NON CURRENT LIABILITIES</b>			
Provisions	4&10	<u>32,754</u>	<u>31,558</u>
<b>TOTAL NON CURRENT LIABILITIES</b>		<u>32,754</u>	<u>31,558</u>
<b>TOTAL LIABILITIES</b>		<u>126,720</u>	<u>120,266</u>
<b>NET ASSETS</b>		<u>0</u>	<u>0</u>
<b>EQUITY</b>			
Retained Surplus		<u>0</u>	<u>0</u>
<b>TOTAL EQUITY</b>		<u>0</u>	<u>0</u>

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

Statement of Financial Performance  
for the year ended 31 December 2005

	Note	2005 \$	2004 \$
Revenue	2a	1,309,899	1,159,191
Expenses	2b	<u>1,309,899</u>	<u>1,159,191</u>
Surplus for the period		<u>0</u>	<u>0</u>

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

Mitchell Services Limited

(a company limited by guarantee)

ABN No. 37 063 446 864

Statement of Cash Flows  
for the year ended 31 December 2005

	<b>2005</b>	<b>2004</b>
	\$	\$
	Inflows	Inflows
	(Outflows)	(Outflows)
<b>Cash Flows from Operating Activities</b>		
Cash Receipts from Operations	1,303,445	1,095,819
Salaries and Oncosts	(1,252,433)	(1,067,692)
Other Operating Costs	(51,012)	(28,127)
	<u>0</u>	<u>0</u>
<b>Net Cash Provided by Operating Activities</b>	<u>0</u>	<u>0</u>
Net Increase (Decrease) in Cash Held	0	0
Cash at the Beginning of the Year	<u>0</u>	<u>0</u>
Cash at the End of the Year	<u>0</u>	<u>0</u>
<b>Note to the Statement of Cash Flows</b>		
<b>Reconciliation of Net Cash Provided by Operating Activities to Operating Result</b>		
Operating Result	0	0
(Increase)/Decrease in Receivables	(6,454)	(63,372)
(Increase)/Decrease in Other Current Assets	0	0
Increase/(Decrease) in Provision for Annual Leave	11,289	24,076
Increase/(Decrease) in Provision for Long Service Leave	1,196	31,558
Increase/(Decrease) in Payables	(6,031)	7738
Increase/(Decrease) in Income in Advance	0	0
	<u>0</u>	<u>0</u>
<b>Net Cash Provided by Operating Activities</b>	<u>0</u>	<u>0</u>

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

## Mitchell Services Limited

(a company limited by guarantee)

ABN No. 37 063 446 864

### Notes to and Forming Part of the Accounts

for the Financial Year Ended 31 December 2005

Mitchell Services Limited is incorporated in Australia as a company limited by guarantee on 11 February 1994 (ABN number 37 063 446 864). In accordance with the Memorandum of Association, 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.

#### **Note 1**     Summary of Significant Accounting Policies

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

- (i) Australian Accounting Standards which includes Australian equivalents to International Financial Reporting Standards (AEIFRS);
- (ii) Other authoritative pronouncements of the Australian Accounting Standards Board;
- (iii) Urgent Issues Group Interpretations;
- (iv) Corporations Act 2001.
- (v) Public Finance and Audit Act 1983, Public Finance and Audit Regulation 2005.

A statement of compliance with International Financial Reporting Standards cannot be made due to the company applying the not for profit sector requirements contained in AEIFRS.

This is the company's first financial report prepared under AEIFRS. No adjustments to opening balances or comparatives were required on transition from the previous Australian Generally Accepted Accounting Principles to AEIFRS.

The financial statements have been prepared on the basis of accrual accounting and in accordance with historical cost convention and have not been adjusted to record changes in the general purchasing power of the dollar.

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

Due to the nature of the company's operations there is no equity. Therefore a statement of change of equity has not been presented.

#### **(a)**     **Property, Plant and Equipment**

- (i) Mitchell Services Limited does not own any non-current assets. All non-current assets used by Mitchell Services Limited are owned by Charles Sturt University.
- (ii) Expenditure on maintenance of equipment, etc is expensed by the Company in the period it is incurred.

**(b) Employee Benefits**

Provision is made for annual leave estimated to be payable to employees on the basis of statutory and contractual requirements.

The provision represents accrued Leave as at 31 December 2005 at rates expected to be paid.

There were 69 employees as at 31 December 2005.

**(c) Taxation**

The Company is exempt from payment of income tax and capital gains tax. The Company is registered for the Goods and Services Tax and is grouped with Charles Sturt University, the controlling entity, for GST purposes. Revenue expenses and assets are recognised net of the amount of GST.

**(d) Going Concern**

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 give that support for at least twelve months from the date that these financial statements were approved by the Directors.

**(e) 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 creditors.

In accordance with (AASB132) "Financial Instruments: Disclosure and Presentation", information is disclosed in Note 9, in respect of the credit risk and interest rate risk of 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 cost comprise:

- receivables
- payables

Classes of instruments recorded at market value or other than cost comprise:

- nil

All financial instruments including revenue, expenses or other cash flows arising from instruments are recognised on an accruals basis.

**Note 2a** Income

	2005	2004
	\$	\$
Fees for Services Rendered	1,307,109	1,155,387
Travel Reimbursement	0	946
Salary Reimbursement	2,790	2,858
	-----	-----
Total income	1,309,899	1,159,191

The income of \$1,309,899 was principally for cleaning services provided to Charles Sturt University, Bathurst Campus.

**Note 2b** Expenditure

	2005	2004
	\$	\$
Salaries	987,539	849,554
Provision for Annual Leave	11,289	24,075
Provision for Long Service Leave	1,196	31,558
Superannuation	85,034	72,249
Payroll Tax	64,810	55,210
Workers Compensation	109,019	98,418
Motor Vehicle Expenses	1,232	1,090
Audit Fees	3,830	3,650
Stores and Provisions	37,028	20,979
Insurance	2,173	0
Communications	2,456	1,592
Maintenance of Equipment	2,711	190
Travel	997	0
Other	585	626
	-----	-----
Total expenditure	1,309,899	1,159,191

**Note 3** Fees Paid in Respect of Audit Services

Audit fees payable in respect of the services of The Audit Office of NSW for the financial period ended 31 December 2005 was \$3,830. Apart from the audit fees, the auditors did not receive any other benefits.

**Note 4** Provisions

Provisions refer to accrued leave entitlements.

**Note 5** Equity

Mitchell Services Limited does not retain any profits. The accounting policy Referred to in note 7 ensures that the company does not have any retained earnings or equity balances.

**Note 6**      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. of Directors
50,000-59,999	2
60,000-69,999	1
90,000-99,999	1
100,000-109,999	1
130,000-139,999	1
190,000-199,999	1

**Note 7**      Related Parties

**(a)**    Names of Directors

The names of Directors who have held office during the financial period are:

Mr J F Hackett  
Mr A J Callander  
Mr SJ Gittoes  
Dr G A Walker  
M/s VA Horner  
Mr L V Wiggins  
Mr S Manners-Nunan  
Mr PJ Compton

**(b)**    Remuneration

Information on remuneration of Directors is disclosed in Note 6.

**(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 cleaning services provided to the University. These transactions do not result in a net cash flow situation. The Company has commercial transactions with the parent entity but these transactions do not result in a net cash flow between the University and Mitchell Services Limited.

- (e) Aggregate amounts receivable from, and payable to related parties at balance date are as follows:

	2005	2004
	\$	\$
Current Receivables		
Controlling Entity	<u>126,720</u>	<u>120,266</u>
Other Assets		
Controlling Entity	<u>0</u>	<u>0</u>

- (f) Charles Sturt University provided Mitchell Services Limited with a range of administrative support services. These services have been provided at no charge to Mitchell Services Limited and comprised the provision of:

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

The value of these services has been considered and assessed as not being significant.

#### Note 8 Segment Reporting

The Company operates predominantly in one business segment being the provision of cleaning services and one geographical segment being Australia.

#### Note 9 Financial Instruments

##### (a) *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 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:

2005

Financial Instruments	Floating Interest Rate \$	Fixed Interest Rate Maturing in:				Total Carrying Amount as Balance Sheet \$	Weighted Average Effective Interest Rate \$
		1 Year or Less \$	Over 1 to 5 Years \$	More than 5 Years \$	Non-Interest Bearing \$		
<i>Financial Assets</i>							
Receivables	-	-	-	-	126,720	126,720	N/A
<i>Total Financial Assets</i>	-	-	-	-	126,720	126,720	N/A
<i>Financial Liabilities</i>							
Payables	-	-	-	-	20,693	20,693	N/A
<i>Total Financial Liabilities</i>	-	-	-	-	20,693	20,693	N/A

**Note 9** Financial Instruments (Cont).

*(a) Interest Rate Risk (cont)*

2004

Financial Instruments	Floating Interest Rate \$	Fixed Interest Rate Maturing in:				Total Carrying Amount as Balance Sheet \$	Weighted Average Effective Interest Rate \$
		1 Year or Less \$	Over 1 to 5 Years \$	More than 5 Years \$	Non-Interest Bearing \$		
<i>Financial Assets</i>							
Receivables	-	-	-	-	120,266	120,266	N/A
<i>Total Financial Assets</i>	-	-	-	-	120,266	120,266	N/A
<i>Financial Liabilities</i>							
Payables	-	-	-	-	26,724	26,724	N/A
<i>Total Financial Liabilities</i>	-	-	-	-	26,724	26,724	N/A

*(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.

**Note 10** Employee Benefits

	2005 \$	2004 \$
<b>Current</b>		
Provision for Accrued Recreation Leave	73,273	61,984
Accrued Salaries, wages and on-costs	16,480	22,690
<b>Non Current</b>		
Provision for Long Service Leave	32,754	31,558
<b>Aggregate Employee Benefits</b>	<u>122,507</u>	<u>116,232</u>

**Note 11** Payables

Payables represent liabilities for goods and services provided to the economic entity 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.

**Note 12** Income in Advance

Income in advance represents income received in advance of the period for which it is to be appropriated and is recognised as income received in advance. Income in advance is recognised on an accrual basis.

**Note 13**    Developments

There were no changes in the activities of the Company.

**Note 14**    Receivables

Receivables represent the amount owing from Charles Sturt University. Receivables are recognised on an accrual basis.

**Note15**    Revenue Recognition

Revenue from cleaning services equates to the level of expenditure and is reimbursed by Charles Sturt University.

**Note 16**    Contingent Assets and Liabilities

There are no contingent assets or liabilities.

**Note 17**    Environmental Issues

There are no environmental issues.

**Note 18**    Subsequent Events

There are no subsequent events.

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**END OF AUDITED FINANCIAL STATEMENTS**

# Rivservices Limited

(a company limited by guarantee)  
ABN No. 46 003 492 233

## Annual Financial Statements

for Year Ended 31 December 2005

Rivservices Limited  
(a company limited by guarantee)  
ABN No. 46 003 492 233

## Independent Audit Report



GPO BOX 12  
Sydney NSW 2001  
9275 7166  
D0615099/0395

Mr J Hackett  
Chairperson  
Rivservices Limited  
Locked Bag 677  
WAGGA WAGGA NSW 2678

21 April 2006

Dear Mr Hackett

**STATUTORY AUDIT REPORT**  
**For the Year Ended 31 December 2005**  
**RIVSERVICES LIMITED**

I have audited the financial report and transactions of Rivservices Limited as required by the *Public Finance and Audit Act 1983* (the Act). This Statutory Audit Report outlines the results of my audit for the year ended 31 December 2005, and details any significant matters that in my opinion call for special notice. The Act requires that I send this report to Rivservices Limited, the Minister and the Treasurer.

This report is not the Independent Audit Report, which expresses my opinion on the Rivservices Limited's financial report. I have enclosed the Independent Audit Report, together with Rivservices Limited's financial report.

### **Audit Result**

I expressed an unqualified opinion on Rivservices Limited's financial report and I have not identified any significant matters since my previous Statutory Audit Report on 11 April 2005. My audit is continuous and I may therefore identify new significant matters before the Auditor-General next reports to Parliament on the Rivservices Limited audit. If this occurs, I will write to you immediately.

### **Auditor-General's Report to Parliament**

Comment on Rivservices Limited's activities, financial operations and performance will appear in the Auditor-General's Report to Parliament. I will send a draft of this comment to Management for review before the Report is tabled during May.

### **Scope of the Audit**

My audit procedures are targeted specifically towards forming an opinion on the Rivservices Limited financial report. This includes testing whether Rivservices Limited has complied with key legislation that may materially impact on the financial report. The results of the audit are reported in this context.

Rivservices Limited  
(a company limited by guarantee)  
ABN No. 46 003 492 233

**Acknowledgment**

I thank Rivservices Limited's staff for their courtesy and assistance.

Yours sincerely



P Carr  
Director, Financial Audit Services

Statement by Members of the Board for the Year Ended

31 December 2005

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:

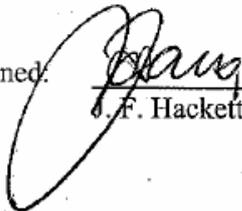
1. The accompanying financial statements exhibit a true and fair view of the financial position of Rivservices Limited as at 31 December, 2005 and the transactions for the year then ended.
2. The statements have been prepared in accordance with the provisions of the Public Finance and Audit Act, 1983 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.

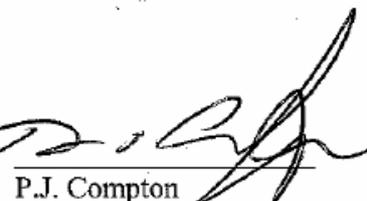
Dated at Wagga Wagga this 18<sup>th</sup> day of April 2006

for an on behalf of the Board in accordance with its resolution.

Signed:

  
G.F. Hackett

Signed:

  
P.J. Compton

Directors' Declaration for the Year Ended  
31 December 2005

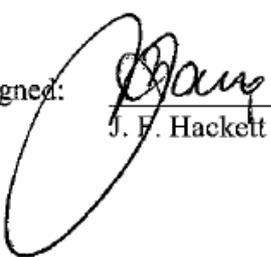
In accordance with a resolution of the Directors of Rivservices Limited and pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983, we state that:

1. the attached is a general purpose financial report and presents a true and fair view of the financial position and performance of the Company at 31 December 2005 and the results of its operations and transactions of the Company for the year then ended;
2. the financial report has been prepared in accordance with the provisions of the Public Finance and Audit Act 1983 and the Corporations Act 2001;
3. the financial report has been prepared in accordance with Australian Accounting Standards, which include Australian equivalents to International Financial Reporting Standards, Urgent Issues Group Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board;
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 18<sup>th</sup> day of April 2006

for an on behalf of the Board in accordance with its resolution.

Signed:

  
J. F. Hackett

Signed:

  
P.J. Compton

## Directors' Report for the Year Ended

31 December 2005

In accordance with the Corporations Act 2001, we, the Directors whose signatures and names appear below, do hereby state on behalf of the Board that:

1. The Directors in Office at the date of this report are:

Mrs A Brassil, BA DipEd *Syd.*,

Home Duties, aged 72, joined the Board in 1988

Mr A J Callander, GdipMan *C.Qld*, GdipHospMan *Sheff-Hall*, BBus *CSU*, AFCIA

Residential Director, aged 45, joined the Board in 1988

Mr J F Hackett, FCIS, FCIM, MNIA,

Accountant, aged 54, joined the Board in 1988

Professor D L Green, NDD., Des RCA *London*,

Academic, aged 65, joined the Board in 2001

Mr T P O'Meara, B Bus Charles Sturt, B SocSc Charles Sturt

Administrator, aged 51, joined the Board in 2004

Mr P J Compton, Human Resource Officer, aged 31, joined the Board in 2005

Mr J N C Hamilton, BBus Accountancy *CSU*, CPA

Accountant, aged 55, joined the Board in 2005

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, 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 \$0.
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 operations which have been proposed for the immediate future.
8. 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 are covered by the following insurance policy:

Directors and Officers Liability Cover

Unimutual Limited

Policy No: UL CSU 06

Expiry Date: 31 October 2006

9. During the year ended 31 December 2005 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>
Mrs A Brassil	4	4	
Mr A J Callander	4	3	
Mr J F Hackett	4	4	
Professor D L Green	4	4	
Mr T P O'Meara	4	3	
Mr P J Ellicott	1	1	
Mr J N C Hamilton	2	2	
Mr P J Compton	1	1	

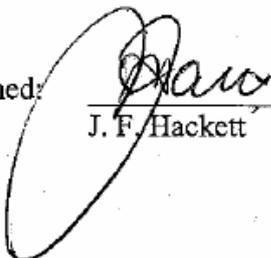
There was one special meeting held during 2005.

10. The Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 is attached.

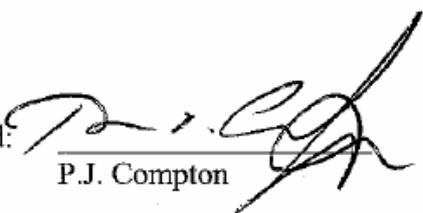
Dated at Wagga Wagga this 18<sup>th</sup> day of April 2006

for an on behalf of the Board in accordance with its resolution.

Signed:

  
\_\_\_\_\_  
J. F. Hackett

Signed:

  
\_\_\_\_\_  
P.J. Compton

## Auditor's Declaration of Independence



GPO BOX 12  
Sydney NSW 2001

To the Directors  
Rivservices Limited

### Auditor's Independence Declaration

As auditor for the audit of Rivservices Limited for the year ended 31 December 2005, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- The 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 'P. Carr'.

Peter Carr  
Director, Financial Audit Services

12 April 2006  
SYDNEY

Statement of Financial Position  
for the year ended 31 December 2005

	Note	2005 \$	2004 \$
<b>CURRENT ASSETS</b>			
Receivables	7e	154,894	152,286
Other	7e	0	0
		<hr/>	<hr/>
<b>TOTAL CURRENT ASSETS</b>		<u>154,894</u>	<u>152,286</u>
<b>TOTAL ASSETS</b>		<u>154,894</u>	<u>152,286</u>
<b>CURRENT LIABILITIES</b>			
Payables	11	31,395	38,470
Provisions	4&10	54,837	54,660
		<hr/>	<hr/>
<b>TOTAL CURRENT LIABILITIES</b>		<u>86,232</u>	<u>93,130</u>
<b>NON CURRENT LIABILITIES</b>			
Provisions	4&10	68,662	59,156
		<hr/>	<hr/>
<b>TOTAL NON CURRENT LIABILITIES</b>		<u>68,662</u>	<u>59,156</u>
<b>TOTAL LIABILITIES</b>		<u>154,894</u>	<u>152,286</u>
<b>NET ASSETS</b>		<u>0</u>	<u>0</u>
<b>EQUITY</b>			
Retained Surplus		0	0
		<hr/>	<hr/>
<b>TOTAL EQUITY</b>		<u>0</u>	<u>0</u>

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

Statement of Financial Performance  
for the year ended 31 December 2005

	Note	2005 \$	2004 \$
Revenue	2a	2,254,413	2,131,388
Expenses	2b	<u>2,254,413</u>	<u>2,131,388</u>
Surplus for the period		<u>0</u>	<u>0</u>

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

Statement of Cash Flows  
for the year ended 31 December 2005

	2005 \$ Inflows (Outflows)	2004 \$ Inflows (Outflows)
<b>Cash Flows from Operating Activities</b>		
Cash Receipts from Operations	2,251,805	2,130,486
Salaries and Oncosts	(2,088,892)	(2,015,214)
Other Operating Costs	<u>(162,913)</u>	<u>(115,272)</u>
<b>Net Cash Provided by Operating Activities</b>	<u>0</u>	<u>0</u>
<b>Net Increase (Decrease) in Cash Held</b>	0	0
<b>Cash at the Beginning of the Year</b>	<u>0</u>	<u>0</u>
<b>Cash at the End of the Year</b>	<u>0</u>	<u>0</u>

Note to the Statement of Cash Flows

Reconciliation of Net Cash Provided by Operating Activities to Operating Result

Operating Result	0	0
(Increase)/Decrease in Receivables	(2,608)	(902)
(Increase)/Decrease in Other Current Assets	0	0
Increase/(Decrease) in Provision for Long service Leave	9,506	(7,874)
Increase/(Decrease) in Provision for Annual Leave	177	9,468
Increase/(Decrease) in Payables	<u>(7,075)</u>	<u>(692)</u>
<b>Net Cash Provided by Operating Activities</b>	<u>0</u>	<u>0</u>

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

Riverservices Limited  
(a company limited by guarantee)  
ABN No. 46 003 492 233

Notes to and Forming Part of the Accounts  
for the Financial Year Ended 31 December 2005

Rivservices Limited is incorporated in Australia as a company limited by guarantee on 14 April 1988 (ABN number 46 003 492 233). In accordance with the Memorandum of Association, 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.

**Note 1**     Summary of Significant Accounting Policies

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

- (i) Australian Accounting Standards which include Australian equivalents to International Financial Reporting Standards (AEIFRS);
- (ii) other authoritative pronouncements of the Australian Accounting Standards Board;
- (iii) Urgent Issues Group Interpretations;
- (iv) Corporations Act 2001.
- (v) Public Finance and Audit Act 1983, Public Finance and Audit Regulation 2005.

A statement of compliance with International Financial Reporting Standards cannot be made due to the company applying the not for profit sector requirements contained in AEIFRS.

This is the company's first financial report under AEIFRS. No adjustments to opening balances or comparatives were required on transition from previous Australian generally Accepted Accounting Principles to AEIFRS.

The financial statements have been prepared on the basis of accrual accounting and in accordance with historical cost convention and have not been adjusted to record changes in the general purchasing power of the dollar.

Due to the nature of the company's operation there is no equity. Therefore a statement of changes in equity has not been presented.

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

**(a)** Property, Plant and Equipment

- (i) Rivservices Limited does not own any fixed assets. All fixed assets used by Rivservices Limited are owned by Charles Sturt University.
- (ii) Expenditure on maintenance of equipment, etc is expensed by the Company in the year it is incurred.

**(b) Employee Benefits**

Provision is made for annual leave and long service leave estimated to be payable to employees on the basis of statutory and contractual requirements.

The provision represents accrued leave as at 31 December 2005 at the rate expected to be paid.

There were 55 employees as at 31 December 2005.

**(c) Taxation**

The Company is exempt from payment of income tax and Capital Gains Tax. The Company is registered for Goods and Services Tax and is grouped with Charles Sturt University, the controlling entity, for GST purposes. Revenue, expenses and assets are recognised net of the amount of GST.

**(d) Going Concern**

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 give that support for at least twelve months from the date that these financial statements were approved by the Directors.

**(e) 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 creditors.

In accordance with AASB132 "Financial Instruments Disclosures & Presentation" information is disclosed in Note 9 in respect of the credit risk and interest rate risk of 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 cost comprise:

- receivables
- payables

Classes of instruments recorded at market value or other than cost comprise:

- nil

All financial instruments including revenue, expenses or other cash flows arising from instruments are recognised on an accruals basis.

**Note 2a** Income

	2005	2004
	\$	\$
Fees for Services Rendered	2,245,454	2112682
Insurance Reimbursement	8,959	18,706
Other Income	0	0
	-----	-----
Total income	2,254,413	2,131,388

The income of \$2,254,413 from Charles Sturt University was principally for cleaning and residential support services provided to Charles Sturt University, Wagga Wagga Campus and two external clients having income of \$3,053.

**Note 2b** Expenditure

	2005	2004
	\$	\$
Salaries	1,642,731	1,538,718
Provision for Annual Leave	176	9,468
Provision for Long Service Leave	9506	(7,875)
Superannuation	123,530	119,266
Payroll Tax	100,740	97,252
Workers Compensation	214,619	253,763
Buildings and Grounds	153	2,036
Audit Fees	3,830	3,650
Consultants	11,250	0
Maintenance of Equipment	3,430	2,529
Motor Vehicle Expenses	0	883
Stores and Provisions	108,779	96,172
Insurance	2,173	0
Equipment	3,915	0
Communications	2,790	2,740
Travel	17,335	10,271
Other	9,456	2,515
	-----	-----
Total expenditure	2,254,413	2,131,388

**Note 3** Fees Paid in Respect of Audit Services

Audit fees payable in respect of the services of The Audit Office of NSW for the financial year ended 31 December 2005 was \$3,830. Apart from the audit fees, the auditors did not receive any other benefits.

**Note 4** Current /Non-Current Liabilities

The current liability represents staff accrued recreation leave. Non-Current Liabilities comprise staff accrued long service leave.

**Note 5** Equity

Rivservices Limited does not retain any profits. The accounting policy referred to in note 7 ensures that the company does not have any retained earnings or equity balances.

**Note 6** 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
50,000 - 59,999	1
70,000 - 79,999	1
110,000 -119,999	1
150,000 -159,999	1
210,000 -219,999	1

**Note 7**      Related Parties

**(a)**    Names of Directors

The names of Directors who have held office during the financial period are:

Mrs A Brassil  
Mr A J Callander  
Mr J F Hackett  
Prof D L Green  
Mr T P O'Meara  
Mr J Hamilton  
Mr P Ellicott  
Mr P Compton

**(b)**    Remuneration

Information on remuneration of Directors is disclosed in Note 6.

**(c)**    Controlling Entity

Charles Sturt University is the controlling entity of Rivservices Limited.

**(d)**    Transactions with Charles Sturt University and its related entities

The University meets the expenses of the Company principally in return for cleaning and residential support services provided to the University. These transactions do not result in a net cash flow situation. The Company has commercial transactions with the parent entity only but these transactions do not result in a net cash flow between the University group and Rivservices Limited.

**(e)**    Aggregate amounts receivable from, and payable to related parties at balance date are as follows:

	2005	2004
	\$	\$
Current Receivables		
Controlling Entity	154,894	152,286
	<u>154,894</u>	<u>152,286</u>
Other Assets		
Controlling Entity	<u>0</u>	<u>0</u>

**(f)**    Charles Sturt University provided Rivservices Limited with a range of administrative support services. These services have been provided at no charge to Rivservices Limited and comprised the provision of:

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

The value of these services has been considered and assessed as not being significant.

**Note 8** Segment Reporting

The Company operates predominantly in one business segment being the provision of cleaning services and one geographical segment being Australia.

**Note 9** Financial Instruments

**(a)** 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 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:

2005

Financial Instruments	Floating Interest Rate \$	Fixed Interest Rate Maturing in:				Total Carrying Amount as Balance Sheet \$	Weighted Average Effective Interest Rate \$
		1 Year or Less \$	Over 1 to 5 Years \$	More than 5 Years \$	Non-Interest Bearing \$		
<i>Financial Assets</i>							
Receivables	-	-	-	-	154,894	154,894	N/A
<i>Total Financial Assets</i>	-	-	-	-	154,894	154,894	N/A
<i>Financial Liabilities</i>							
Payables	-	-	-	-	31,395	31,395	N/A
<i>Total Financial Liabilities</i>	-	-	-	-	31,395	31,395	N/A

2004

Financial Instruments	Floating Interest Rate \$	Fixed Interest Rate Maturing in:				Total Carrying Amount as Balance Sheet \$	Weighted Average Effective Interest Rate \$
		1 Year or Less \$	Over 1 to 5 Years \$	More than 5 Years \$	Non-Interest Bearing \$		
<i>Financial Assets</i>							
Receivables	-	-	-	-	152,286	152,286	N/A
<i>Total Financial Assets</i>	-	-	-	-	152,286	152,286	N/A
<i>Financial Liabilities</i>							
Payables	-	-	-	-	38,470	38,470	N/A
<i>Total Financial Liabilities</i>	-	-	-	-	38,470	38,470	N/A

**(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.

**Note 10**    Employee Benefits

	2005	2004
	\$	\$
Current		
Provision for Accrued Recreation Leave	54,837	54,660
Accrued Salaries, wages and on-costs	21,823	29,096
Non Current		
Provision for Long Service Leave	68,662	59,156
	-----	-----
Aggregate Employee Benefits	145,322	142,912

**Note 11**    Payables

Payables represent liabilities for goods and services provided to the economic entity 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.

**Note 12**    Developments

There were no changes in the activities of the Company.

**Note 13**    Receivables

Receivables represent the amount owing from Charles Sturt University. Receivables are recognised on an accrual basis.

**Note 14**    Revenue Recognition

Revenue from cleaning services equates to the level of expenditure and is reimbursed by Charles Sturt University.

**Note 15**    Contingent Assets and Liabilities

There are no contingent Assets or Liabilities.

**Note 16**    Environmental Issues

There are no environmental issues.

**Note 17**    Subsequent Events

There are no subsequent events.

END OF AUDITED FINANCIAL STATEMENTS

# Olive Street Services Limited

(a company limited by guarantee)  
ABN No. 56 057 200 138

## Annual Financial Statements

for Year Ended 31 December 2005

Olive Street Services Limited  
(a company limited by guarantee)  
ABN No. 56 057 200 138

## Independent Audit Report



GPO BOX 12  
Sydney NSW 2001  
9275 7166  
D0615102/0964

Mr S Smith  
Chairperson  
Olive Street Services Limited  
PO Box 789  
Albury NSW 2640

21 April 2006

Dear Mr Smith

**STATUTORY AUDIT REPORT**  
**For the Year Ended 31 December 2005**  
**OLIVE STREET SERVICES LIMITED**

I have audited the financial report and transactions of Olive Street Services Limited as required by the *Public Finance and Audit Act 1983* (the Act). This Statutory Audit Report outlines the results of my audit for the year ended 31 December 2005, and details any significant matters that in my opinion call for special notice. The Act requires that I send this report to Olive Street Services Limited, the Minister and the Treasurer.

This report is not the Independent Audit Report, which expresses my opinion on Olive Street Services Limited's financial report. I have enclosed the Independent Audit Report, together with Olive Street Services Limited's financial report.

**Audit Result**

I expressed an unqualified opinion on Olive Street Services Limited's financial report and I have not identified any significant matters since my previous Statutory Audit Report on 11 April 2005. My audit is continuous and I may therefore identify new significant matters before the Auditor-General next reports to Parliament on the Olive Street Services Limited audit. If this occurs, I will write to you immediately.

**Auditor-General's Report to Parliament**

Comment on Olive Street Services Limited's activities, financial operations and performance will appear in the Auditor-General's Report to Parliament. I will send a draft of this comment to Management for review before the Report is tabled in May 2006.

**Scope of the Audit**

My audit procedures are targeted specifically towards forming an opinion on the Olive Street Services Limited financial report. This includes testing whether Olive Street Services Limited has complied with key legislation that may materially impact on the financial report. The results of the audit are reported in this context.

**Olive Street Services Limited**

(a company limited by guarantee)  
ABN No. 56 057 200 138

**Acknowledgment**

I thank Olive Street Services Limited's staff for their courtesy and assistance.

Yours sincerely



P Carr  
Director, Financial Audit Services

**Olive Street Services Limited**

(a company limited by guarantee)

ABN No. 56 057 200 138

**Statement by Members of the Board for the Year Ended**

**31 December 2005**

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 Olive Street Services Limited, we declare on behalf of the Board of Directors that in our opinion:

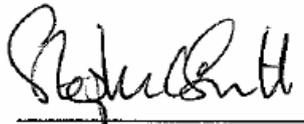
1. The accompanying financial statements exhibit a true and fair view of the financial position of Olive Street Services Limited as at 31 December, 2005 and the transactions for the year then ended.
2. The statements have been prepared in accordance with the provisions of the Public Finance and Audit 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 Albury this 18th day of April 2006

for and on behalf of the Board in accordance with its resolution.

Signed:

  
S C Snith

Signed:

  
D J McDonald

Olive Street Services Limited

(a company limited by guarantee)

ABN No. 56 057 200 138

Directors' Declaration for the Year Ended

31 December 2005

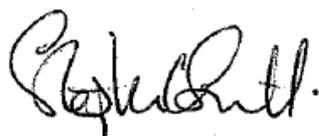
In accordance with a resolution of the Directors of Olive Street Services Limited and pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983, we state that:

1. the attached is a general purpose financial report and presents a true and fair view of the financial position and performance of the Company at 31 December 2005 and the results of its operations and transactions of the Company for the year then ended;
2. the financial report has been prepared in accordance with the provisions of the Public Finance and Audit Act 1983 and the Corporations Act 2001;
3. the financial report has been prepared in accordance with Australian Accounting Standards which include equivalents to International Financial Reporting Standards, Urgent Issues Group Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board;
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 Albury this 18<sup>th</sup> day of April 2006

for an on behalf of the Board in accordance with its resolution.

Signed:

  
S C Smith

Signed:

  
D J McDonald

Olive Street Services Limited  
(a company limited by guarantee)  
ABN No. 56 057 200 138

## Directors' Report for the Year Ended

31 December 2005

In accordance with the Corporations Act 2001, we, the Directors whose signatures and names appear below, do hereby state on behalf of the Board that:

1. The Directors in Office at the date of this report are:

Mr H V Flood, Director, ASA, Accountant, aged 55, joined the Board in 2004.

Mr D J McDonald, Director, Services Manager, aged 54, joined the Board in 2004.

Mr S C Smith, Director, BBus(Accounting) *C. Sturt*, ASA, Accountant, aged 50, joined the Board in 1996.

Ms B J Hamilton, Director, Finance Officer, age 39, joined the Board in 2005.

2. The principal activities of Olive Street Services Limited in the course of the financial period were cleaning services and the inter-office movement of furniture for Charles Sturt University, Albury-Wodonga Campus.
3. The operating result for the year was \$0.
4. Olive Street 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. During and since the end of the financial year, no Director of Olive Street Services Limited has received or has become entitled to receive, a benefit because of a contract made by Olive Street 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 are covered by the following insurance policy:

### Directors and Officers Liability Cover

Unimutual

Policy No: UL CSU 06

Expiry Date: 31 October 2006

## Olive Street Services Limited

(a company limited by guarantee)

ABN No. 56 057 200 138

9. During the year ended 31 December 2005 six 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 H V Flood	6	2
Mr S C Smith	6	6
Mr D J McDonald	6	6
Ms B J Hamilton (appointed 06 /07/05)	5	5

There were no special or other meetings held during 2005.

10. The Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 is attached.

Dated at Albury this 18<sup>th</sup> day of April 2006

for and on behalf of the Board in accordance with its resolution.

Signed:

  
S C Smith

Signed:

  
D J McDonald

## Auditor's Declaration of Independence



GPO BOX 12  
Sydney NSW 2001

To the Directors  
Olive Street Services Limited

### Auditor's Independence Declaration

As auditor for the audit of Olive Street Services Limited for the year ended 31 December 2005, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- The 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 "Peter Carr".

Peter Carr  
Director, Financial Audit Services

12 April 2006  
SYDNEY

Statement of Financial Position  
for the year ended 31 December 2005

	Note	2005 \$	2004 \$
<b>CURRENT ASSETS</b>			
Receivables	7e	22,659	23,280
Other	7e	0	0
<b>TOTAL CURRENT ASSETS</b>		<u>22,659</u>	<u>23,280</u>
<b>TOTAL ASSETS</b>		<u>22,659</u>	<u>23,280</u>
<b>CURRENT LIABILITIES</b>			
Payables	11	8,342	9,115
Provisions	4,10	14,317	14,165
<b>TOTAL CURRENT LIABILITIES</b>		<u>22,659</u>	<u>23,280</u>
<b>TOTAL LIABILITIES</b>		<u>22,659</u>	<u>23,280</u>
<b>NET ASSETS</b>		<u>0</u>	<u>0</u>
<b>EQUITY</b>			
Retained Surplus		<u>0</u>	<u>0</u>
<b>TOTAL EQUITY</b>		<u>0</u>	<u>0</u>

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

Statement of Financial Performance  
for the year ended 31 December 2005

	Note	2005 \$	2004 \$
Revenue	2a	252,998	254,552
Expenses	2b	<u>252,998</u>	<u>254,552</u>
Surplus for the period		<u>0</u>	<u>0</u>

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

Statement of Cash Flows  
for the year ended 31 December 2005

	2005 \$ Inflows (Outflows)	2004 \$ Inflows (Outflows)
<b>Cash Flows from Operating Activities</b>		
Cash receipts from operations	253,619	250,091
Salaries and Oncosts	(209,094)	(211,035)
Other Operating Costs	<u>(44,525)</u>	<u>(39,056)</u>
Net Cash Provided by Operating Activities	<u>0</u>	<u>0</u>
Net Increase (Decrease) in Cash Held	0	0
Cash at the Beginning of the Year	<u>0</u>	<u>0</u>
Cash at the End of the Year	<u>0</u>	<u>0</u>

Note to the Statement of Cash Flows

Reconciliation of Net Cash Provided by Operating Activities to Operating Result

Operating Result	0	0
(Increase)/Decrease in Receivables	621	(4,461)
(Increase)/Decrease in Other Current Assets	0	0
Increase/(Decrease) in Provision for Annual Leave	152	3,517
Increase/(Decrease) in Payables	<u>(773)</u>	<u>944</u>
Net Cash Provided by Operating Activities	<u>0</u>	<u>0</u>

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

## Notes to and Forming Part of the Accounts

for the Financial Year Ended 31 December 2005

Olive Street Services Limited is incorporated in Australia as a company limited by guarantee (ABN number 56 057 200 138). In accordance with the Memorandum of Association, the liability of each member, in the event of the company winding up, is limited to \$20.00.

The address of the registered office is Charles Sturt University, Gordon Beaven Building, 1 Ellis St Thurgoona NSW 2640

### **Note 1**      Summary of Significant Accounting Policies

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

- (i) Australian Accounting Standards which include Australian Equivalents to International Financial Reporting Standards (AEIFRS)
- (ii) other authoritative pronouncements of the Australian Accounting Standards Board;
- (iii) Urgent Issues Group Interpretations.
- (iv) Corporations Act 2001
- (v) Public Finance and Audit Act 1983, Public Finance and Audit Regulations 2005

A statement of compliance with International Financial Reporting Standards cannot be made due to the company applying the not for profit sector requirements contained in AEIFRS.

This is the company's first financial report prepared under AEIFRS. No adjustments to opening balances or comparatives were required on transition from the previous Australian Generally Accepted Accounting Principles to AEIFRS.

The financial statements have been prepared on the basis of accrual accounting and in accordance with historical cost convention and have not been adjusted to record changes in the general purchasing power of the dollar.

Due to the nature of the company's operations there is no equity. Therefore a statement of changes in equity has not been presented.

#### **(a)** Property, Plant and Equipment

Olive Street Services Limited does not own any fixed assets. All fixed assets used by Olive Street Service Limited are owned by Charles Sturt University.

#### **(b)** Employee Benefits

Provision is made for annual leave estimated to be payable to employees on the basis of statutory and contractual requirements.

The provision represents the accrued leave as at 31 December 2005 at rates expected to be paid.

There were thirteen employees as at 31 December 2005.

(c) Taxation

The Company is exempt from payment of income tax and capital gains tax. The Company is registered for the Goods and Services Tax and is grouped with Charles Sturt University, the controlling entity, for GST purposes. Revenue, expenses and assets are recognised net of the amount of GST.

(d) Going Concern

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 give that support for at least twelve months from the date that these financial statements were approved by the Directors.

(e) 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 creditors.

In accordance with (AASB132) "Financial Instruments: Disclosure and Presentation" information is disclosed in Note 9, in respect of the credit risk and interest rate risk of 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 cost comprise:

- receivables
- payables

Classes of instruments recorded at market value or other than cost comprise:

- nil

All financial instruments including revenue, expenses or other cash flows arising from instruments are recognised on an accruals basis.

Note 2a Income

	2005	2004
	\$	\$
Fees for Services Rendered	252,998	254,552
Total income	252,998	254,552

The income of \$252,998 from Charles Sturt University was principally for cleaning services provided to Charles Sturt University, Albury-Wodonga Campus.

**Note 2b**     Expenditure

	2005	2004
	\$	\$
Salaries	168,431	168,470
Provision for Annual Leave	152	1669
Superannuation	13,954	13,442
Payroll Tax	10,935	10,795
Workers Compensation	15,774	20,176
Audit Fees	3,830	3,650
Communications		58
Maintenance of Equipment	18	296
Insurance	800	0
Buildings and Grounds services	17,225	17,835
Stores and Provisions	20,972	17,484
Motor Vehicle	784	551
Advertising	0	0
Other	123	126
Total expenditure	252,998	254,552

**Note 3**     Fees Paid in Respect of Audit Services

Audit fees payable in respect of the services of the Audit Office of NSW for the financial year ended 31 December 2005 was \$3,830. Apart from the audit fees, the auditors did not receive any other benefits.

**Note 4**     Provisions

Provision is staff accrued recreation leave.

**Note 5**     Equity

Olive Street Services Limited does not retain any profits. The accounting policy referred to in note 7 ensures that the company does not have any retained earnings or equity balances.

**Note 6**     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, (includes reimbursement of out-of-pocket expenses). Detail of Directors remuneration from a related entity is:

\$	No. of Directors
40,000-49,999	1
50,000-60,000	1
60,000-70,000	1

**Note 7**     Related Parties

(a)     Names of Directors

The names of Directors who have held office during the financial period are:

Mr H V Flood  
Mr S C Smith  
Mr D J McDonald  
Ms B J Hamilton (appointed 06/07/05)

(b) Remuneration

Information on remuneration of Directors is disclosed in Note 6.

(c) Controlling Entity

Charles Sturt University is the controlling entity of Olive Street Services Limited.

(d) Transactions with Charles Sturt University and its related entities

The University meets the expenses of the Company principally in return for cleaning services provided to the University. The company has commercial transactions with the parent entity only but these transactions do not result in a net cash flow between the University and Olive Street Services Limited.

(e) Aggregate amounts receivable from, and payable to related parties at balance date are as follows:

	2005	2004
	\$	\$
Current Receivables		
Controlling Entity	<u>22,659</u>	<u>23,280</u>
Other Assets		
Controlling Entity	<u>0</u>	<u>0</u>

(f) Charles Sturt University provided Olive Street Services Limited with a range of administrative support services. These services have been provided at no charge to Olive Street Services Limited and comprised the provision of:

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

The value of these services has been assessed and is not considered significant.

**Note 8**      Segment Reporting

The Company operates predominantly in one business segment being the provision of cleaning services and in one geographical segment being Australia.

**Note 9**      Financial Instruments

(a) 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 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:

2005

Financial Instruments	Floating Interest Rate \$	Fixed Interest Rate Maturing in:				Total Carrying Amount as Balance Sheet \$	Weighted Average Effective Interest Rate %
		1 Year or Less \$	Over 1 to 5 Years \$	More than 5 Years \$	Non-Interest Bearing \$		
<i>Financial Assets</i>							
Receivables	-	-	-	-	22,659	22,659	N/A
<i>Total Financial Assets</i>	-	-	-	-	22,659	22,659	N/A
<i>Financial Liabilities</i>							
Payables	-	-	-	-	8,342	8,342	N/A
<i>Total Financial Liabilities</i>	-	-	-	-	8,342	8,342	N/A

2004

Financial Instruments	Floating Interest Rate \$	Fixed Interest Rate Maturing in:				Total Carrying Amount as Balance Sheet \$	Weighted Average Effective Interest Rate %
		1 Year or Less \$	Over 1 to 5 Years \$	More than 5 Years \$	Non-Interest Bearing \$		
<i>Financial Assets</i>							
Receivables	-	-	-	-	23,280	23,280	N/A
<i>Total Financial Assets</i>	-	-	-	-	23,280	23,280	N/A
<i>Financial Liabilities</i>							
Payables	-	-	-	-	9,115	9,115	N/A
<i>Total Financial Liabilities</i>	-	-	-	-	9,115	9,115	N/A

## (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.

Note 10 Provision for Employee Benefits

	2005	2004
	\$	\$
Provision for Accrued Recreation Leave	14,317	14,165
Accrued Salaries, wages and Oncosts	2,861	5,465
Aggregate Employee Benefits	<u>17,178</u>	<u>19,630</u>

Note 11 Payables

Payables represent liabilities for goods and services provided to the economic entity 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.

Note 12 Developments

There were no changes in the activities of the company.

**Note 13**    Receivables

Receivables represent the amount owing from Charles Sturt University. Receivables are recognised on an accrual basis.

**Note 14**    Revenue Recognition

Revenue from cleaning services equates to the level of expenditure and is reimbursed by Charles Sturt University.

**Note 15**    Contingent Assets and Liabilities

There are no contingent Assets or liabilities.

**Note 16**    Environmental Issues

There are no environmental issues.

**Note 17**    Subsequent Events

There are no subsequent events

END OF AUDITED FINANCIAL STATEMENTS

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# Charles Sturt Foundation Limited

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

together with the trustee's report, financial report and Independent audit report for the year ended 31 December 2005 for

The Charles Sturt University Foundation Trust  
and the dissolved trusts:

The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

## Annual Financial Statements

for Year Ended 31 December 2005

## Independent Audit Report



GPO BOX 12  
Sydney NSW 2001

### INDEPENDENT AUDIT REPORT

#### CHARLES STURT FOUNDATION LIMITED

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

#### Audit Opinion

In my opinion, the financial report of Charles Sturt Foundation Limited 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 2005 and financial performance for the year ended on that date, and
  - complying with Accounting Standards in Australia, and the *Corporations Regulations 2001*,
- other mandatory financial reporting requirements in Australia, and
- section 41B of the *Public Finance and Audit Act 1983 (PF & A)* and the *Public Finance and Audit Regulation 2005*.

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

#### *The Financial Report and Directors' Responsibility*

The financial report comprises the balance sheet, income statement, cash flow statement, statement of changes in equity, directors' declaration and accompanying notes to the financial statements for the company, for the year ended 31 December 2005.

The directors of the Company are responsible for the preparation and true and fair presentation of the financial report in accordance with the PF & A Act and the *Corporations Act 2001*. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

#### *Audit Approach*

I conducted an independent audit in order to express an opinion on the financial report. My audit provides *reasonable assurance* to Members of the New South Wales Parliament and the members of the Company that the financial report is free of *material* misstatement.

My audit accorded with Australian Auditing Standards and statutory requirements, and I:

- assessed the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the directors in preparing the financial report, and
- examined a sample of the evidence that supports the amounts and disclosures in the financial report.

## Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN No. 23 002 557 459

An audit does *not* guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial report or indicate that the company's directors had not fulfilled their reporting obligations.

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.

### Audit Independence

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements and the *Corporations Act 2001*. 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.

My Declaration of Independence dated 24 April 2006 would have been made on the same terms if it had been made at the date of this report.



P Carr  
Director, Financial Audit Services

SYDNEY  
28 April 2006

## Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN No. 23 002 557 459

### Director's Declaration for the Year Ended

31 December 2005

Pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983 and the Corporations Act 2001, the directors of the Charles Sturt Foundation Limited state that:

1. the attached is a general purpose financial report and presents a true and fair view of the financial position and performance of the Company at 31 December 2005 and the results of its operations and transactions of the Company for the year then ended;
2. the financial report has been prepared in accordance with the provisions of the Public Finance and Audit Act 1983 and the Corporations Act 2001;
3. the financial report has been prepared in accordance with Australian Accounting Standards, which include equivalents to International Financial Reporting standards, Urgent Issues Group Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board;
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.

This declaration is in accordance with a resolution of directors made on 26 April 2006.



# Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN No. 23 002 557 459

## Director's Report for the Year Ended

31 December 2005

In compliance with the provisions of the Corporations Act 2001, the directors of your company report as follows:

### Review Of Operations

During 2005 the company continued to operate as trustee of the Charles Sturt University Foundation Trust. This Trust took over the activities of the Mitchell Foundation Trust, the Murray Foundation Trust, the Riverina Foundation Trust and the Pharmacy Trust which were formally dissolved on 31 January 2005. The funds of the dissolved Trusts were transferred to the Charles Sturt University Foundation Trust with the consent of the Trustee.

The directors consider that the accounting records kept for the trust correctly record and explain the transactions of the company as trustee.

The company did not trade in its own name and made neither a profit nor a loss.

### 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 and there was no significant change in the nature of this activity during the year.

### Significant Post Balance Date Events

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

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

### Future Developments

See Significant Post Balance Date Events.

### Directors

The names of the directors in office at the date of this report, together with their qualifications, experience and special responsibilities, are attached.

### Share Options And Director's Shareholdings

The company is limited by guarantee and has no share capital.

### 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 Directors are covered by the following insurance policy:

Directors and Officers / Company Reimbursement Liability  
Chubb Insurance Company of Australia Ltd  
Policy No: 93289849(02)  
Expiry Date: 31 December 2005

### 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.

### Auditor's Independence Declaration

The Auditor's Independence Declaration is included on Page 6 of the Financial Report.

This report is in accordance with a resolution of directors made on 26 April 2006.



Charles Sturt Foundation Limited  
(a company limited by guarantee)  
ABN No. 23 002 557 459

## Auditor's Independence Declaration



GPO BOX 12  
Sydney NSW 2001

To the Directors  
Charles Sturt Foundation Limited

### **Auditor's Independence Declaration**

As auditor for the audit of Charles Sturt Foundation Limited for the year ended 31 December 2005, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- The 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 "Peter Carr".

Peter Carr  
Director, Financial Audit Services

24 April 2006  
SYDNEY

## Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN No. 23 002 557 459

### Balance Sheet as at 31 December 2005

	<b>This Year</b> <b>\$</b>	<b>Last Year</b> <b>\$</b>
<b>Assets</b>	NIL	NIL
<b>Liabilities</b>	NIL	NIL

### Income Statement for the year ended 31 December 2005

	<b>This Year</b> <b>\$</b>	<b>Last Year</b> <b>\$</b>
<b>Revenue</b>	NIL	NIL
<b>Expenses</b>	NIL	NIL

### Statement of Changes in Equity for the year ended 31 December 2005

There are no changes

### Statement of Cash Flows for the year ended 31 December 2005

There are no cash flows

# Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN No. 23 002 557 459

## Notes to and Forming Part of the Accounts for the Year Ended 31 December 2005

### 1. Statement of Accounting Policies

The financial statements are a general purpose financial report and have been prepared in accordance with the requirements of the Public Finance and Audit Act 1983 (as amended) and the Public Finance and Audit Regulation 2005, Australian Accounting Standards which include equivalents to International Financial Reporting Standards (AEIFRS), Urgent Issues Group Interpretations, other authoritative pronouncements of the Australian Standards Board and the Corporations Act 2001. The financial report is for the entity The Charles Sturt Foundation Limited as an individual entity. The company is a company limited by guarantee, incorporated and domiciled in Australia.

A statement of compliance with International Financial Reporting Standards cannot be made due to the company applying the not for profit requirements contained in AEIFRS.

This is the company's first financial report under AEIFRS. No adjustments to opening balances or comparatives were required on transition from previous Australian Generally Accepted Accounting Principles to AEIFRS.

### 2. Trust Financial Statements

The company acts as trustee of:

Charles Sturt University Foundation Trust,  
Mitchell Foundation Trust (dissolved 31 January 2005)  
Murray Foundation Trust (dissolved 31 January 2005)  
Pharmacy Trust (dissolved 31 January 2005) and  
Riverina Foundation Trust (dissolved 31 January 2005)

The financial statements of the trusts are prepared from books of accounts kept by the trustee.  
(Note – the financial statements of the trusts are presented with the company's financial statement).

### 3. Company and Trust Expenses

Operating costs of the company have been met by the trusts in lieu of reimbursement of the trustee. All expenses incurred by the company were in its capacity as trustee.

### 4. Auditors remuneration

	This Year	Last Year
Auditing the company's financial statements	\$ nil	\$ nil
Other services, including auditing the financial report of the Foundation Trusts	\$8,200	\$7,800

### 5. Right of Indemnity out of the Trust Assets

The assets of the Trusts as at 31 December 2005 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.

### 6. Members' Liability

The company is limited by guarantee. In the event of the winding up of the company, a member's liability is limited to \$5.00. There were 27 members at the end of the financial year.

### 7. Related parties

#### Directors remuneration

The directors act in an honorary capacity and do not receive remuneration in connection with managing the affairs of the company or of the trusts for which the company acts as trustee.

#### Directors

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

DA Battersby	BD Cameron	HL Gardiner	PM Gissing
IG Goulter	DL Green	JB Hector	MA Kennedy
RJ Meyenn (r)	GE Whiteford	LJ Willett	

(a) = appointed during year - (r) = retired during year

## Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN No. 23 002 557 459

### Controlling entity

Charles Sturt University is considered to be the controlling entity of The Charles Sturt Foundation Limited

### Support

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

- office accommodation facilities
- accounting and administrative services
- electricity and other utility services
- human resources

These services are valued at approximately \$262,600.

### 8. Segment Reporting

The Company operates predominantly in one business segment, being the provision of trustee services, and one geographical segment being Australia.

### 9. Contingent Liabilities

There are no contingent Liabilities.

### 10. Subsequent Events

There are no subsequent events.

### 11. Developments

There were no changes in the activities of the Company.

### 12. Environmental Issues

There were no changes in the activities of the Company.

### 13. Other disclosures

The company's registered office (and principal place of business) is: Charles Sturt University, Panorama Avenue, Bathurst NSW

# Charles Sturt Foundation Limited

(a company limited by guarantee)

ABN No. 23 002 557 459

## Directors of Charles Sturt Foundation Limited

Name	Other Information	Period a Director and other responsibilities	Number of meetings during the 2005 financial year	
			Held whilst a Director	Attended
<i>In Office at the date of the Directors Report</i>				
David Arthur BATTERSBY	Deputy Vice-Chancellor (Administration) and Head of the Dubbo Campus of Charles Sturt University	from 24/1/00 to present representative of the Charles Sturt University Foundation Trust	3	3
Bruce Donald CAMERON	Chartered Accountant	from 18/4/97 to present Chairman, Investment sub-committee	3	2
Henry Lee GARDINER	Retired	from 09/12/94 to present Chairman, Riverina Foundation Trust	3	3
Peter Morris GISSING	Pharmacist	from 1/3/04 to present Chairman, Pharmacy Trust	3	3
Ian Charles GOULTER	Vice-Chancellor of Charles Sturt University	from 4 /7/ 2001 to present	3	3
David Leslie GREEN	Head of the Wagga Wagga Campus of Charles Sturt University	from 9/3/00 to present	3	2
Jennifer Beatrice HECTOR	Retired	from 3/12/2003 representative, Mitchell Foundation Trust	3	2
Michael Anthony KENNEDY	Chartered Accountant	from 3/12/2003	3	2
Gregory Allan WALKER	Head of the Bathurst Campus of Charles Sturt University	From 1/1/2006 to present	-	-
Gail Elizabeth WHITEFORD	Head of the Albury Wodonga Campus of Charles Sturt University	From 1/1/2004 to present	3	3
Lawrence John WILLETT	Chancellor of Charles Sturt University and Company Director	from 3/12/02 to present Acting Chairman of the Board	3	2
No longer in Office				
Robert John MEYENN	Head of Bathurst Campus and Dean, Faculty of Education Charles Sturt University	from 17/2/2003 to 31/12/2005	3	1

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

## Independent Audit Report



GPO BOX 12  
Sydney NSW 2001

### INDEPENDENT AUDIT REPORT

**CHARLES STURT UNIVERSITY FOUNDATION TRUST  
MITCHELL FOUNDATION TRUST  
MURRAY FOUNDATION TRUST  
RIVERINA FOUNDATION TRUST  
PHARMACY TRUST**

To Members of the New South Wales Parliament

#### **Qualified Audit Opinion Pursuant to the *Public Finance and Audit Act 1983***

In my opinion, except for the effects of such adjustments, if any, as might have been required had the limitations on my audit procedures referred to in the qualification paragraph below not existed, the financial reports of the Charles Sturt University Foundation Trust, Mitchell Foundation Trust, Murray Foundation Trust, Riverina Foundation Trust and Pharmacy Trust (the Trusts):

- present fairly the Trusts' financial position as at 31 December 2005 and their performance for the year ended on that date, in accordance with Accounting Standards and other mandatory financial reporting requirements in Australia, and
- comply with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the *Public Finance and Audit Regulation 2005*.

#### **Qualified Audit Opinion Pursuant to the *Charitable Fundraising Act 1991***

In my opinion, except for the effects of such adjustments, if any, as might have been required had the limitations on my audit procedures referred to in the qualification paragraph below not existed:

- the financial reports of the Trusts show a true and fair view of the financial result of fundraising appeals for the year ended 31 December 2005
- the ledgers and associated records of the Trusts have been properly kept during the year in accordance with the *Charitable Fundraising Act 1991* (the CF Act) and the *Charitable Fundraising Regulation 2003* (the CF Regulation)
- money received as a result of fundraising appeals conducted during the year has been properly accounted for and applied in accordance with the CF Act and the CF Regulation, and
- there are reasonable grounds to believe that the Trusts will be able to pay their debts as and when they fall due.

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

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

### **Qualification**

Donations are a significant source of revenue for the Trusts. Whilst a system is in place for recording pledges and their subsequent receipt, it is impracticable to establish control over the collection of other gifts prior to entry in the financial records. Other gifts are generally in the form of cheques and direct deposits, not notes and coin. Accordingly, as the evidence available to me regarding revenue from this source was limited, my audit procedures with respect to donations had to be restricted to the amounts recorded in the financial records. I therefore am unable to express an opinion whether the donations that the Trusts obtained are complete. The Independent Audit Report on the financial reports relating to the year ended 31 December 2004 was similarly qualified.

### **Scope**

#### ***The Financial Reports and Trustees' Responsibility***

The financial reports comprise the balance sheets, income statements, statements of changes in equity, cash flow statements and the accompanying notes to the financial statements for the Trusts for the year ended 31 December 2005.

The Trustees of the Trusts are responsible for the preparation and true and fair presentation of the financial reports in accordance with the PF&A Act. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

#### ***Audit Approach***

I conducted an independent audit in order to express opinions on the financial reports. My audit provides *reasonable assurance* to Members of the New South Wales Parliament that the financial reports are free of *material* misstatement.

My audit accorded with Australian Auditing Standards and statutory requirements, and I:

- assessed the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the Trustees in preparing the financial report,
- examined a sample of the evidence that supports:
  - the amounts and disclosures in the financial reports,
  - compliance with accounting and associated record keeping requirements pursuant to the CF Act, and
- obtained an understanding of the internal control structure for fundraising appeal activities.

An audit does *not* guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial reports or indicate that the Trustees had not fulfilled their reporting obligations.

My opinions do *not* provide assurance:

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

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

#### **Audit Independence**

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements. 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.



R J Sendt  
Auditor-General

SYDNEY  
28 April 2006

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

## Statement by Trustee

for the year ended 31 December 2005

It is the opinion of the Trustee that:

1. the attached is a general purpose financial report and presents a true and fair view of the financial position and performance of the Trusts at 31 December 2005 and the results of their operations and transactions of the Trusts for the year then ended;
2. the financial report has been prepared in accordance with the provisions of the Public Finance and Audit Act 1983 and the Corporations Act 2001;
3. the financial report has been prepared in accordance with Australian Accounting Standards, which include Australian equivalents to International Financial Reporting Standards, Urgent Issues Group Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board;
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 Trusts will be able to pay their debts as and when they fall due.

This statement is in accordance with a resolution of the Trustee made on 26 April 2006.

By order of the Board of The Charles Sturt Foundation Limited as Trustee of the Charles Sturt University Foundation Trust and the dissolved Trusts: the Mitchell Foundation Trust, the Murray Foundation Trust, the Pharmacy Trust and the Riverina Foundation Trust.

Two handwritten signatures in black ink. The signature on the left is larger and more stylized, while the one on the right is smaller and more compact.

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

## Trustee's Report

for the year ended 31 December 2005

### Trustee

The Mitchell Foundation Trust was established by deed dated 9 May 1983 and under that deed Mitchell Foundation Limited was appointed Trustee. The name of the company Mitchell Foundation Limited was changed to Charles Sturt Foundation Limited in November 1993, to Charles Sturt University Foundation Limited on 5 September 1994 and to Charles Sturt Foundation Limited on 19 November 2002 and continues as Trustee of the Charles Sturt University Foundation Trust. The Mitchell Foundation Trust, the Murray Foundation Trust, the Riverina Foundation Trust and the Pharmacy Trust were dissolved on 31 January 2005.

### Review Of Operations

During 2005 the Trustee operated as Trustee of the Charles Sturt University Foundation Trust and the dissolved Trusts: the Mitchell Foundation Trust, the Murray Foundation Trust, the Riverina Foundation Trust and the Pharmacy Trust and undertook no other activity.

The net result of activities for the year was a net surplus of \$4,627,853 for the Charles Sturt University Foundation Trust of which \$149,310 is from the normal activities of the Trust and \$4,478,543 is the fair value of the net assets transferred from the dissolved Trusts.

The net result of the dissolved Trusts relate to the dissolution process whereby the net assets were transferred to the Charles Sturt University Foundation Trust. The results were the Mitchell Foundation Trust \$3,411,410 deficit, the Murray Foundation Trust \$317,635 deficit, the Riverina Foundation Trust \$359,342 deficit and the Pharmacy Trust \$390,156 deficit. The deficits reflect the transfer of net assets to the Charles Sturt University Foundation Trust by consent of the Trustee.

### Significant Changes In The State Of Affairs

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

### Principal Activities

The principal activity of the Trusts during the year was the provision of tertiary scholarships, academic staff positions and University infrastructure.

### Significant Post Balance Date Events

The trustee is not aware of any matter or circumstance 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.

This report is in accordance with a resolution of the Trustee made on 26 April 2006 by order of the Board, Charles Sturt Foundation Limited, as Trustee of

- the Charles Sturt University Foundation Trust and the dissolved Trusts
- the Mitchell Foundation Trust
- the Murray Foundation Trust
- the Riverina Foundation Trust and
- the Pharmacy Trust



The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

**Trusts Income Statement**  
for the year ended 31 December 2005

	Note	All Trusts		Charles Sturt Trust		Mitchell Trust		Murray Trust		Pharmacy Trust		Riverina Trust	
		This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year
<b>Revenue from continuing activities</b>	2												
Donations	19	168,932	348,424	168,932	29,650	-	241,027	-	38,786	-	11,765	-	27,196
Sponsorship	19	270,790	357,819	270,790	118,892	-	124,700	-	11,000	-	9,000	-	94,227
Investment income		414,151	308,448	414,151	33,852	-	210,214	-	20,013	-	23,189	-	21,180
University Subsidy		-	12,500	-	1,372	-	8,519	-	811	-	940	-	858
Tax imputation credits refunded		70,939	83,913	70,939	9,209	-	57,188	-	5,445	-	6,309	-	5,762
<b>Total revenue from continuing activities</b>		<b>924,812</b>	<b>1,111,104</b>	<b>924,812</b>	<b>192,975</b>	<b>-</b>	<b>641,648</b>	<b>-</b>	<b>76,055</b>	<b>-</b>	<b>51,203</b>	<b>-</b>	<b>149,223</b>
Funds from dissolved trusts	15	4,478,543	-	4,478,543	-	-	-	-	-	-	-	-	-
<b>Total revenue</b>		<b>5,403,355</b>	<b>1,111,104</b>	<b>5,403,355</b>	<b>192,975</b>	<b>-</b>	<b>641,648</b>	<b>-</b>	<b>76,055</b>	<b>-</b>	<b>51,203</b>	<b>-</b>	<b>149,223</b>
<b>Expenses from continuing activities</b>													
Administrative expenses	3	23,023	19,659	23,023	2,156	-	13,399	-	1,275	-	1,477	-	1,352
Transfer net assets on dissolution	15	4,478,543	-	-	-	3,411,410	-	317,635	-	390,156	-	359,342	-
<b>Surplus for year before distributions</b>		<b>901,789</b>	<b>1,091,445</b>	<b>5,380,332</b>	<b>190,819</b>	<b>(3,411,410)</b>	<b>628,249</b>	<b>(317,635)</b>	<b>74,780</b>	<b>(390,156)</b>	<b>49,726</b>	<b>(359,342)</b>	<b>147,871</b>
<b>Distributions</b>	3,19	<b>752,479</b>	<b>893,688</b>	<b>752,479</b>	<b>132,892</b>	<b>-</b>	<b>511,569</b>	<b>-</b>	<b>101,500</b>	<b>-</b>	<b>33,000</b>	<b>-</b>	<b>114,727</b>
<b>Surplus (deficit) after distributions</b>	10	<b>149,310</b>	<b>197,757</b>	<b>4,627,853</b>	<b>57,927</b>	<b>(3,411,410)</b>	<b>116,680</b>	<b>(317,635)</b>	<b>(26,720)</b>	<b>(390,156)</b>	<b>16,726</b>	<b>(359,342)</b>	<b>33,144</b>

The Charles Sturt University Foundation Trust  
 The Mitchell Foundation Trust  
 The Murray Foundation Trust  
 The Riverina Foundation Trust  
 The Pharmacy Trust

**Trusts Balance Sheet**  
 as at 31 December 2005

	Note	All Trusts		Charles Sturt Trust		Mitchell Trust		Murray Trust		Pharmacy Trust		Riverina Trust	
		This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year
<b>Current assets</b>													
Cash	4	407,862	641,375	407,862	71,872	-	434,826	-	40,722	-	48,188	-	45,767
Receivables	5	60,029	8,881	60,029	994	-	6,022	-	564	-	667	-	634
Available-for-sale financial assets	6	225,477	-	225,477	-	-	-	-	-	-	-	-	-
		<u>693,368</u>	<u>650,256</u>	<u>693,368</u>	<u>72,866</u>	<u>-</u>	<u>440,848</u>	<u>-</u>	<u>41,286</u>	<u>-</u>	<u>48,855</u>	<u>-</u>	<u>46,401</u>
<b>Non-current assets</b>													
Available-for-sale financial assets	6	5,046,303	4,566,561	5,046,303	511,721	-	3,095,948	-	289,941	-	343,088	-	325,863
<b>Total assets</b>		<u>5,739,671</u>	<u>5,216,817</u>	<u>5,739,671</u>	<u>584,587</u>	<u>-</u>	<u>3,536,796</u>	<u>-</u>	<u>331,227</u>	<u>-</u>	<u>391,943</u>	<u>-</u>	<u>372,264</u>
<b>Current liabilities</b>													
Payables	7	12,788	5,114	12,788	627	-	3,386	-	242	-	287	-	572
Other liabilities	8	330,115	372,900	330,115	223,700	-	122,000	-	13,350	-	1,500	-	12,350
Total current liabilities		<u>342,903</u>	<u>378,014</u>	<u>342,903</u>	<u>224,327</u>	<u>-</u>	<u>125,386</u>	<u>-</u>	<u>13,592</u>	<u>-</u>	<u>1,787</u>	<u>-</u>	<u>12,922</u>
<b>Net assets</b>		<u>5,396,768</u>	<u>4,838,803</u>	<u>5,396,768</u>	<u>360,260</u>	<u>-</u>	<u>3,411,410</u>	<u>-</u>	<u>317,635</u>	<u>-</u>	<u>390,156</u>	<u>-</u>	<u>359,342</u>
being:													
<b>Equity</b>													
Trust settlements	9	10	50	10	10	-	10	-	10	-	10	-	10
Retained surplus	10	4,988,103	4,274,363	4,988,103	298,308	-	3,026,756	-	281,005	-	347,715	-	320,579
Reserves	11	408,655	564,390	408,655	61,942	-	384,644	-	36,620	-	42,431	-	38,753
<b>Total equity</b>		<u>5,396,768</u>	<u>4,838,803</u>	<u>5,396,768</u>	<u>360,260</u>	<u>-</u>	<u>3,411,410</u>	<u>-</u>	<u>317,635</u>	<u>-</u>	<u>390,156</u>	<u>-</u>	<u>359,342</u>

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

**Trusts Statement of Changes in Equity**  
for the year ended 31 December 2005

	Note	All Trusts		Charles Sturt Trust		Mitchell Trust		Murray Trust		Pharmacy Trust		Riverina Trust	
		This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year
Total equity at the start of the financial year		4,838,803	4,076,656	360,260	240,391	3,411,410	2,910,086	317,635	307,735	390,156	330,999	359,342	287,445
Adjustment on adoption of AASB 132 and AASB 139 - write back of asset revaluation reserve to:													
Retained surplus		564,390	-	61,942	-	384,644	-	36,620	-	42,431	-	38,753	-
Reserves		(564,390)	-	(61,942)	-	(384,644)	-	(36,620)	-	(42,431)	-	(38,753)	-
Available-for-sale investments:													
Valuation gains (losses) taken to equity		408,655	-	408,655									
Increase in asset revaluation reserve		-	564,390		61,942	-	384,644	-	36,620	-	42,431	-	38,753
Net income recognised directly in equity		408,655	564,390	408,655	61,942	-	384,644	-	36,620	-	42,431	-	38,753
Surplus(deficit) for the period	10	149,310	197,757	4,627,853	57,927	(3,411,410)	116,680	(317,635)	(26,720)	(390,156)	16,726	(359,342)	33,144
Total recognised income and expense for the period		557,965	762,147	5,036,508	119,869	(3,411,410)	501,324	(317,635)	9,900	(390,156)	59,157	(359,342)	71,897
Total equity at the end of the financial year		5,396,768	4,838,803	5,396,768	360,260	-	3,411,410	-	317,635	-	390,156	-	359,342

The Charles Sturt University Foundation Trust  
 The Mitchell Foundation Trust  
 The Murray Foundation Trust  
 The Riverina Foundation Trust  
 The Pharmacy Trust

**Trusts Statement of Cash Flows**  
 for the year ended 31 December 2005

Note	All Trusts		Charles Sturt Trust		Mitchell Trust		Murray Trust		Pharmacy Trust		Riverina Trust		
	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	
<b>Cashflows from operating activities:</b>													
Donations and sponsorships	419,309	674,494	419,309	117,950		369,322		44,386		21,665		121,171	
Interest received	45,019	43,407	45,019	4,764		29,583		2,816		3,263		2,981	
Dividends and distributions received	307,432	234,389	307,432	25,704		159,757		15,241		17,618		16,069	
Other receipts	-	13,750	-	1,509		9,371		892		1,034		944	
Tax imputation credits refunded	70,939	83,913	70,939	9,209		57,188		5,445		6,309		5,762	
Suppliers paid	(29,180)	(56,395)	(29,180)	(6,191)		(38,223)		(3,962)		(4,186)		(3,833)	
Net GST refunded by (paid to) Tax Office	(8,541)	(8,148)	(8,541)	(1,301)		202		(232)		(1,033)		(5,784)	
Distributions to beneficiaries	(752,479)	(908,393)	(752,479)	(132,892)		(526,274)		(101,500)		(33,000)		(114,727)	
<i>Net cash provided by (used in) operating activities</i>	18(b)	52,499	77,017	52,499	18,752	-	60,926	-	(36,914)	-	11,670	-	22,583
<b>Cashflows from investing activities:</b>													
Payments for investments made	(1,631,123)	(1,640,566)	(1,631,123)	(189,076)		(1,125,599)		(69,528)		(128,557)		(127,806)	
Receipts for investments disposed of	1,345,111	1,681,135	1,345,111	184,512		1,145,637		109,181		126,404		115,401	
<i>Net cash provided by (used in) investing activities</i>		(286,012)	40,569	(286,012)	(4,564)	-	20,038	-	39,653	-	(2,153)	-	(12,405)
<b>Cashflows from financing activities:</b>													
Transferred from dissolved trusts	-	-	569,503	-	(434,826)	-	(40,722)	-	(48,188)	-	(45,767)	-	
<i>Net cash provided by (used in) financing activities</i>		-	569,503	-	(434,826)	-	(40,722)	-	(48,188)	-	(45,767)	-	
<b>Net increase (decrease) in cash held</b>		(233,513)	117,586	335,990	14,188	(434,826)	80,964	(40,722)	2,739	(48,188)	9,517	(45,767)	10,178
Cash at beginning of financial year		641,375	523,789	71,872	57,684	434,826	333,862	40,722	37,963	48,188	38,671	45,767	35,589
Cash at end of financial year	18(a)	407,862	641,375	407,862	71,872	-	434,826	-	40,722	-	48,188	-	45,767

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

## Notes to and Forming Part of the Accounts for the Year Ended 31 December 2005

### 1. Summary of Significant Accounting Policies

#### Basis of accounting

The financial report of the Trusts is a general purpose financial report prepared in accordance with Australian Accounting Standards which include equivalents to International Financial Reporting Standards (AIFRSs), other authoritative pronouncements of the Australian Accounting Standards Board, Urgent Issues Group Interpretations and the trust deeds.

The financial report has been prepared in accordance with historical cost conventions and on an accruals basis and to reflect net fair values.

The accounting policies have been consistently applied, unless otherwise stated.

A statement of compliance with International Financial Reporting Standards cannot be made due to the Trusts applying the not for profit sector requirements contained in AIFRS.

#### Trust deeds

The trusts were established by deeds of settlement as follows:

the Charles Sturt University Foundation Trust on 17 March 1994,  
the Mitchell Foundation Trust on 9 May 1983,  
the Murray Foundation Trust on 17 March 1994,  
the Pharmacy Trust on 13 December 2002, and  
the Riverina Foundation Trust on 17 March 1994.

The Mitchell, Murray and Riverina Foundation Trusts and the Pharmacy Trust were dissolved on 31 January 2005. Their funds were transferred to the Charles Sturt University Foundation Trust on 1 January 2005. The Charles Sturt Foundation Limited acts as Trustee to the trusts. The trusts are for the benefit of the Charles Sturt University.

#### Revenue

Donations are recognised as revenue when received.

Sponsorship is recognised as revenue when the service has been provided. This is taken to be when funds received for sponsorship are expended.

Interest income is taken up when due.

Dividends and distributions are recognised as revenue when the Trusts' right to receive payment is established.

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

For 2004, gains and losses on revaluation of current investments to market at balance date, are taken to the income statement. Revaluation increments on non-current investments are credited directly to an asset revaluation reserve except to the extent that an increment reverses a revaluation previously recognised as an expense, the increment is recognised as revenue.

#### Receivables

Trade receivables are generally settled within 60 days of being due. The Trustee believes the carrying amount of receivables approximates their net fair value.

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

## 1. Summary of Significant Accounting Policies (cont)

### Investments

*From 1 January 2004 to 31 December 2004*

The exemption under AASB1 has been taken to apply AASB132 and AASB 139 only from 1 January 2005. Comparative information on financial instruments within the scope of AASB 132 and AASB 139 has been recognised as follows:

The carrying value of investments at 31 December 2004 is: \$4,566,561

Investments were valued at market value being:

- (a) Managed investment trusts the exit values advised by the managers
- (b) Quoted investments the closing prices quoted by the Australian Stock Exchange.

No allowance is made for selling costs.

*Adjustments on transition date: 1 January 2005*

With the exception of held-to-maturity investments which are measured at amortised cost, investments are measured at fair value (at 31 December 2004, investments were carried at market price). Changes in fair value are taken either to the income statement or to an equity reserve. At the date of transition, changes to carrying amounts are taken to retained profits or reserves.

*From 1 January 2005*

Investments 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. Management has designated all investments as available-for-sale financial assets.

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

This category has two sub-categories: financial assets held for trading, and those designated at fair value through profit or loss on initial recognition. A financial asset is classified in this category if acquired principally for the purpose of selling in the short term or if so designated by management. The policy of management is to designate a financial asset if there exists the possibility it will be sold in the short term and the asset is subject to frequent changes in fair value. Derivatives are also categorised as held for trading unless they are designated as hedges. Assets in this category are classified as current assets if they are either held for trading or are expected to be realised within 12 months of the balance sheet date

#### (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 arise when the Trust provides money, goods or services directly to a debtor with no intention of selling the receivable. 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 Trust'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.

## 1. Summary of Significant Accounting Policies (cont)

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 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. Realised and unrealised gains and 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 in the period in which they arise. Unrealised gains and losses arising from changes in the fair value of non-monetary securities classified as available-for-sale are recognised in equity in the available-for-sale 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. current bid prices.

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.

### Fair value estimation

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

The fair value of financial instruments traded in active markets (such as publicly traded derivatives, and trading and available-for-sale securities) is based on quoted market prices at the balance sheet date. The quoted market price used for financial assets held by the Trust is the current bid price; the appropriate quoted market price for financial liabilities is the current ask price.

The fair value of financial instruments that are not traded in an active market (for example, over-the-counter derivatives) is determined using valuation techniques. The Trust uses a variety of methods and makes assumptions that are based on market conditions existing at each balance date. Quoted market prices or dealer quotes for similar instruments are used for long-term debt instruments held. Other techniques, such as estimated discounted cash flows, are used to determine fair value for the remaining financial instruments. The fair value of interest-rate swaps is calculated as the present value of the estimated future cash flows. The fair value of forward exchange contracts is determined using forward exchange market rates at the balance sheet date.

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

## 1. Summary of Significant Accounting Policies (cont)

### Payables

Payables represent liabilities for goods and services provided 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.

### Income tax

The trustee and trusts are exempt from income tax.

Refunds of imputation credits arising from investment income received, are classified in the accounts as revenue.

### Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of GST.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities which are recoverable from or payable to the ATO are classified as operating cash flows.

### Going concern

The trustee and trusts operate independently from the Charles Sturt University. The Trustee and Trusts are in a sound financial position and will be in a position to meet their financial commitments for the foreseeable future.

### Change in presentation

Where there has been a change in the presentation of items, the comparative amounts have been reclassified to conform with the current presentation. Apart from the effect of transition to AIFRSs (note 25), this has not effected the results or financial position of the trusts.

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

	Note	2005 \$	2004 \$
<b>2 Revenue</b>			
<i>Donations</i>		<u>168,932</u>	<u>348,424</u>
<i>Sponsorship</i>			
Annually funded scholarships		203,240	234,677
Other programs		<u>67,550</u>	<u>123,142</u>
		<u>270,790</u>	<u>357,819</u>
<i>Investment income</i>			
Interest income		45,019	43,407
Dividends income		88,997	83,724
Distributions receivable		212,911	156,889
Profit on sale of available-for-sale investments		67,224	-
Profit on sale of investments		<u>-</u>	<u>24,428</u>
		<u>414,151</u>	<u>308,448</u>
<i>Other revenue</i>			
Subsidy from university		-	12,500
Tax imputation credits refunded		<u>70,939</u>	<u>83,913</u>
		<u>70,939</u>	<u>96,413</u>
sub-total		924,812	1,111,104
<i>Revenue arising from transfer of assets from dissolved trusts to Charles Sturt University Foundation Trust</i>			
Net assets transferred at fair value	15	4,478,543	-
Total revenue		<u><u>5,403,355</u></u>	<u><u>1,111,104</u></u>
<b>3 Expenses</b>			
<i>Administrative and general</i>		23,023	19,659
<i>Transfer net assets of dissolved funds</i>	15	4,478,543	-
<i>Distributions</i>			
Scholarships - annually funded		203,240	234,677
Scholarships - other		219,500	267,750
Grants		<u>329,739</u>	<u>391,261</u>
		<u>752,479</u>	<u>893,688</u>
Total expenditure		<u><u>5,254,045</u></u>	<u><u>913,347</u></u>

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

	2005	2004
<b>4 Cash</b>		
Cash at bank	<u>407,862</u>	<u>641,375</u>
<b>5 Receivables</b>		
Investment income receivable	3,357	8,881
Proceeds from sale of investments	<u>56,672</u>	<u>-</u>
Total current receivables	<u>60,029</u>	<u>8,881</u>
<b>6 Available-for-sale financial assets</b>		
At start of year reflecting adjustment on adoption of AASB 132 and AASB 139#	4,566,561	4,005,112
Additions	1,631,123	2,404,131
Disposals (sale and redemption)	(1,334,559)	(2,407,072)
Revaluation	<u>408,655</u>	<u>564,390</u>
At end of year	<u>5,271,780</u>	<u>4,566,561</u>
<i>classified as:</i>		
Current	225,477	-
Non-current	<u>5,046,303</u>	<u>4,566,561</u>
	<u>5,271,780</u>	<u>4,566,561</u>
<i>comprising:</i>		
Australian listed equity securities	3,122,919	2,493,158
Australian listed income and hybrid securities	352,669	355,164
Unlisted managed investments	<u>1,796,192</u>	<u>1,718,239</u>
At end of year	<u>5,271,780</u>	<u>4,566,561</u>
Changes in fair value of available-for-sale investments are taken direct to equity and are recorded in the available-for-sale investments revaluation reserve (note 11)		
#Last year, the investments were classified as Other financial assets. As all the investments have been designated as Available-for-sale in 2005, the 2004 assets have been shown here.		
<b>7 Payables</b>		
Creditors and accrued expenses	7,000	5,000
GST	<u>5,788</u>	<u>114</u>
Total current payables	<u>12,788</u>	<u>5,114</u>
<b>8 Other liabilities (current)</b>		
Sponsorship revenue deferred	<u>330,115</u>	<u>372,900</u>

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

Note	All Trusts		Charles Sturt Trust		Mitchell Trust		Murray Trust		Pharmacy Trust		Riverina Trust		
	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	
<b>Note 9. Trust settlements</b>													
Balance at start of financial year	50	50	10	10	10	10	10	10	10	10	10	10	
Transfer of settlements to retained surplus	(40)	-	-	-	(10)	-	(10)	-	(10)	-	(10)	-	
Balance at end of financial year	10	50	10	10	-	10	-	10	-	10	-	10	
<b>Note 10. Retained surplus</b>													
Retained surplus at start of financial year	4,274,363	4,076,606	298,308	240,381	3,026,756	2,910,076	281,005	307,725	347,715	330,989	320,579	287,435	
Adjustments on adoption of AASB 132 and AASB 139:													
Asset revaluation reserve no longer required	564,390	-	61,942	-	384,644	-	36,620	-	42,431	-	38,753	-	
Transfer from settlements	40	-	-	-	10	-	10	-	10	-	10	-	
Surplus (deficit) after distributions	149,310	197,757	4,627,853	57,927	(3,411,410)	116,680	(317,635)	(26,720)	(390,156)	16,726	(359,342)	33,144	
Retained surplus at end of financial year	4,988,103	4,274,363	4,988,103	298,308	-	3,026,756	-	281,005	-	347,715	-	320,579	
<b>Note 11. Reserves</b>													
Asset revaluation	a)	-	564,390	-	61,942	-	384,644	-	36,620	-	42,431	-	38,753
Available-for-sale investments revaluation	b)	408,655	-	408,655	-	-	-	-	-	-	-	-	
Total reserves at end of financial year		408,655	564,390	408,655	61,942	-	384,644	-	36,620	-	42,431	-	38,753
<b>Movements:</b>													
<b>a) Asset revaluation reserve</b>													
Balance at start of financial year		564,390	-	61,942	-	384,644	-	36,620	-	42,431	-	38,753	-
Adjustment on adoption of AASB 132 and AASB 139 - write back		(564,390)	-	(61,942)	-	(384,644)	-	(36,620)	-	(42,431)	-	(38,753)	-
Net increment arising on revaluation of investments to market value		-	564,390	-	61,942	-	384,644	-	36,620	-	42,431	-	38,753
Balance at end of financial year		-	564,390	-	61,942	-	384,644	-	36,620	-	42,431	-	38,753

The Charles Sturt University Foundation Trust  
 The Mitchell Foundation Trust  
 The Murray Foundation Trust  
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**Note 11. Reserves (cont)**

The asset revaluation reserve records unrealised gains on revaluations of non-current investments.  
 This reserve was reversed on 1 January 2005 on the adoption of AASB 132 and AASB 139

**b) Available-for-sale investments revaluation reserve**

	Note	All Trusts		Charles Sturt Trust		Mitchell Trust		Murray Trust		Pharmacy Trust		Riverina Trust	
		This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year	This Year	Last Year
Balance at start of financial year		-	-	-	-	-	-	-	-	-	-	-	-
Revaluation to fair value of available-for-sale investments at end of financial year		408,655	-	408,655	-	-	-	-	-	-	-	-	-
Balance at end of financial year		408,655	-	408,655	-	-	-	-	-	-	-	-	-

The available-for-sale investments revaluation reserve records the unrealised gains on revaluations of available-for-sale investments.

Where a revalued financial asset is sold that portion of the reserve which relates to that financial asset, and is effectly realised, is recognised in profit or loss.

Where a revalued financial asset is impaired that portion of the reserve which relates to that financial asset is recognised in profit or loss.

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

**12. Fees payable in respect of audit services**

Audit fees for the corporate trustee and the trusts in respect of the services of the Audit Office of NSW for the financial year ended 31 December 2005 was \$8,200 (2004 - \$7,800). Apart from the audit fees, the auditors did not receive any other benefits. The fees were met by the Charles Sturt University.

**13. Contingent liabilities and contingent assets**

There are no contingent liabilities and no contingent assets.

**14. Related party**

**(a) Related party – Corporate Trustee**

Directors of the Corporate Trustee

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

DA Battersby	BD Cameron	HL Gardiner	PM Gissing
IG Goulter	DL Green	JB Hector	MA Kennedy
RJ Meyenn (r)	GE Whiteford	LJ Willett	

(a) = appointed during year - (r) = retired during year

Trustee and Trust Expenses

Operating costs of the trustee have been met by the trusts in lieu of reimbursement.

Right of Indemnity out of Trust Assets

The assets of the trusts as at 31 December 2005 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.

**(b) Related party – Controlling entity**

Charles Sturt University is considered to be the controlling entity of the Trusts and the corporate trustee, The Charles Sturt Foundation Limited

Support

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

- office accommodation facilities
- accounting and administrative services
- electricity and other utility services
- human resources

These services are valued at approximately \$262,600.

Employees

As at 31 December 2005, there were the equivalent of 2.5 full-time employees provided by the Charles Sturt University to the Foundation.

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

#### 15. Business combinations (transfer from dissolved trusts)

On 1 January 2005, the Charles Sturt University Foundation Trust received the assets and assumed the liabilities of the Mitchell Foundation Trust, Murray Foundation Trust, Pharmacy Trust and Riverina Foundation Trust. Those trusts were dissolved on 31 January 2005.

It is intended to apply the funds acquired to similar purposes that would have applied had those trusts not been dissolved, namely for the benefit of the respective campuses and disciplines.

The net assets acquired on 1 January 2005 comprised:

	Dissolved trusts	Mitchell	Murray	Pharmacy	Riverina	Total
<b>Current assets</b>						
Cash		434,826	40,722	48,188	45,767	569,503
Receivables		6,022	564	667	634	7,887
<b>Non-current assets</b>						
Other financial assets		3,095,948	289,941	343,088	325,863	4,054,840
<b>Total assets</b>		<u>3,536,796</u>	<u>331,227</u>	<u>391,943</u>	<u>372,264</u>	<u>4,632,230</u>
<b>Current liabilities</b>						
Payables		3,386	242	287	572	4,487
Other liabilities		122,000	13,350	1,500	12,350	149,200
<b>Total current liabilities</b>		<u>125,386</u>	<u>13,592</u>	<u>1,787</u>	<u>12,922</u>	<u>153,687</u>
<b>Net assets</b>		<u>3,411,410</u>	<u>317,635</u>	<u>390,156</u>	<u>359,342</u>	<u>4,478,543</u>

#### 16. Economic dependency

The foundation trust is dependent on benefactors.

#### 17. Events occurring after balance date

There are no subsequent events

#### 18. Cash Flow

##### (a) Reconciliation of cash

For the purposes of the cash flow statement, cash includes cash at bank

Cash at bank	<u>407,862</u>	<u>641,375</u>
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##### (b) Reconciliation of net cash provided by operating activities to net surplus after distributions

Net surplus after distribution	149,310	197,757
Profit on sale of available-for-sale investments	(67,224)	-
Profit (loss) on sale of investments		(24,428)
Decrease (increase) in receivables	5,524	(6,224)
Increase (decrease) in payables	7,674	(35,986)
Increase (decrease) in deferred revenue	(42,785)	(54,102)
<b>Net cash provided by (used in) operating activities</b>	<u>52,499</u>	<u>77,017</u>

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

**19. Charitable fundraising disclosures**

Donations and sponsorship are sought for various purposes and for general benefit of the Charles Sturt University and its campuses.

No other fundraising activities were carried out. Set out below is a summary of donations and sponsorship revenue and distributions made

Purpose	2005		2004	
	Revenue	Distributions	Revenue	Distributions
<i>Charles Sturt University Foundation Trust</i>				
ANZ Visiting Professor	-	-	63,592	63,592
Residences (Dubbo)	12,500	-	12,500	-
Charles Sturt Collection	-	-	10,000	-
Chair in Irrigation	33,550	33,550	33,550	33,550
Scholarships - Annually funded	18,250	18,250	21,750	21,750
Scholarships - other	-	-	-	14,000
Untied	40,920	11,250	7,150	-
Total - CSU	105,220	63,050	148,542	132,892
<i>Bathurst Campus (was Mitchell Foundation Trust)</i>				
Commercial Radio	32,000	32,000	22,000	35,000
Research (Dr L Johnstone)	-	1,500	500	-
BTCAA (Bathurst Teachers College)	2,285	-	1,998	-
Somerville Collection	300	81,669	213,680	142,500
Scholarships - Annually funded	74,400	74,400	98,700	98,700
Scholarships - other	-	172,000	-	212,750
Untied	19,099	43,293	28,849	22,619
Total - Bathurst Campus	128,084	404,862	365,727	511,569
<i>Albury-Wodonga Campus (was Murray Foundation Trust)</i>				
AAOMT	-	-	23,334	70,000
Mark Smyth Mem S/ship Fund	-	-	15,000	-
Scholarships - Annually funded	10,500	10,500	11,000	11,000
Scholarships - other	-	17,500	-	20,500
Untied	1,512	-	452	-
Total - Albury Campus	12,012	28,000	49,786	101,500
<i>Pharmacy (was Pharmacy Trust)</i>				
Scholarships - Annually funded	11,500	11,500	9,000	9,000
Untied	70,775	132,077	11,765	24,000
Total - Pharmacy	82,275	143,577	20,765	33,000
<i>Wagga Campus (was Riverina Foundation Trust)</i>				
WWTC Alumni	4,042	-	4,240	-
Scholarships - Annually funded	87,590	87,590	94,227	94,227
Scholarships - other	-	18,750	-	20,500
Untied	7,799	-	22,956	-
Total - Wagga Campus	99,431	106,340	121,423	114,727

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

**19. Charitable fundraising disclosures (cont)**

	2005		2004	
	Revenue	Distributions	Revenue	Distributions
<i>Dubbo Campus (new 2005)</i>				
Scholarships - Annually funded	-	-		
Untied	200	-		
Total - Dubbo Campus	<u>200</u>	<u>-</u>		
<i>Veterinary Science (new 2005)</i>				
Scholarships - Annually funded	1,000	1,000		
Untied	11,500	5,650		
Total - Veterinary Science	<u>12,500</u>	<u>6,650</u>		
Total all trusts	<u>439,722</u>	<u>752,479</u>	<u>706,243</u>	<u>893,688</u>
	Revenue		Revenue	
Donations	168,932		348,424	
Sponsorship revenue	<u>270,790</u>		<u>357,819</u>	
	<u>439,722</u>		<u>706,243</u>	
<b>Comparisons</b>				
(i) Fundraising costs to fundraising income		7%		3%
(ii) Fundraising surplus to fundraising income		93%		97%
(iii) Distributions to total expenditure		96%		98%
(iv) Distributions to total income		80%		80%
<i>based on:</i>				
Fundraising income (A)	\$		\$	
Other income	439,722		706,243	
Total income	<u>503,954</u>		<u>404,861</u>	
Fundraising expenses (B)	943,676		1,111,104	
Distributions	31,026		19,659	
Total expenditure	<u>752,479</u>		<u>893,688</u>	
Surplus for year	<u>783,505</u>		<u>913,347</u>	
	160,171		197,757	
Fundraising surplus (=A-B)	408,696		686,584	

Other income and total expenditure excludes items relating to the transfer of assets from dissolved funds to Charles Sturt University Foundation as they distort the comparisons.

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

## 20. Financial instruments

- a **Interest rate risk** - The trusts' exposure to interest rate risk, which is the risk that financial instrument's value, will fluctuate as a result of changes in the market interest rates and the effective weighted average interest rates on those financial assets and financial liabilities, is as follows:

	<i>Weighted av. interest rate (pa)</i>	Floating interest rate	Non-interest bearing	Total
<b>2005</b>				
<i>Financial assets</i>				
Cash	3.94%	407,862	-	407,862
Receivables		-	60,029	60,029
Available-for-sale financial assets	6.98%	352,669	4,919,111	5,271,780
		<u>760,531</u>	<u>4,979,140</u>	<u>5,739,671</u>
<i>Financial liabilities</i>				
Payables		-	12,788	12,788
		<u>-</u>	<u>12,788</u>	<u>12,788</u>
<b>2004</b>				
<i>Financial assets</i>				
Cash	4.45%	641,375	-	641,375
Receivables		-	8,881	8,881
Other financial assets	6.79%	355,164	4,211,397	4,566,561
		<u>996,539</u>	<u>4,220,278</u>	<u>5,216,817</u>
<i>Financial liabilities</i>				
Payables		-	5,114	5,114
		<u>-</u>	<u>5,114</u>	<u>5,114</u>

- b **Net market value of financial assets and liabilities** - The net market value of the cash, receivables, and creditors approximate their carrying value.  
Quoted investments and managed investment funds are shown at market value being last sale price or exit price (after distributions).

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

## 21. Explanation of transition to Australian equivalents to IFRSs

	Note	Previous AGAAP	All Trusts Effect of transition	AIFRS
<b>21.1 Reconciliation of surplus for the year ended 31 December 2004</b>				
<b>Revenue from ordinary activities</b>				
Donations		652,141	(303,717)	348,424
Sponsorship		-	357,819	357,819
Investment income		308,448		308,448
University Subsidy		12,500		12,500
Tax imputation credits refunded		83,913		83,913
Total revenue from ordinary activities		1,057,002	54,102	1,111,104
<b>Expenses from ordinary activities</b>				
		19,659		19,659
Surplus for year before distributions		1,037,343	54,102	1,091,445
<b>Distributions</b>				
		893,688		893,688
<b>Surplus after distributions</b>				
		143,655	54,102	197,757

## 21.2 Reconciliation of equity reported under previous Australian Generally Accepted Accounting Principles (AGAAP) to Australian equivalents to IFRSs (AIFRS)

At date of transition to AIFRS: 1 January 2004

<b>Current assets</b>				
Cash		523,789		523,789
Receivables		15,857		15,857
		539,646		539,646
<b>Non-current assets</b>				
Other financial assets		4,005,112		4,005,112
Total non-current assets		4,005,112	-	4,005,112
<b>Total assets</b>		4,544,758	-	4,544,758
<b>Current liabilities</b>				
Payables		41,100		41,100
Deferred revenue		-	427,002	427,002
Total current liabilities		41,100	427,002	468,102
<b>Net assets</b>				
		4,503,658	(427,002)	4,076,656

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

**21. Explanation of transition to Australian equivalents to IFRSs (cont)**

21.3 At the end of the last reporting period under previous AGAAP: 31 December 2004

<b>Current assets</b>			
Cash	641,375		641,375
Receivables	8,881		8,881
	<u>650,256</u>		<u>650,256</u>
<b>Non-current assets</b>			
Other financial assets	4,566,561		4,566,561
Total non-current assets	<u>4,566,561</u>	-	<u>4,566,561</u>
<b>Total assets</b>	<u>5,216,817</u>	-	<u>5,216,817</u>
<b>Current liabilities</b>			
Payables	5,114		5,114
Deferred revenue		372,900	372,900
Total current liabilities	<u>5,114</u>	<u>372,900</u>	<u>378,014</u>
<b>Net assets</b>	<u>5,211,703</u>	<u>(372,900)</u>	<u>4,838,803</u>
<b>Equity</b>			
Trust settlements	50		50
Retained surplus	4,647,263	(372,900)	4,274,363
Reserves	<u>564,390</u>		<u>564,390</u>
<b>Total equity</b>	<u>5,211,703</u>	<u>(372,900)</u>	<u>4,838,803</u>

21.4 Adjustments on transition to AASB 132 Financial Instruments: Disclosure and Presentation and AASB 139 Financial Instruments: Recognition and Measurement: 1 January 2005

	31/12/2004	Adjustment	1/01/2005
<b>Current assets</b>			
Cash	641,375		641,375
Receivables	8,881		8,881
	<u>650,256</u>	-	<u>650,256</u>
<b>Non-current assets</b>			
Available-for-sale at fair value	-	4,566,561	4,566,561
Other financial assets	4,566,561	(4,566,561)	-
Total non-current assets	<u>4,566,561</u>	-	<u>4,566,561</u>
<b>Total assets</b>	<u>5,216,817</u>	-	<u>5,216,817</u>

The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

**21. Explanation of transition to Australian equivalents to IFRSs (cont)**

	Note	Previous AGAAP	All Trusts Effect of transition	AIFRS
<b>Current liabilities</b>				
Payables		5,114		5,114
Deferred revenue		372,900		372,900
<b>Total current liabilities</b>		<u>378,014</u>	-	<u>378,014</u>
<b>Net assets</b>		<u>4,838,803</u>	-	<u>4,838,803</u>
<b>Equity</b>				
Trust settlements		50		50
Retained surplus		4,274,363	564,390	4,838,753
Reserves		564,390	(564,390)	-
<b>Total equity</b>		<u>4,838,803</u>	-	<u>4,838,803</u>

**21.5 Explanation of effect of transition**

Revenue

Reassessment of income items as sponsorship (rendering a service) under AASB 118 Revenue that were previously treated as donations. The timing of recognition as sponsorship revenue is matched with the expenditure of those funds. This impacts on revenue, the result for the period and liabilities for deferred revenue as shown in 21.1, 21.2 and 21.3 above.

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**END OF TRUST'S FINANCIAL STATEMENTS**

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The Charles Sturt University Foundation Trust  
The Mitchell Foundation Trust  
The Murray Foundation Trust  
The Riverina Foundation Trust  
The Pharmacy Trust

## Declaration by Chairman of the Trustee in respect of Fund Raising Appeals

I, Lawrence John Willett, being Chairman of the Charles Sturt Foundation Limited, corporate trustee of:

the Charles Sturt University Foundation Trust,  
and the dissolved Trusts:  
the Mitchell Foundation Trust,  
the Murray Foundation Trust,  
the Pharmacy Trust, and  
the Riverina Foundation Trust

declare that in my opinion:

- (a) the accounts give a true and fair view off all income and expenditure of the Trusts with respect to fund raising appeals
- (b) the statement of financial position gives a true and fair view of the state of affairs 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
- (d) the internal controls exercised by the Trustee are appropriate and effective in accounting for all income received once it has been recorded in the trust accounting records.



L J Willett  
Chairman of the Trustee, The Charles Sturt Foundation Limited

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## Appendix 1

### Accounts Payment Performance

Year ended 31 December 2005

Total accounts paid on time in each quarter

Quarter	Total Accounts Paid on Time			Total Amount Paid
	Target %	Actual %	Current	
Mar	88.00%	75.58%	\$15,551,198	\$20,575,738
Jun	88.00%	77.64%	\$18,213,803	\$23,457,968
Sept	88.00%	76.58%	\$16,418,429	\$21,438,486
Dec	88.00%	74.32%	\$17,056,430	\$22,950,470

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 penalty as the majority of payments are made on time.

Aged Accounts Payable Analysis

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
Mar	\$15,551,198	\$3,574,800	\$705,553	\$388,849	\$355,698
Jun	\$18,213,803	\$3,297,521	\$1,202,218	\$407,559	\$336,958
Sept	\$16,418,429	\$3,647,045	\$958,090	\$215,687	\$199,236
Dec	\$17,056,430	\$3,902,710	\$987,919	\$407,780	\$595,630

## Appendix 2

### Code of Conduct and Ethics

The University's Code of Conduct and Conflict of Interest Policy was established in December 1992 and last reviewed and amended in November 2005. The Code reflects community and University expectations of ethical conduct and behaviour of staff and service providers to the University. The Code was amended to ensure it fully complied with the Federal Government's Higher Education Workplace Relations Requirements (HEWRRs).

All employees have access to the Code on the University's web site and all new employees are issued with a copy.

## Appendix 3

### Consultants

For consultants paid more than \$30,000:

Consultant	Project Category	Amount
Woods Bagot Architects	Planning and Design	\$32,278.40
EQuest Consulting	Project Management	\$32,287.30
Equest Consulting	Project Management	\$33,924.00
Woods Bagot Architects	Planning and Design	\$40,348.00
NSW Department of Commerce	Project Management	\$42,843.68
Woods Bagot Architects	Planning and Design	\$60,522.00
Woods Bagot Architects	Planning and Design	\$60,522.00
Woods Bagot Architects	Planning and Design	\$99,000.00
<b>Total</b>		<b>\$401,725.38</b>

For consultants paid less than \$30,000, the University made a total of 250 payments, with a total value of \$821,027.30.

## Appendix 4

### Consumer Response

The University's new Manager, Complaints commenced duties in July 2004. The position became vacant in December 2004, and a twelve-month secondment position was filled from 1 August 2005 with the intention of reviewing and updating the University's complaints management system, with a new complaints handling system being proposed for implementation in 2006.

The complaints system deals with concerns about the delivery or quality of services or the behaviour of staff and students. In accordance with complaints best practice the complaints system directs complainants to the managers or supervisors of the activity concerned in the first instance. Complainants may pursue their concerns at higher levels (the manager's manager) if not satisfied with the resolution of the complaint.

The Manager, Complaints, is located in the Office of the Vice-Chancellor, is responsible for evaluating complaints on receipt at the University, conducting an assessment and referring the complaint to the appropriate school/faculty/section for investigation and follow-up. The Manager, Complaints also compiles statistical data in order to identify trends and risks. This information will be used to inform the University's Organisational Development training agenda.

## Appendix 5

### Corporate Governance

#### Key Achievements 2005

The following were identified as the Key Challenges for Corporate Governance for 2005 in the 2004 Annual Report:

- Continue to comply with the National Governance Protocols;
- Review the University's By-Law and Rules in light of amendments to the Act;
- Continue implementation of the risk management framework and Compliance Program;
- Review and revise commercial activity guidelines; and
- Develop standard contract formation and management procedures for routine activities.

The Council continued to work during 2005 to comply with the *National Governance Protocols for Higher Education Institutions* (the Protocols) made under the Commonwealth Government's *Higher Education Support Act 2003*. The Protocols define the role

and responsibilities of the Council in the governance of the University, and establish procedural and policy requirements for universities, consistent with the expected standards of behaviour and performance of public and private sector boards. The University was assessed by the Commonwealth Minister for Education, Science and Training as compliant with the Protocols during 2005 and was granted an increase in funding in accordance with the Act.

During 2005, the Council initiated a significant range of reforms to its operations. A new By-Law was approved by the Council and NSW Governor in October 2005. The *Charles Sturt University By-Law 2005* established new procedures for appointment to the Council, including provisions allowing the Council to establish criteria for appointment to ensure that all members possess the skills, knowledge and experience required by the University in the future. New provisions were also adopted to provide for acting appointments in key positions within the University, to establish more efficient mechanisms for the filling of casual vacancies on the Council and to allow for greater use of electronic communication in relation to the activities of the Council.

In addition to the new By-Law, the new committees established by the Council in 2004 have been working in 2005 to consolidate their operations and roles. The Audit and Risk Committee of the Council continued to refine the Internal Audit Program in 2005 and is overseeing the roll-out of the University's Risk Management Framework.

The Council's Compliance and Commercial Activities Committee has been significantly involved in the development of new business processes for the approval and management of commercial activities, and is currently working to revise the University's *Guidelines for Commercial Activities*, required under the *Charles Sturt University Act 1989*. A new *Policy on Controlled Entities* was approved by the Council in September 2005 and new policies governing joint ventures and third party programs are currently under development. The Committee also worked with management on the development of a new *Legal Policy* for the University, defining expected standards and processes for the management of legal issues including litigation and contract formation. The new Policy was also approved by the Council in September 2005.

The Corporate Governance and Nominations Committee initiated the third performance evaluation of the Council and is working to identify strategies to address key areas identified by the Council for improvement. The Committee was also responsible for making recommendations to the Council for the appointment of new members, using the new procedures approved by the Council, to fill the vacancies arising from the expiry of member's terms in mid-2005.

Following on from the review of the University's corporate governance practices by the Australian Universities Quality Agency (AUQA) in 2004, information about the University's Corporate Governance Charter has been incorporated into the AUQA Good Practice Database as a model for other universities.

During 2005, the Office of Corporate Governance was restructured to incorporate the Media Unit of the Division of Marketing and the Office of External Relations to form the new Office of the Vice-Chancellor. The role of the new Office is to support the Council and the Vice-Chancellor in managing the reputation of the University and implementing their strategic objectives. The Office finalised its restructure during the early part of 2005 and is continuing to review its practices and procedures to ensure that it can provide an efficient and expert service to the Council and the Vice-Chancellor.

The Office continued, during 2005, to present a series of training and development workshops for members of the Council and participated in leadership development programs for University staff with particular reference to governance and management.

The University Council website was updated in June 2005 to include an online *Governance and Induction Manual* providing access for members of the Council to up to date information on the University's operations, performance measures and governance resources. The Council plans to move to electronic distribution of agendas and minutes in 2006.

## Challenges and Opportunities – 2006 and Beyond

- Continue to comply with the National Governance Protocols;
- Better utilise electronic systems to manage Council business;
- Review University delegations and policies;
- Continue implementation of the risk management framework; and
- Implement new procedures for approval and management of trans-national education programs with third parties.

## Committees of the Council

### Executive Committee

**Object:** to make decisions on behalf of the Council between meetings of the Council.

#### Membership:

- Mr Lawrence Willett, AO (Chair) (*term ends 3 December 2006*);
- Professor Ian Goulter (*term ends 30 June 2006*);
- Mr Ian Macintosh (*term ends 30 June 2007*);
- Professor David Green (*term ends 30 June 2007*);
- Dr Geoffrey Wise (*to end of current appointment round*);
- Dr Rob Allen (*term ended 24 June 2005*);
- Ms Susan Benedyka (*term ends 30 June 2007*);
- Ms Barbara Lawrence (*term ended 9 December 2005*); and
- Dr Philip Towers (*term ends 30 June 2006*).

### Audit and Risk Committee

**Object:** to oversee audit and risk management within the University.

#### Membership:

- Mr William Hanrahan (Chair) (*term ends 30 June 2007*);
- Mr Angelos Frangopoulos (*term ends 30 June 2007*); and
- Ms Kathryn Pitkin (*term ends 30 June 2007*).

### Compliance and Commercial Activities Committee

**Object:** to oversee compliance and commercial activity within the University.

#### Membership:

- Ms Patricia Murphy (Chair) (*term ends 31 March 2005*);
- Mr John Mahon (*end of current term*);
- Dr Geoffrey Wise (*term ends 30 June 2006*);
- Ms Natasha Wright (*term ends 30 June 2006*);
- Ms Barbara Lawrence (*term ended 9 December 2005*);
- Dr Philip Towers (*term ends 30 June 2006*) and
- Mr Bruce Jarratt (*term ends 30 June 2007*).

### Corporate Governance and Nominations Committee/ Council Nominations Committee

**Object:** to make recommendations to the Council concerning policies and procedures relevant to corporate governance within the University, including senior executive remuneration; to make

recommendations to the Council on appointments to the Council and its committees; and to make recommendations to the Council for honorary awards of the University. The Corporate Governance and Nominations Committee performs the functions of the Council Nominations Committee established under the *Charles Sturt University By-Law 2005*.

#### Membership:

- Mr Lawrence Willett, AO (Chair) (*term ends 3 December 2006*);
- Mr Ian Macintosh (*term ends 30 June 2007*); and
- Ms Susan Benedyka (*term ended 29 September 2005*);
- Ms Kathryn Pitkin (*to end of current appointment round*); and
- Mr Bill Hanrahan (*to end of current appointment round*).

#### Discontinued Committees

There were no committees of the Council discontinued in 2005.

#### Attendance at Council Meetings

Member	Max	Attended
Mr Lawrence Willett, AO	5	5
Professor Ian Goulter	5	5
Professor David Green	5	5
The Hon Gerard Martin, MP	3	1 (2)
The Hon Antonio Catanzariti, MLC	3	1 (2)
Mr Angelos Frangopoulos	5	3 (2)
Ms Kathryn Pitkin	5	5
Dr Geoffrey Wise	5	5
Mr Ian Macintosh	5	4 (1)
Ms Susan Benedyka	5	4 (1)
Mr John Mahon	5	5
Mr William Hanrahan	5	4 (1)
Ms Patricia Murphy	5	4 (1)
Dr Robert Allen	5	5
Dr Philip Towers	5	4 (1)
Mr Christopher O'Dea	5	5
Ms Natasha Wright	5	5
Ms Barbara Lawrence	5	4 (1)

"Maximum" 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 Academic Senate

The Academic Senate provides advice to the Council and the Vice-Chancellor on all academic matters relating to teaching, scholarship and research relevant to the University. It is responsible for assuring the quality of learning and teaching by developing and implementing appropriate policies (including course accreditation and periodic reviews), and providing advice on the teaching and research profiles of the University. The Academic Senate has established a number of committees to assist it with specialist functions. The Academic Senate framework provides a system for policy formulation and implementation through faculties, schools and research centres and groups. The membership of the Academic Senate in 2005 comprised:

- Professor David Green (Presiding Officer);
- Associate Professor Erica Smith (Deputy Presiding Officer);

- Professor Ian Goulter (Vice-Chancellor);
- Professor David Battersby (Deputy Vice-Chancellor [Administration]);
- Professor Ross Chambers (Deputy Vice-Chancellor [Academic]);
- Professor Paul Burnett (Pro Vice-Chancellor, Research and Graduate Training);
- Professor Lyn Gorman (Dean, Faculty of Arts);
- Professor John Hicks (Dean, Faculty of Commerce);
- Professor Bob Meyenn (Dean, Faculty of Education);
- Professor Mark Burton (Dean, Faculty of Health Studies);
- Professor Jim Pratley (Dean, Faculty of Science and Agriculture);
- Ms Shirley Oakley (Executive Director, Division of Library Services);
- Ms Barbara Lawrence (Executive Director, Division of Student Services and Indigenous Support Units);
- Associate Professor Marion Tulloch (Director, Centre for Enhancing Learning and Teaching);
- Associate Professor Leonora Ritter (Elected Member, Faculty of Arts);
- Associate Professor Greg Walker (Elected Member, Faculty of Commerce);
- Professor Jo-Anne Reid (Elected Member, Faculty of Education);
- Associate Professor Geoff McKenzie (Elected Member, Faculty of Health Studies);
- Associate Professor Susan Moffatt (Elected Member, Faculty of Science and Agriculture);
- Ms Saide Gray (Postgraduate Student);
- Mr Stephen Boxwell (Undergraduate Student) (*term ended 30 June 2005*); and
- Ms Heidi Varis (Undergraduate Student) (*term commenced 1 July 2005*).

In 2005, the Academic Senate:

- Established a process for the regular auditing of Academic Senate;
- Introduced new Academic Progress Regulations following an extensive review in 2004 of student academic progress and exclusion at the University;
- Approved changes to the course approval policy, which delegate to the Faculties authority for the approval of course documentation (with final approval for courses remaining with the Academic Senate, via the Academic Programs Committee);
- Established a review of the Residential Schools Policy;
- Established criteria for the designation of approved undergraduate courses as nationally and internationally outstanding courses;
- Established a review of the policy for coursework postgraduate courses at the University;
- Approved revised arrangements for course architecture in order to provide greater flexibility in course structures. These arrangements include provision for 12-point subjects from 2006 and subjects that comprise one third of a full-time load from 2009;
- Conducted a review of generic skills and graduate attributes that enhanced the University's understanding of graduate attributes and established a framework for the embedding of graduate attributes in course and subject design, and delivery; and
- Updated the academic regulations of the University to account for changes required as a result of the *Higher Education Support Act 2003* and the Higher Education Information Management System (HEIMS).

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

### Management

The Vice-Chancellor, as Principal Executive Officer, is accountable to the Council for the management of the University. The Vice-Chancellor is supported by the Senior Executive Group and a number of advisory committees.

The Senior Executive Group is a forum of key senior executives which consults with the Vice-Chancellor weekly on the framework and direction for planning and management. The membership provides line management connection to all sections of the University.

### Senior Offices within the University

#### OFFICE OF THE VICE-CHANCELLOR

Professor Ian Goulter  
BE (Hons) *Cant*, MSc Doctoral *Ill*

Director and the University Secretary  
Mr Mark Burdack  
BA BLegS (Hons) *Macq*

#### Office of Planning and Audit

Director  
Mr Colin Sharp  
MLitt *NE*, BAppSc *CSturt*, BEd *Mitchell CAE* –  
Statistical Society of Australia Inc

#### OFFICE OF THE DEPUTY VICE-CHANCELLOR (ADMINISTRATION)

Professor David Battersby  
MHed *NSW*, Doctoral *Waik*

#### Division of Student Administration

Executive Director  
Mr Geoffrey Honey  
BBus *RiverinaMurrayIHE*, GradCertMgt *CSturt*

#### Division of Student Services

Executive Director  
Vacant

#### Division of Facilities Management

Executive Director  
Mr Peter Lennon  
BEng *NSWIT*, GradCertMgt *WSyd*, BBus *CSturt*

#### Division of Information Technology

Executive Director  
Mr Michael Rebbechi  
DipCivilEng *CaulfieldIT*, BCE *Melb*

#### Division of Marketing

Executive Director  
Mr Ken Ball

#### CSU International

Director  
Mr Robert Cochrane  
DipBusStud *CaulfieldIT*, CPA

#### OFFICE OF THE DEPUTY VICE-CHANCELLOR (ACADEMIC)

Professor Ross Chambers  
BA Doctoral *Syd*

#### Dean, Faculty of Arts

Professor Lyn Gorman  
BA *NE*, GradCertMgt *WSyd*, Doctoral *Sus*

#### Dean, Faculty of Commerce

Professor John Hicks  
BCom DipEd MA *Melb*, Doctoral *Massey*

#### Dean, Faculty of Education

Professor Robert Meyenn  
Adv DipEd MED *Brist*, Doctoral *Aston*

#### Dean, Faculty of Health Studies

Professor Mark Burton  
BSc Doctoral *NE*, APASA

#### Dean, Faculty of Science and Agriculture

Professor James Pratley  
BSc Doctoral *NSW*

#### Division of Library Services

Executive Director  
Ms Shirley Oakley  
BA GDipMgt MMgt *WAust*, ALAA

#### Centre for Enhancing Learning and Teaching

Director  
Associate Professor Marian Tulloch  
BA *Sus*, MEd Doctoral *NE*

#### Indigenous Support Units

Manager  
Vacant

#### CHAIR, ACADEMIC SENATE

Professor David Green  
NDD DesRCA *Lond*

#### PRO VICE-CHANCELLOR (RESEARCH AND GRADUATE TRAINING)

Professor Paul Burnett  
DipT *KelvinGrove CAE*, DipAppPsych *Flin*, MEdSt *Qld*, Doctoral *Ohio*

#### DIVISION OF FINANCIAL SERVICES

Executive Director  
Mr James Hackett  
FCIM, FCIS, PNA

#### DIVISION OF HUMAN RESOURCES

Executive Director  
Mr Reg Shaw  
GDipBusAdmin *WAustIT*, BBus *Riverina CAE*, AFAHRI, CPA

## Appendix 6

### Economic or Other Factors

There were no significant economic or other factors that impacted on the achievement of operational objectives during 2005.

## Appendix 7

### Electronic Service Delivery

In 2005 the University's use of the World Wide Web for the delivery of services to students and staff continued to expand. In addition to there being more students online than ever before, each online student is also accessing online resources more frequently. 90% of all students regularly use the University's online resources.

As use of the University's Virtual Learning Environment (VLE) has grown so too has the desire to extend and enhance the range of services it provides. The VLE Working Party consulted widely throughout 2005 to identify the key areas of the VLE for

expansion. In 2006 a project program will be instigated to address the recommendations of the final report.

A major project for the delivery of online evaluations by students was conducted in 2005. The online evaluation system was developed to substantially improve on the efficiency of the existing paper based process. The online system was released for student use in the Spring session with a total of over 25,000 students electronically surveyed.

Development of the Subject Outline Management System (SOMS) was completed in 2005. The new system was implemented in July and is now being used for the production of trimester subject outlines. By early 2006 a full transition to SOMS will be complete.

Version 2.5 of the Online Assessment Submission Information System (OASIS) was released in September. The update included a number of enhancements aimed at streamlining the online testing of students.

Late in 2005, Charles Sturt University became the first Australian university to actively join some of the world's leading universities in the development of the Sakai community source scholarly collaboration software framework. It is expected that involvement in this community will have a significant influence on the future direction of the University's online environment.

## Appendix 8 Employee Wage Movements

A 2.5% salary increase was granted to staff from 22 April 2005 and a 2% salary increase from 22 September 2005.

## Appendix 9 Employee Relations

Employee Relations is accountable for the development, implementation, administration and evaluation of human resources/industrial relations strategies and policies, in order to enable the University to enhance organisational flexibility, improve workplace productivity, and facilitate workplace reform to support its teaching, learning, research and general business objectives. Key achievements for 2005 include:

- Conducting 45 information sessions for staff, on a small group basis, to promote a better understanding of enterprise bargaining, the new Higher Education Workplace Relations Requirements (HEWRRs) and new modes of employment arrangements such as Australian Workplace Agreements (AWAs). This was supported by the creation of a website of Frequently Asked Questions covering these matters;
- Negotiation and certification of a new consolidated Enterprise Agreement that replaced and rescinded the four earlier separate agreements covering academic staff, English language teaching staff and the two groups of general staff at CSU:

The new Enterprise Agreement will better enable the University to enhance organisational flexibility, improve workplace productivity, and facilitate workplace reform and organisational change through processes such as:

- Consultative processes in implementing change, including an employee consultative committee;
- Flexibility to run academic programs via the annual workload agreements for academic staff;
- Capacity to achieve structural change via efficient redeployment/redundancy provisions;

- Capacity to maintain workplace harmony via efficient dispute resolution processes;
- Efficient decision making processes, through a streamlined and simplified organisational change process and the removal of a number of committees and appeal mechanisms;
- A Performance Management Scheme that recognises and rewards high performing individuals;
- Efficient processes for managing unsatisfactory staff performance; and
- Work/family balance through provisions such as parental and carers leave.

- A review of workplace policies and practices to simplify processes and ensure that they are principle-based and compliant with HEWRRs;
- Negotiation of a Deed covering the terms and conditions of employment relating to the transfer of staff from the Orange campus of the University of Sydney to the employment of CSU; and
- Negotiation of terms and conditions of employment for staff employed in Ontario, Canada.

Activities planned for 2006 include:

- Implementing the new Enterprise Agreement to achieve operational and strategic objectives;
- Developing and delivering information sessions to staff about changes in the Enterprise Agreement, as well as implications for work practices;
- Providing advice and counsel, and developing and delivering information sessions for managers and Heads of School on the management of the new Enterprise Agreement;
- Integrating Orange campus staff into the CSU staffing structure through strategic workforce planning, possible restructure of relevant Faculties and Divisions, and facilitation of the change management process;
- Reviewing the Grievance Resolution Policy and Procedures;
- Reviewing executive remuneration by 30 June 2006; and
- Continuing the review of casual staffing arrangements.

During 2005, a number of policies and practices were introduced, rescinded or amended:

### Introduced

Policy introduced	Date
Academic Staff Probation – Policy and Procedure	18 November 2005
Accountability Statements for Executive and Senior Managers	18 November 2005
CSU Leave Manual	22 November 2005
CSU's Flexible Working Hours Scheme – Guidelines	22 November 2005
Internal and Project Service Centre Secondment – Policy and Procedure (replaced Secondment Guidelines)	18 November 2005
Management of Unsatisfactory Performance – Guidelines	22 November 2005
Mentoring @ CSU – Guidelines	16 December 2005
Postgraduate Study Support Scheme for General Staff – Policy and Procedure	18 November 2005
Professional Enhancement Program for Senior and Executive Managers – Policy and Procedure	16 December 2005
Professional Experience Scheme for General Staff – Policy and Procedure	16 September 2005
Standards, Expectations and Qualifications of Academic Staff – Policy	18 November 2005
Vice-Chancellor's Award for Performance Excellence – Policy and Procedure	16 September 2005

### Rescinded

<b>Policy rescinded</b>	<b>Date</b>
Academic Staff Probation and Tenure for Academic Staff – Guidelines	18 November 2005
Academic Staff Continuing Appointments, Probation and Tenure – Policy	18 November 2005
Academic Staff Probation Appeals Review Committee – Policy	16 September 2005
Appointment of Artists-in-Residence – Policy	18 November 2005
Reappointment Following Redundancy - Policy	16 December 2005
Recognition of Twenty Years' Service at CSU	16 December 2005
Recreation Leave Liability – Policy	16 December 2005
Staff Appeals Committees of CSU – Procedure	18 November 2005
Staff Exchange Agreements – Policy	16 December 2005
Teaching Fellowships Program – Guidelines	14 October 2005
Unauthorised Action and Industrial Action – Policy	16 December 2005

#### *Amended*

<b>Policy amended</b>	<b>Date</b>
Academic Staff Promotion – Policy and Procedure	18 November 2005
Access to Personal Files – Policy	18 November 2005
Appointment of Associate Deans and Associate Heads of School – Policy and Procedure	16 December 2005
Appointment of Heads of School – Policy and Procedure	18 November 2005
Arranging IT Access and IT Induction for New Staff – Guidelines	16 December 2005
Awards for Recognition of CSU Staff - Guidelines	21 December 2005
Balancing Work and Family Responsibilities – Policy (replaced Accommodating Work and Family Responsibilities Policy)	16 December 2005
Breastfeeding – Policy	18 November 2005
Children on Campus – Policy; and Bringing Children on Campus – Procedure	18 November 2005
Code of Conduct for Staff; and Conflict of Interest – Procedure	18 November 2005
Communicating with Students in Correctional Centres – Guidelines	16 December 2005
Communicating without Bias – Guidelines	16 December 2005
CSU Graduate Certificate in University Leadership and Management – Guidelines	16 December 2005
CSU Induction and Development Program – Guidelines	16 December 2005
CSU Staff List Policy, Procedure and Guidelines	16 December 2005
Developing a Search Plan Targeting Women for Senior Positions – Guidelines	16 December 2005
Election of Staff to University Committees – Rule	16 December 2005
Employment Plan for People with a Disability	14 October 2005
Enrolment of Academic Staff in CSU Courses and Subjects – Policy	16 December 2005
Equal Opportunity and Affirmative Action Committee – Membership and Terms of Reference	September 2005
Equal Opportunity – Policy	18 November 2005
Executive Remuneration and Appointment – Policy	16 September 2005
Grievance Resolution – Policy and Procedure	18 November 2005
Honorary, Visiting and Adjunct Appointments – Policy and Procedure	18 November 2005
Intellectual Property – Policy	18 November 2005
Outside Professional Activities – Policy and Procedure	18 November 2005
Performance Based Remuneration and Performance Management for Senior and Executive Managers – Procedure	18 November 2005
Performance Management Scheme: Policy for Executive, Academic and General Staff; Procedure for Academic Staff; and Procedure for General Staff	18 November 2005
Prevention of Harassment and Bullying – Policy and Guidelines	16 December 2005
Reasonable Adjustment for People with a Disability – Policy; and Implementing Workplace Adjustments – Procedure	18 November 2005
Receipt of Gifts by CSU Staff – Guidelines	16 December 2005
Recognition of CSU Service – Policy, Procedure and Guidelines	16 December 2005
Return to Work Program – Policy (replaced Rehabilitation Policy)	16 December 2005
Special Studies Program for Academic Staff – Policy and Procedure	16 December 2005
Staff ID Card – Policy and Procedure	16 December 2005
Staff Recruitment and Selection – Policy,	16 December 2005

<b>Procedure and Guidelines</b>	
Staff who Seek Election to a Parliament or to a Local Government Body – Policy	16 December 2005
Stress and the Employee Assistance Program – Policy	14 October 2005
Study Time Scheme for General Staff – Policy and Procedure	16 December 2005
Support for the Professional Development of CSU Staff – Guidelines	21 December 2005
Supporting Staff Attendance at Staff Development Activities – Guidelines	21 December 2005
Use of Computing and Communication Facilities – Policy	18 November 2005
Workforce Planning – Guidelines	6 December 2005

## **Appendix 10**

### **Environment, Health and 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. Key achievements for 2005 include:

- Development of an integrated manual handling program under the auspices of the Environment and Safety Management Committee. The program is based on the National Occupational Health and Safety Commission's standards and guidelines on manual handling;
- Successful conclusion of the WorkCover Authority of NSW's (WorkCover's) Premium Discount Scheme and receipt of the final 15% rebate on the University's workers' compensation premium;
- Approval by the University Council of the revised Emergency Control Organisation Policy, including the changed administration of this policy to the Division of Facilities Management from the Division of Human Resources;
- Simplification and enhancement of the EHS website and inclusion of injury management components;
- Working with employees at the Orange campus to ensure a staged and smooth transition into the University's health and safety management systems – initial implementation focussed on incident reporting;
- Continuation of the "Q Fever" vaccination program, involving both employees and students potentially exposed to these animal bacteria – the program involved the coordination of internal and external medical resources across a number of Schools and Divisions;
- Improvement in 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; and
- Implementation of strategies to improve injury management and claims handling through centralising procedures, providing standardised documentation, increasing services to prevent identified injuries such as the ergonomic assessment service, and providing information to all levels of employees through a new website.

Activities planned for 2006 include:

- Continuing to promote the University's Occupational Health and Safety (OHS) Management System through the content of the recently revised Safety Management Guidelines and linking the embedded risk management approach to the wider promotion of integrated risk management within the University;
- Continuing to work with employees at the Orange campus to ensure a staged and smooth transition into the University's health and safety management systems, building on the existing incident reporting system;

- Expanding the focus on the auditing of CSU facilities, policies and practices to identify areas in need of improvement and areas for recognition and commendation;
- Providing ongoing promotion and management of the University's Employee Assistance Program;
- Providing online access to OHS training in the areas of accident investigation and reporting, ergonomics, manual handling and risk management, and linking this training to the larger strategic initiative to reduce manual handling injuries at CSU;
- Providing ongoing online OHS induction training to employees and students, and measuring and reporting on the engagement of new and existing employees;
- Assisting areas to better understand the OHS consultation process, and modelling the approach by using it internally for the development of policies, procedures and guidelines;
- Reviewing, reformatting and consolidating existing OHS policies and related materials in line with University and Divisional requirements;
- Directing resources into the OHS module of the Human Resource Management Information System's database to enable its usage to maximise the linkage of OHS data through the system; and
- Maximising opportunities to embed the OHS risk management approach into the University's strategic and operational risk management plans.

## OH&S Performance

During the reporting period, there were:

- No employee, student or visitor fatal accidents; and
- No WorkCover investigations or prosecutions.

OH&S Performance Indicator (Employees)	2005
Total Number of Incidents (1)	154
Number of Fatal Incidents (1)	0
Number of Lost Time Incidents (2)	31
Number of Medical Treatment Incidents (3)	106
Total Employees (4)	1719
Total Worker's Compensation Claims (1)	61
Days Lost (5)	346
Average Time Lost (6)	11.16
Lost Time Incident Rate (7)	1.80
Lost Time Incident Frequency Rate (8)	11.83
Medical Treatment Incident Rate (9)	6.17
Medical Treatment Incident Frequency Rate (10)	40.44

### Explanatory Notes

1. As per recognised reporting standards, the above performance indicators do not include commuting injuries (injury occurring whilst not on duty or during a recess period).
2. Lost Time Incidents are defined as those occurrences where time lost from work was of one day/shift or more.
3. Medical Treatment Incidents are the number of incidents where medical treatment, including first aid, was sought.
4. Total Employees is the actual headcount as at 31 October 2005. It does not include casual employees.
5. Days Lost is the total number of working days lost as a result of lost time incidents.
6. Average Time Lost is the average time lost (in days) per lost time incident.
7. Lost Time Incident Rate is the number of lost time incidents for each hundred workers employed.
8. Lost Time Incident Frequency Rate is the number of lost time incidents for each million hours worked.
9. Medical Treatment Incident Rate is the number of medical treatment incidents for each hundred workers employed.
10. Medical Treatment Incident Frequency Rate is the number of medical treatment incidents for each million hours worked.

OH&S Performance Indicator (Casual Employees, Students and Visitors)	2005
Total Number of Casual Employee Incidents (1)	1
Total Number of Student Incidents	163
Total Number of Visitor Incidents	23

## Employee Incident Reports

### Cause of Injury

Cause of Injury	2004	2005
Exposure to Environment	3	0
Fall from Height	1	5
Incident Only	22	2
Slip / Trip / Fall from Same Height	28	30
Struck Stationary Object	9	13
Other	33	31
Psychological	5	3
Foreign Object	2	4
Manual Handling	45	47
Struck by Falling / Moving Object	12	15
Vehicle / Travel Accident	10	4
<b>Total Reports</b>	<b>170</b>	<b>154</b>

### Injury Severity

Injury Severity	2004	2005
Nil Medical Treatment	65	48
First Aid	36	40
Doctor	43	50
Hospital	26	16
<b>Total Reports</b>	<b>170</b>	<b>154</b>

### Types of Injury

Types of Injury	2004	2005
Burn	2	0
Fracture	3	2
Laceration	28	20
Psychological	5	3
Superficial Injury	2	5
Other	19	22
Contusion / Bruising	7	21
Incident Only	17	2
Multiple Injuries	2	4
Sprain / Strain	79	74
Torn / Pulled Muscle	6	1
<b>Total Reports</b>	<b>170</b>	<b>154</b>

### Injury Location

Injury Location	2004	2005
Incident Only	10	2
Other	0	3
Back	22	20
Lower Body	39	34
Multiple Injuries	12	14
Head	20	14
Upper Body	60	64
Psychological	7	3
<b>Total Reports</b>	<b>170</b>	<b>154</b>

## OH&S Structures and Committee Meetings

The effective management of OH&S is described in the University's OH&S Policy and linked documents. These

documents also enshrine mechanisms for effective OH&S communication and consultation. The University's multi-campus model uses OH&S Committees with workgroup representation to meet the legislative requirements for OH&S consultation.

#### OH&S Committee Meetings

Name of Committee	Function	Meetings
Environment & Safety Management Committee (ESMC) (University-wide Committee)	Provide advice to the Vice-Chancellor on University environmental and safety management for an integrated and controlled approach	2004 (3) 2005 (3)
Emergency Planning Committee (EPC) (University-wide Committee)	Set standards and provide guidance on dealing with a variety of emergency and critical incident situations within the University	2004 (2) 2005 (3)
Radiation Safety Committee (University-wide Committee)	Provide guidance and control over the use of radiation in undergraduate and post-graduate activities and research	2004 (6) 2005 (6)
Biosafety Committee (University-wide Committee)	Provide guidance and control over the use of biological agents in undergraduate and post-graduate activities and research	2004 (4) 2005 (3)
Critical Response Group (Albury-Wodonga Campus)	Provide response team and management of local critical incidents and emergencies	2004 (2) 2005 (1)
Critical Response Group (Bathurst Campus)	Provide response team and management of local critical incidents and emergencies	2004 (0) 2005 (2)
Critical Response Group (Dubbo Campus)	Provide response team and management of local critical incidents and emergencies	2004 (0) 2005 (0)
Critical Response Group (Wagga Wagga Campus)	Provide response team and management of local critical incidents and emergencies	2004 (3) 2005 (4)
Albury-Wodonga OH&S Committee	Provide advice to the Executive Director Division of Human Resources on policy and programs to control campus OH&S issues and best practice approaches; and providing a mechanism for communication and consultation between the University and employees and students	2004 (6) 2005 (6)
Bathurst OH&S Committee	Provide advice to the Executive Director Division of Human Resources on policy and programs to control campus OH&S issues and best practice approaches; and providing a mechanism for communication and consultation between the University and employees and students	2004 (6) 2005 (6)
Dubbo OH&S Committee	Provide advice to the Executive Director Division of Human Resources on policy and programs to control campus OH&S issues and best practice approaches; and providing a mechanism for communication and consultation between the University and employees and students	2004 (3) 2005 (6)
Wagga Wagga OH&S	Provide advice to the	2004 (8)

Committee	Executive Director Division of Human Resources on policy and programs to control campus OH&S issues and best practice approaches; and providing a mechanism for communication and consultation between the University and employees and students	2005 (10)
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#### OH&S Action Plans

The University's Occupational Health and Safety Actions Plans policy requires that each unit submit an OH&S Action Plan annually. The following table outlines the number of OHS Action Plan notifications received by Human Resources, EHS from operational units indicating that an OHS Action Plan had been developed:

Year	2003	2004	2005
Number of OH&S Action Plan notifications received	2	55	14

#### Workplace Inspections

The University's Workplace Inspections and Reports Policy requires that at least two workplace inspections are carried out each year by all units of the University. The following table outlines the number of inspection notifications received by Human Resources, EHS from operational units indicating that an inspection had been undertaken:

Year	2003	2004	2005
Number of workplace inspection notifications received	37	46	34

#### EH&S Audits

The following table outlines the number of EHS audits undertaken by EHS employees:

Year	2003	2004	2005
Number of audits	27	40	14

#### Workers' Compensation Indicators

Year	2003	2004	2005
Premium Cost	\$862,157	\$1,070,235	\$1,372,255
Total Wages	\$88,027,000	\$106,027,000	\$126,780,600 (3)
Total Claims Lodged	64	79	65
Total Cost of Claims	\$267,898	\$212,860	\$278,952
Average Claim Cost	\$4,186	\$2,694	\$4,292
Claim Frequency Rate (1)	0.72	0.71	0.50
Premium Rate (2)	0.98	1.01	1.08

#### Explanatory notes

1. Claim Frequency Rate is the number of accepted claims per \$million of wages.
2. Premium Rate is the premium cost for each \$100 of wages.
3. Wages estimate for 2005

There are several factors used to calculate the University's workers' compensation premium cost that do not reflect the proactive role the University plays in injury prevention and management. These include the level of wages, the industry class premium rate and claims experience (or "f") factors, the latter two both set by WorkCover. In 2004 there was a change in the definition of wages, increasing the scope of compensation included.

2005 is the final year that the University will receive a discount on its workers compensation premium under the Premium Discount Scheme. The Scheme works on a sliding scale of discounts over a three year period, with the University's first year of participation (2003) attracting the largest discount.

### Premium Discount Scheme

In 2005 the University successfully completed WorkCover's Premium Discount Scheme. The Scheme ran for three years and provided an overall discount of \$150,000 on the University's workers' compensation premium. The University's OHS and Injury Management Systems were audited on four separate occasions over the three-year period against benchmarks set by WorkCover. The benchmarks covered the following six areas:

- Management and responsibility;
- Consultation and communication;
- Risk management and process control;
- Training, learning and skills development;
- Records and record management; and
- Injury management.

The focus of the final audit was on how well the corporate OHS and Injury Management Systems, as outlined in the Safety Management Guidelines, had been integrated into each operational unit of the University. The following four operational units on the Bathurst campus were audited on 12 October 2005 against the above benchmarks:

- School of Nursing and Health Science;
- School of Human Movement Studies;
- Bathurst Campus Library; and
- CSU Print.

## Appendix 11

### Equal Employment Opportunity

Equal Opportunity (EO) supports the development and implementation of strategically based anti-discrimination, equal employment opportunity (EEO) and affirmative action policies and programs. Key achievements for 2005 include:

- Launch of the University's Indigenous Employment Strategy, development of information brochures on the strategy for potential applicants and managers, and six Indigenous placements under the Strategy (including four traineeships);
- Development and set-up of the Leadership Development for Women Program, to be introduced in February 2006;
- Introduction of Planning for Promotion Workshops for Academic Women, including the opportunity to be mentored through the promotion application by a more senior academic;
- Updating of all EO related policies to reflect broader changes outside and within the University and to achieve compliance with the Higher Education Workplace Relations Requirements (HEWRRs);
- Extension of paid benefits relating to maternity, parental and carers leave under a new Enterprise Agreement;
- Achievement of waiving status under the Equal Opportunity for Women in the Workplace Act, in recognition of the quality of the University's EO program for women;
- Implementation of the search strategy to increase female applicants for senior positions – in 2005 the University appointed its second female Dean; and
- Introduction of the Diversity Game for staff development.

Activities planned for 2006 include:

- Continuing implementation of the Indigenous Employment Strategy and introducing an Indigenous Cadetship Program;
- Developing a forum for Indigenous staff to enhance consultation and communication;
- Drafting a new EEO Management Plan with widespread consultation;
- Implementing the first iteration of the Leadership Development for Women Program and developing a structure to ensure the continued life of the program;
- Establishing a formal mentoring program for women under the auspices of the Leadership Development for Women Program; and
- Continuing to implement recommendations from the maternity leave review, taking account of developments due to enterprise bargaining.

### Trends in the Representation of EEO Groups (Academic Staff)

EEO Group	Benchmark or Target	% of Total Staff			
		2002	2003	2004	2005
Women	50%	37%	40%	42%	41%
Aboriginal people and Torres Strait Islanders	2%	0.9%	1.1%	1.2%	1.0%
People whose first language was not English	19%	12%	11%	10%	12%
People with a disability	12%	5%	5%	5%	4%
People with a disability requiring work-related adjustment	7%	2.2%	1.6%	1.6%	2.0%

### Trends in the Representation of EEO Groups (General Staff)

EEO Group	Benchmark or Target	% of Total Staff			
		2002	2003	2004	2005
Women	50%	63%	64%	65%	65%
Aboriginal people and Torres Strait Islanders	2%	1.3%	1.2%	0.7%	1.0%
People whose first language was not English	19%	5%	5%	5%	4%
People with a disability	12%	6%	6%	6%	5%
People with a disability requiring work-related adjustment	7%	2%	1.8%	1.5%	2.0%

### Trends in the Distribution of EEO Groups (Academic Staff)

EEO Group	Benchmark or Target	Distribution Index			
		2002	2003	2004	2005
Women	100	87	84	81	82
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	92	93	90	90
People with a disability	100	107	105	105	108
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	n/a

## Trends in the Distribution of EEO Groups (General Staff)

EEO Group	Benchmark or Target	Distribution Index			
		2002	2003	2004	2005
Women	100	82	84	84	85
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	117	111	104	105
People with a disability	100	88	89	91	90
People with a disability requiring work-related adjustment	100	89	n/a	n/a	n/a

**Notes**

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

## Appendix 12

### Ethnic Affairs Priority Statement

The University Strategic Plan 2002-2007 recognises the importance of cultural diversity. In particular, the University in its Learning and Teaching programs and in its engagement with regional communities will endeavour to:

- Incorporate an international dimension to its academic offerings;
- Extend the international contacts of staff and students; and
- Promote an awareness of cultures and customs.

The Office of Planning and Audit continues to provide data on the country of birth of all enrolled students. The equity performance indicators provide data on students of non-English speaking backgrounds who have arrived in Australia within the past ten years. The Division of Human Resources collects data on language background and country of birth of all staff. Key achievements for 2005 include:

#### Program and Service Delivery

- International partnership agreements have added significantly to the multiculturalism of the University. Some Faculties, as part of their partner relationships, have exchange student programs with offshore institutions;
- CSU Faculties have a strong commitment to assisting with overseas and intercultural professional placements, although these have been curtailed in recent years due to international travel restrictions. Students in health courses have had experience in Vietnam and communications students have been placed in Malaysia and the United States;
- In conjunction with the Uniting Church, the University has made an offer to the Indonesian Ambassador to support two students from tsunami affected areas to study at CSU;

- Resources continue to be provided for staff to assist students through the English Skills Support Service in Student Services;
- Outreach to and involvement with the local community is an important part of the work of supporting international students in their integration into the life of the University. International nights and celebration of festivals provide an opportunity for the local community to experience diverse cultures, and for links to develop and strengthen between students and their host communities;
- As well as exchange, partnership, and offshore programs, CSU courses are available by distance education for enrolment by students located outside Australia;
- In 2005 there were nearly 6500 students studying by supported e-learning, coordinated e-learning and independent e-learning, mostly in China, Malaysia, UK, and Canada;
- In 2005 there were 500 onshore international students; and
- Some Faculties offer courses with a significant multicultural component, such as the courses in Forced Migration, Asylum, and Refugees.

#### Staffing

- Equal opportunity online training covers diversity issues. By the end of 2005, 84% of staff had participated in the training;
- A new training program, The Diversity Game, was purchased and introduced for staff training during 2005; and
- Managing for diversity was included in a course on Team Leadership for staff run in 2005.

#### Communication

- The Division of Marketing works to reflect cultural/ethnic diversity in all publications through both words and images.

#### Activities planned for 2006:

- Continue consultations with staff from diverse cultural backgrounds for the development of strategies to be included in a new EEO Management Plan; and
- Review the University's Ethnic Affairs Priority Statement.

## Appendix 13 Freedom of Information

The University received and granted in full one new Freedom of Information (FOI) application between 1 July 2004 and 30 June 2005.

### 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	
	03-04	04-05	03-04	04-05	03-04	04-05
A1 New (including transferred in)	1	0	0	0	1	0
A2 Brought forward	0	0	0	0	0	0
A3 Total to be processed	1	0	0	0	1	0
A4 Completed	1	0	0	0	1	0
A5 Transferred out	0	0	0	0	0	0
A6 Withdrawn	0	0	0	0	0	0
A7 Total processed	1	0	0	0	1	0
A8 Unfinished	0	0	0	0	0	0

### Section B: What happened to completed requests?

Result of FOI requests	Personal		Other		Total	
	03-04	04-05	03-04	04-05	03-04	04-05
B1 Granted in full	1	0	0	0	1	0
B2 Granted in part	0	0	0	0	0	0
B3 Refused	0	0	0	0	0	0
B4 Deferred	0	0	0	0	0	0
B5 Completed	1	0	0	0	1	0

### Section C: Ministerial Certificates Number issued during the period.

Ministerial Certificates	03-04	04-05
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	
	03-04	04-05	03-04	04-05
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	Total	04-05
	03-04	
E1 Result of amendment – agreed	0	0
E2 Result of amendment – refused	0	0
<b>EG Total</b>	<b>0</b>	<b>0</b>

### Section F: Notation of personal records

Number of requests for notation processed during the period.

Notation of personal records	03-04	Total
		04-05
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	
	03-04	04-05	03-04	04-05	03-04	04-05
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	0	0	0	0	0	0
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	0	0	0	0	0	0

Section H: Costs and fees of requests processed  
 Costs and fees of requests processed during the period.

Costs	Assessed costs		FOI fees received	
	03-04	04-05	03-04	04-05
H1 All completed requests	\$0.00	\$0.00	\$0.00	\$0.00

Section I: Discounts allowed  
 Numbers of FOI requests processed during the period where discounts were allowed.

Type of discount allowed	Personal		Other	
	03-04	04-05	03-04	04-05
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	
	03-04	04-05	03-04	04-04
J1 0–21 days	1	0	0	0
J2 22–35 days	0	0	0	0
J3 Over 35 days	0	0	0	0
J4 Totals	1	0	0	0

Section K: Processing time  
 Number of completed requests by hours taken to process.

Processing hours	Personal		Other	
	03-04	04-05	03-04	04-05
K1 0–10 hours	1	0	0	0
K2 11–20 hours	0	0	0	0
K3 21–40 hours	0	0	0	0
K4 Over 40 hours	0	0	0	0
K5 Totals	1	0	0	0

Section L: Reviews and Appeals  
 Number finalised during the period

Reviews and Appeals	Total	
	03-04	04-05
L1 Number of internal reviews finalised	0	0
L2 Number of Ombudsman reviews finalised	0	0
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			
	03-04	Upheld 04-05	03-04	Varied 04-05	03-04	Upheld 04-05	03-04	Varied 04-05
L4 Access/Amendment refused	0	0	0	0	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	0	0	0	0	0	0	0

## Appendix 14 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 2005.

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	\$185,000	Support community broadcasting within the Bathurst community
Somerville Collection Ltd	\$100,000	Support development and preservation of significant minerals and fossils for the Bathurst and wider Australian communities
Siemens Science School	\$4,900	Provision of tertiary upgrade program to young people
Riverina Summer School	\$3,000	Support musical workshop in Wagga community
Community Partnerships	\$5,000	
National Radio News	\$65,000	Support provision of an hourly news service to community radio stations
<b>Riverina Playhouse</b>	<b>\$25,000</b>	
<b>Total</b>	<b>\$492,400.00</b>	

## Appendix 15 Investment Performance

The average rate of return on all funds invested was 6.98%.

The amount of interest earned was \$6,875,847.31.

All of the investments were initially for periods of between two and five years, with one investment being for a period of ten years.

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 Corporation Hour Glass facility lists their "Bond Market Facility", which is investments between two and four years as below:

	1 Year	2 Year	3 Year	5 Year
Returns Net of Fees	p.a.	p.a.	p.a.	p.a.
Bond Market Facility	5.58%	6.03%	5.09%	5.40%
Benchmark	5.76%	6.19%	5.26%	5.52%

## Appendix 16 Land Disposal

There were no land disposals during 2005.

## Appendix 17 Leave Liabilities

See Note 10 to the Consolidated Accounts.

## Appendix 18 Legal Change

The *Charles Sturt University By-Law 2005* was made under the *Charles Sturt University Act 1989* and commenced on 28 October 2005 by Reg 691 of 2005 (GG No 132 of 28.10.2005, p 9043). The object of the 2005 By-Law is to repeal and remake the *Charles Sturt University By-Law 1995*. The 2005 By-Law deals with the following matters:

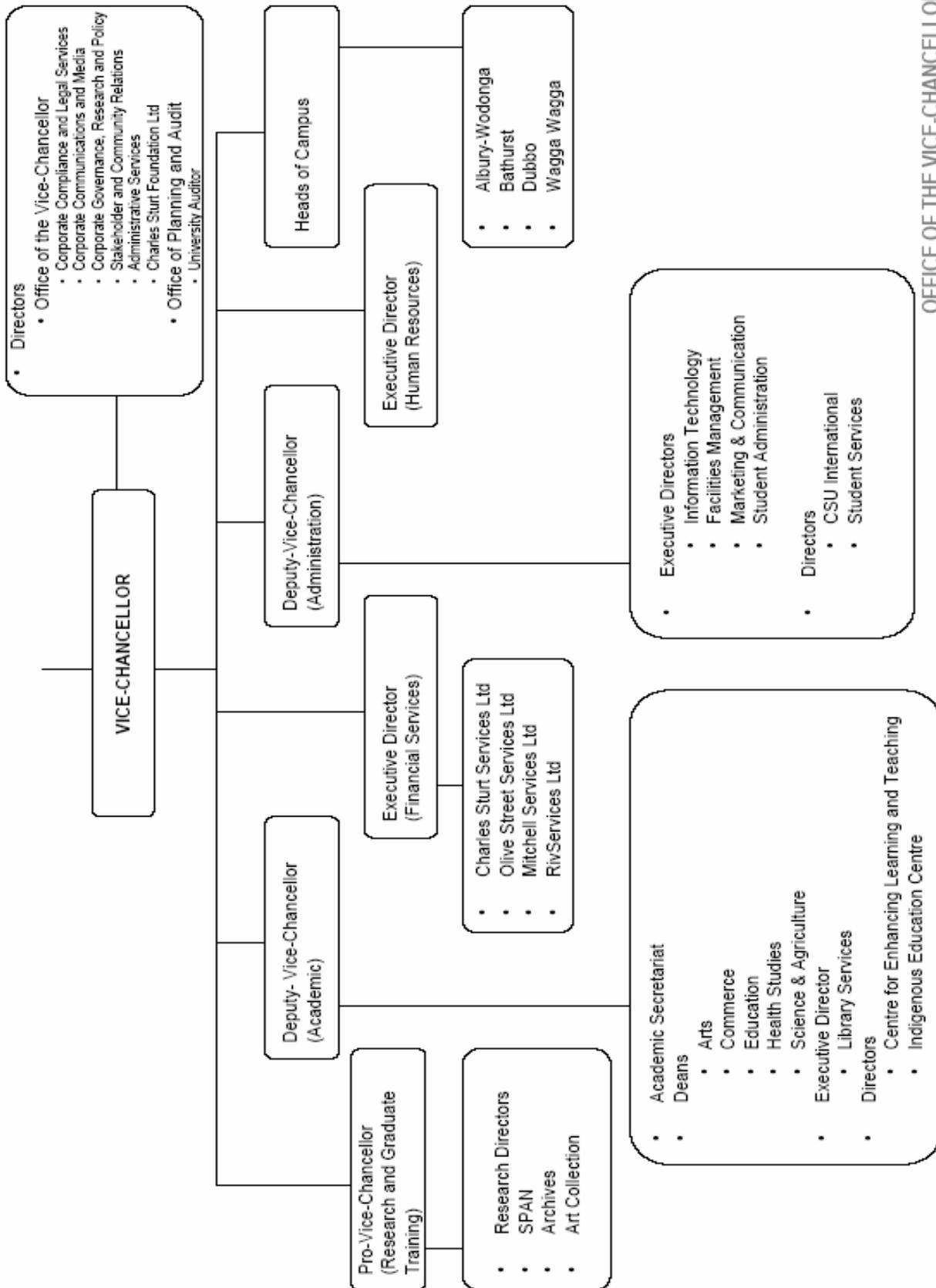
- Certain official members of the Council of Charles Sturt University ("the Council") (Part 2);
- The election and appointment of members of the Council (Part 3);
- Meetings of the Council (Part 4);
- The constitution and functions of the Academic Senate of Charles Sturt University (Part 5);
- The making of rules (Part 6);
- The conferring of honorary awards (Clause 115); and
- Other minor, miscellaneous matters (Parts 1 and 7).

## Appendix 19 Major Works

The following major works projects were commenced during 2005:

Major Works	Project Budget Sum (Costs at 31 Dec)	Commenced Planned Completion Forecast Completion	Significant Cost Overruns or Delays or Issues
Veterinary Science Pre-Clinical Building	\$4,855,000 (\$5,010,000)	Jun-05 Feb-06 Apr-06	HVAC system redesign and precast panel fabrication procurement difficulties resulted in delays
Printery and Arts Precinct Warehouse	\$1,850,000 (\$1,975,000)	Jun-05 Feb-06 Feb-06	

**Appendix 20**  
**Management Structure**



OFFICE OF THE VICE-CHANCELLOR

## Appendix 21 New Publications

### Handbooks and Manuals

- CSU Handbook;
- Academic Manual (published electronically).

### Corporate Documents and Reports

- Annual Report to Parliament;
- Annual Report to the Affirmative Action Agency;
- Annual Report to the Director of Equal Opportunity in Public Employment;
- Staff Development Annual Report; and
- Information Studies Annual Report.

### Prospectuses/Study Guides

- Undergraduate On Campus Study Opportunities – Arts;
- Undergraduate On Campus Study Opportunities – Commerce;
- Undergraduate On Campus Study Opportunities – Education;
- Undergraduate On Campus Study Opportunities – Health Studies; and
- Undergraduate On Campus Study Opportunities – Science & Agriculture
  
- Undergraduate Distance Education Study Opportunities – Arts;
- Undergraduate Distance Education Study Opportunities – Commerce;
- Undergraduate Distance Education Study Opportunities – Education;
- Undergraduate Distance Education Study Opportunities – Health Studies; and
- Undergraduate Distance Education Study Opportunities – Science & Agriculture.
  
- Postgraduate Study Opportunities – Arts;
- Postgraduate Study Opportunities – Commerce;
- Postgraduate Study Opportunities – Education;
- Postgraduate Study Opportunities – Health Studies; and
- Postgraduate Study Opportunities – Science & Agriculture.
  
- International Study Opportunities – Arts;
- International Study Opportunities – Commerce;
- International Study Opportunities – Education;
- International Study Opportunities – Health Studies; and
- International Study Opportunities – Science and Agriculture.
  
- ELS Prospectus; and
- Year 10 Career Chooser.

### Division of Human Resources Publications

- Scholarships brochure – details of scholarships available at CSU;
- Handbook for CSU Selection Committees;
- Human Resources Guide for New Staff booklet;
- Human Resources Project Report;
- Human Resources Job Application brochure; and
- Indigenous Employment Strategy.

### Other Publications

- Scholarships brochure – details of scholarships available at CSU;
- A range of publications detailing specific courses/services within the University;
- Graduation Ceremony Program;
- *Tails*, the magazine of the Veterinary Science Foundation;
- *Script*, the magazine of the CSU Pharmacy Foundation;
- Various newsletters;
- CSU Art Collection Catalogue;
- Community Education Enrichment Studies brochure;
- Community Education Summer Courses brochure; and
- CSU Connect brochure.

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.

## Appendix 22 Overseas Travel

Consistent with the national and international mission of the University, staff and students of the University undertake significant overseas travel to attend conferences, participate in student and staff exchanges, undertake research and to attend graduations for students enrolled overseas.

Staff Member	Destination	Period	Purpose
Kym Abbott	United States	10 March 2005 – 23 March 2005	Visiting veterinary colleges
Jillian Adler	Ex-Johannesburg, South Africa	4 November 2005 – 11 November 2005	Collaborate with CSU Maths Ed colleagues
Samson Agboola	Malaysia	25 June 2005 – 1 July 2005	Course promotion, Kuala Lumpur
	Malaysia	18 November 2005 – 25 November 2005	Graduation, Kuala Lumpur
Michael Agzarian	Singapore	27 February 2005 – 5 March 2005	Meetings
Kim Alexander	Laos	10 January – 29 March	Fieldwork and research data collection
Fritz Allhoff	Ex-Chicago, United States	2 June 2005 – 8 July 2005	Visiting Professor, CAPPE
Yeslam Alsaggaf	Netherlands	5 November 2005 – 11 November 2005	Attend workshop as part of ARC Linkage International
Margaret Alston	United States – Hawaii and Orlando	7 June 2005 – 19 June 2005	Conferences
Irfan Altas	Canada	24 January – 31 January	Visit Humber College and Microsoft Canada
Kerryn Amery	Canada	12 April 2005 – 2 May 2005	Visit CSU Ontario
Lyndall Angel	Korea	4 June 2005 – 9 June 2005	Meetings with Korean partners
Joanne Arciuli	Ex-United States	12 October 2005	New employee
Anne Ardagh	China	26 November 2005 – 5 December 2005	Teaching
David Ardagh	United Kingdom, Europe	17 May 2005 – 9 July 2005	Special Studies Program, conferences
Julie Arthur	London, UK Frankfurt, Germany	14 August 2005 – 2 September 2005	RSAI Conference
Gavin Ash	Malaysia	1 March 2005 –	Meetings, Kuala Lumpur

		4 March 2005	Lumpur
	Hungary, Italy	13 June 2005 - 4 July 2005	European Weed Research Symposium
	New Zealand	11 October 2005 - 17 October 2005	EIT Conference
John Atkinson	London, UK, Singapore	13 February 2005 - 21 February 2005	London School of Commerce moderation
	United States	29 October 2005 - 5 November 2005	Presenting paper at IASTED International Conference
	New Zealand	5 December 2005 - 7 December 2005	Moderation at Cornell, Auckland
Heidi Austin	Canada, London, Hong Kong	4 July 2005 - 24 July 2005	ICCVI Conference
Violeta Ayala	Papua New Guinea	2 April 2005 - 1 May 2005	Directing archaeological documentary for Aust. Museum, ANU and Uni of South London
	Bolivia	12 August 2005 - 14 October 2005	Documentary production
Basil Baldwin	United States, United Kingdom	5 September 2005 - 4 October 2005	Meeting at Oregon State University regarding collaborative hazelnut research; visit research centres UK
Ken Ball	United Kingdom	12 March 2005 - 25 March 2005	UACE Conference Edinburgh
Michael Ball	Malaysia	1 March 2005 - 4 March 2005	Meetings, Kuala Lumpur
Patrick Ball	New Zealand	27 April 2005 - 6 May 2005	Graduation, research, collaboration meeting
	Korea	29 September 2005 - 7 October 2005	Parental and Enteral Nutrition Society Congress, Seoul
	New Zealand	2 November 2005 - 8 November 2005	Visit University of Otago
	Sweden, United Kingdom, United States, New Zealand	9 November 2005 - 2 December 2005	BAPEN Conference
Geoff Bamberry	New Zealand	27 September 2005 - 8 October 2005	Regional Science Association International Conference, Auckland
Luke Barclay	New Zealand	24 August 2005 - 29 August 2005	NZIMRT Conference, Auckland
Celia Barril	Ex-France	18 November 2005	Doctoral student relocation
Parakshit Basu	India/China	18 December 2004 - 15 July 2005	Special Program Studies travel/research and supplementing teaching for offshore partner operations
Graeme Batten	New Zealand	8 April 2005 - 16 April 2005	Lecture at INR International Conference, Auckland
David Battersby	Singapore, Malaysia	12 April 2005 - 19 April 2005	Graduation, Kuala Lumpur
	Malaysia	24 October 2005 - 28 October 2005	Meetings with HELP University College, Kuala Lumpur
Johannes Bauer	China	3 August 2005 - 11 August 2005	Research
Clive Beauchamp	Papua New Guinea	4 December 2005 - 12 December 2005	Review DE material for University of Papua New Guinea
David Bedwell	Canada, United States	2 December 2005 - 13 December 2005	Business Management Framework Seminar Toronto, Sakai Conference Austin
Ruth Beecham	United States	1 May 2005 - 12 May 2005	Conference, meetings
Karen Bell	United	7 June 2005 -	Conferences

	States - Hawaii and Orlando	19 June 2005	
Timothy Benstead	Fiji	16 September 2005 - 2 October 2005	Field project, Nadi
Candice Berry	Singapore	17 November 2005 - 22 November 2005	IAA Awards presentation
Ramudu Bhanugopan	Malaysia	11 December 2005 - 18 December 2005	Moderation
Maumita Bhattacharya	Krakow, Poland	13 December 2005 - 20 December 2005	International Conference on Systems Engineering
Stephen Bird	United States	27 June 2005 - 12 July 2005	NSCA Conference, Las Vegas
Holger Birgit	United States	30 July 2005 - 15 August 2005	Conference San Francisco, insect collection visit Honolulu
Andrea Bishop	Papua New Guinea	3 December 2005 - 12 December 2005	Courses review
Rosemary Black	United Kingdom	17 July 2005 - 1 January 2006	Special Studies Program
William Blaikie	Italy	17 July 2005 - 3 August 2005	Design workshop
Christopher Blanchard	United States	25 April 2005 - 4 May 2005	Conference speaker
Jacqueline Blomfield	New Zealand	27 November 2005 - 9 December 2005	ISANA International Education Association 16 <sup>th</sup> International Conference, Christchurch
Warrick Blood	United Kingdom, Pristina	12 April 2005 - 26 April 2005	ARC Discovery Grant research, Kosovo
Tiffany Bodiam	Wellington, New Zealand	6 February 2005 - 16 February 2005	Conference
Gerard Boland	United States	14 June 2005 - 14 July 2005	ITFR Conference, research
Zelma Bone	United States	19 March 2005 - 30 March 2005	Guest lecturer at University of Missouri
Terry Bossomaier	France, United Kingdom	19 March 2005 - 7 April 2005	<b>HEMA Conference France</b>
	Portugal	1 July 2005 - 22 July 2005	<b>IBIMA Conference, Lisbon</b>
	United Kingdom	29 August 2005 - 9 September 2005	Conference
Anne Bowden	Vietnam, Thailand	23 August 2005 - 7 September 2005	IDP interview programs Hanoi, Ho Chi Minh, Bangkok
Michael Bown	Thailand	6 January - 11 January	<b>TBA</b>
	Europe/United Kingdom	21 January - 1 February	Research project with DELFT University
	United Kingdom, Sweden	30 August 2005 - 19 September 2005	ETHICOMP 2005 Conference, Linköping
Colin Boylan	Alaska	17 April 2005 - 1 May 2005	Visiting scholar
Bruce Boyton	Toronto	25 September 2005 - 9 October 2005	Graduation, Toronto
Patrick Bradbury	Europe, United Kingdom	12 March 2005 - 3 May 2005	Presenting paper at IPIS Conferences France, Spain
Benjamin Bradley	United Kingdom, Saratov	19 June 2005 - 24 July 2005	Research, launch of book
	London	9 December 2005 - 29 January 2006	Research meetings Portsmouth and Cambridge universities
Belinda Brown	New Zealand	6 November 2005 - 13 November 2005	ANZIL Conference, Dunedin
Nicky Bruce	Dublin, Ireland; Glasgow, Scotland	24 June 2005 - 18 July 2005	International Grasslands Congress
Paul Burnett	Korea	1 June 2005 - 9 June 2005	Meetings with Korean partners

	Saratov	5 September 2005 – 25 October 2005	PEP leave
Josephine Burns	Singapore	17 November 2005 – 22 November 2005	IAA Awards presentation
Anthony Bush	China, Malaysia	24 November 2005 – 20 December 2005	Teaching
Helen Byles-Drage	United States	12 June 2005 – 27 June 2005	Research and conference, Lincoln, Nebraska/Abingdon
David Cameron	Canada	15 June 2005 – 25 June 2005	Conference presentation
Thomas Campbell	United Kingdom	20 February – 16 March	Visiting Professor to Kings College
	London, Edinburgh	6 May 2005 – 9 June 2005	Visit Kings College, World Congress Philosophy of Law
	Canada	21 September 2005 – 4 October 2005	Conference, research
	United Kingdom, Italy	24 October 2005 – 4 November 2005	Integrated Governance Conference, Italy; Inaugural Annual Governance and Social Responsibility Conference, London
Jack Cannon	Nashville, United States	29 May 2005 – 12 June 2005	ACSM Annual Meeting
John Carroll	Canada, United Kingdom	15 June 2005 – 17 July 2005	Conference United Kingdom, Special Studies Program Canada
Hugh Cartwright	Fiji	16 September 2005 – 27 September 2005	Field project, Nadi
John Casey	New Zealand	8 February 2005 – 11 February 2005	ANZSOC Conference, Wellington
Ross Chambers	Korea, United Kingdom	31 August 2005 – 10 September 2005	Conference Edinburgh; meetings Korea, Cambridge
Anthony Chan	Malaysia	9 July 2005 – 20 July 2005	Moderation, Kuala Lumpur
	Malaysia	8 December 2005 – 18 December 2005	Moderation
Philip Charlton	Ex Los Angeles, United States	2 August 2005	New employee
Peter Chenoweth	United States	10 March 2005 – 23 March 2005	Visit veterinary schools
	United States	6 August 2005 – 20 August 2005	Conference, meetings Kansas
Karuna Chinniah	Malaysia	24 December 2004 – 21 January 2005	Teaching/moderation partner institutions
Benjamin Clare	Singapore	17 November 2005 – 22 November 2005	IAA Awards presentation
Libby Clark	United Kingdom, Italy, Denmark	30 September 2005 – 27 October 2005	Training the Health Professions Conference, Odense; research, London, Manchester
Robert Cochrane	Jakarta – Indonesia, Singapore, Phnom Penh – Cambodia	26 January 2005 – 12 February 2005	Joint Cooperation Venture Cambodia, Careers Exhibition Jakarta
	Indonesia, Singapore, Malaysia, Cambodia	4 April 2005 – 23 April 2005	Graduation, Kuala Lumpur; meetings
	China	12 May 2005 – 23 May 2005	Meetings with China partner
	Jakarta - Indonesia, Phnom	22 June 2005 – 3 July 2005	Meetings AVCC project
	Penh Cambodia		
	Indonesia, Malaysia, Singapore, China, Hong Kong	13 August 2005 – 27 August 2005	Recruitment, promotions
	Cambodia, Shanghai - China	2 October 2005 – 18 October 2005	Meetings, Cambodia, Shanghai; IDP Education Conference
Steve Clarke	Netherlands	15 July 2005 – 22 September 2005	CEPE2005 Conference
Angus Coghlan	China	23 February 2005 – 31 July 2005	UMAP exchange student
Ian Coghlan	United States	24 May 2005 – 28 May 2005	Paper presentation at conference, Hawaii
	Malaysia	20 November 2005 – 26 November 2005	Asia Pacific Management Conference, Kuching
Jason Condon	Vietnam	5 January 2005 – 3 July 2005	Special Studies Program
Kennece Coombe	Jakarta	9 April 2005 – 13 April 2005	Meetings with Ghandi group, visits to international schools
Amanda Coote	Fiji	16 September 2005 – 2 October 2005	Field project, Nadi
Lydia Cousins	Fiji	16 September 2005 – 27 September 2005	Field project Nadi
Tanya Covic	United Kingdom, Spain	27 June 2005 – 21 July 2005	European Congress of Psychology, research
Kim Craig	Korea	21 October 2005 – 1 November 2005	Austrade Exhibition, Yuhan College Expo, meetings
Sophie Creswell	Hong Kong	11 June 2005 – 16 June 2005	1 <sup>st</sup> International Conference on Enhancing Teaching and Learning
Judith Crockett	United States	19 March 2005 – 30 March 2005	Guest lecturer at University of Missouri
Ken Crofts	Kuala Lumpur - Malaysia, Bangkok - Thailand	4 April 2005 – 14 April 2005	Teaching at HELP Institute
Alan Crosier	Portugal, Spain, China	25 August 2005 – 2 October 2005	ECAPS Conference
Michael Curtin	Vietnam	29 April 2005 – 15 May 2005	Student supervision, Ho Chi Minh City
Allan Curtis	United States	26 May 2005 – 12 June 2005	International linkages for ILWS
Amanda Daly	Ex-New Zealand	7 January 2005	New employee
	New Zealand	25 November 2005 – 4 December 2005	ISANA International Education Association 16 <sup>th</sup> International Conference, Christchurch
Peter Davie	Ex Wellington, NZ - Wagga	31 January 2005 – 2 February 2005	Interview
	United States	1 November 2005 – 27 November 2005	4 <sup>th</sup> International Billfish Symposium
Roshani De Silva	Ex-Sri Lanka - Wagga	20 April 2005 – 15 April 2005	Prevention of Child Labour Conference
Chris Deeley	United Kingdom	24 March 2005 – 10 April 2005	Paper presentation at 9 <sup>th</sup> Annual Conference European Business Ethics Network – UK Association, University of London
Remy Dehaan	Seoul - Korea, Hong Kong	10 August 2005 – 28 August 2005	Korean Science Festival
William DeJean	Ex United States – Albany, Bathurst	18 November 2005 – 27 November 2005	Recruitment visits to Bathurst, Albany
Garth den Heyer	Ex New Zealand	10 October 2005 – 11 October	Interviewee

		2005	
Robert Dengate	Canada	27 September 2005 – 26 October 2005	World Conference on E-Learning, liaison visit CSU Ontario
Elaine Dietsch	Kenya	3 December 2005 – 13 January 2006	Midwifery practice
Robert Duffield	London - UK Belgrade – Serbia and Montenegro, Brussels - Belgium	1 July 2005 – 24 July 2005	European Congress Sports Science
Phil Eberbach	China, Korea	7 December 2005 – 19 December 2005	Data collection for project in Korea
Wayne Errington	New Zealand	26 September 2005 – 1 October 2005	APSA Conference, Dunedin
Mark Farrell	London – UK	12 February 2005 – 20 February 2005	London School of Commerce moderation and meetings
	Switzerland	5 August 2005 – 21 August 2005	Deliver seminars and teaching
Victor Fatseas	Phuket - Thailand, Kuala Lumpur – Malaysia	3 April 2005 – 14 April 2005	Teaching at HELP Institute
	Malaysia	13 September 2005 – 22 September 2005	Teaching at HELP Institute, Kuala Lumpur
Peter Feng	Beijing - China, Singapore	12 October 2005 – 28 October 2005	Research institutions while on home leave
Stuart Ferguson	Singapore	12 August 2005 – 24 August 2005	Research interviews and seminar
Stewart Field	Canada	22 April 2005 – 18 July 2005	Research
Alan Fish	Hong Kong, London - UK	9 February 2005 – 27 February 2005	London School of Commerce moderation
	Malaysia, Cambodia	14 April 2005 – 23 April 2005	Graduation, Kuala Lumpur; meetings
	Malaysia	16 July 2005 – 24 July 2005	Moderation, Kuala Lumpur
	London – UK, Hong Kong, China	20 September 2005 – 17 October 2005	London School of Commerce graduation and moderation; meetings Hong Kong, China
	China, Hong Kong	1 December 2005 – 24 December 2005	Teaching, meetings
Catherine Flick	Netherlands	10 September 2005 – 22 September 2005	Conference, research, meetings for ARC Linkage International project
Charles Fogliani	Korea	22 August 2005 – 28 August 2005	11 <sup>th</sup> Asian Chemical Congress, Seoul
Michael Friend	Malaysia	1 March 2005 – 4 March 2005	Meetings at MARDI and FRIM, Kuala Lumpur
Ben Gallagher	China	23 February 2005 - 31 July 2005	UMAP exchange students
Michael Gard	New Zealand	8 July 2005 – 14 July 2005	PENZ Conference, Dunedin
	Toronto, Canada	3 August 2005 – 21 December 2005	Teaching CSU Ontario
Terrence Geddes	Papua New Guinea	4 December 2005 – 12 December 2005	Review DE materials for University of Papua New Guinea
Donald Geyer	Malaysia	7 January 2005 – 17 January 2005	Teaching, moderation for partner institutions
	Malaysia, Hong Kong	10 April 2005 – 19 April 2005	Faculty of Commerce teaching group
	Malaysia, Hong Kong	19 September 2005 – 27 September 2005	Teaching at HELP Institute
Linda Goddard	New Zealand	25 February 2005 – 7 March	Conference and meetings

		2005	
	New Zealand	8 October 2005 – 17 October 2005	National Conference ASSID
Neelam Goela	New Zealand	18 November 2005 – 24 November 2005	Asian Conference, Wellington Pacific
Ian Gordon	Ex Edinburgh, Scotland – Manly	5 November 2005 – 25 November 2005	Residential School Manly
Lyn Gorman	New Zealand	27 September 2005 – 30 September 2005	DASSH Conference, Auckland
Ian Goulter	Toronto – Canada, Boston – United States	12 February 2005 – 22 February 2005	Visit Ontario University
	Vietnam, Cambodia, Philippines	16 April 2005 – 26 April 2005	Visit orphanage Vietnam, meetings Cambodia, Philippines
	United States, Canada	4 June 2005 – 22 June 2005	Meetings and conference
	Beijing – China	13 October 2005 – 16 October 2005	TBA
	Toronto – Canada, London – UK	27 September 2005 – 7 October 2005	Canada, London graduation
	Asia	14 November 2005 – 24 November 2005	Graduations
Jennifer Grainger	Malaysia	18 October 2005 – 28 October 2005	Austrade Expo, meetings with agents/partners, Kuala Lumpur
	New Zealand	27 November 2005 – 5 December 2005	ISANA International Education Association 16 <sup>th</sup> International Conference, Christchurch
John Gray	New Zealand	21 January – 6 February	Discussions on teaching partnerships
Pamela Gray	Europe, Singapore	2 June 2005 - 4 July 2005	Conferences in Bologna, Malta and research Paris
Ian Gray	United Kingdom, Ireland	2 October 2005 – 2 November 2005	Research at University of Ulster, Belfast
Tracey Green	Nepal	27 March 2005 – 14 May 2005	Research interviews, participation in VicPol Everest Expedition
William Green	London, UK	18 June 2005 – 27 June 2005	A Project for English
Andrew Griffiths	Fiji	16 September 2005 – 2 October 2005	Field project, Nadi
Peter Grootenboer	Ex Auckland – Wellington, New Zealand	26 June 2005	New employee
Nuala Grundy	United States	27 May 2005 – 11 June 2005	NAFSA Association for International Educators Conference, Seattle, Portland
Wayne Guild	London – UK, Kuala Lumpur - Malaysia, Hong Kong	28 March 2005 – 9 April 2005	TBA
	Malaysia, Hong Kong	21 September 2005 – 30 September 2005	Teaching at HELP Institute
Yann Guisard	Paris, France	8 September 2005 – 24 September 2005	Frutic 2005 Conference
Kalervo Gulson	Canada	8 April 2005 – 19 April 2005	AERA Conference, Montreal
Rakesh Gupta	Malaysia	9 July 2005 – 25 July 2005	Conference, Kuala Lumpur
	China	19 November 2005 – 26 November 2005	Teaching at partner institution in China

Geoff Gurr	United Kingdom, Switzerland	31 August 2005 – 18 September 2005	Conferences in Cardiff, Zurich	Herring	Zealand	– 23 September 2005	research, Christchurch
Ian Haire	Vienna, Austria	19 October 2005 – 31 October 2005	World Methodist Conference, Roman Catholic Dialogue Conference		United Kingdom	2 December 2005 – 17 January 2006	Research, BETT Conference
James Haire	India	11 February 2005 – 21 February 2005	Conference	Robert Herriot	China	2 December 2005 – 19 December 2005	Teaching
	Thailand	30 March 2005 – 7 April 2005	Christian Conference of Asia Assembly	Zoe Hibbert	Italy, Slovenia, United Kingdom	25 June 2005 – 19 July 2005	Conference
	Seoul, Korea	23 April 2005 – 28 April 2005	Visit Hannam University	Tracey Hickmont	United States, Missoula	15 August 2005 – 15 February 2006	TBA
	Edinburgh, Scotland	1 September 2005 – 2 October 2005	A World For All Conference	John Hicks	Canada	13 March 2005 – 18 March 2005	Visit CSU Ontario
	Indonesia	14 August 2005 – 25 August 2005	Keynote lecturer to meeting of member churches of the communion of churches in Indonesia		Skopje, Zagreb	26 March 2005 – 6 April 2005	Meetings
Chris Haley	Japan	2 September 2005 – 18 September 2005	Conduct school at Ajisai Nursing College		Cambodia	19 April 2005 – 23 April 2005	Meetings
Patricia Hamilton	United States	7 June 2005 – 19 June 2005	Conferences, Hawaii and Orlando		Switzerland	15 July 2005 – 18 November 2005	Special Studies Program
Louise Hard	Canada	8 April 2005 – 19 April 2005	AERA Conference, visit CSU Ontario	Philip Hider	Singapore, Hong Kong	21 February 2005 – 17 March 2005	Teaching
Terry Harden	Jakarta, Indonesia	27 January – 30 January	Open day at GIBT		London, UK	17 July 2005 – 29 May 2005	Seminar and meetings
	United States	30 January – 13 February	Meetings and speaker at Mid-American Grape and Wine Conference		Singapore	11 July 2005 – 16 July 2005	Meetings on CSU research projects
	United Kingdom, Malaysia	1 April 2005 – 2 May 2005	Conference/meeting UK, recruitment/promotion in Kuala Lumpur	Jeff Hoffman	United States	24 April 2005 – 5 May 2005	Presenting at conference, Salt Lake City
Linda Harrison	United States	22 March 2005 – 18 April 2005	Society for Research in Child Development, Atlanta	Keith Hogan	United States - Los Angeles, Hawaii, Canada	31 July 2005 – 17 August 2005	Visit CSU Ontario
Ross Harvey	Singapore	26 April 2005 – 30 April 2005	External examiner Temasek Polytech	Liesl Holterman	United Kingdom	3 January – 3 February	Internship at J Walter Thompson Advertising, London
	France	5 June 2005 – 11 June 2005	DELOS Preservation Summer School	Bruno Holzapfel	China	13 September 2005 – 1 October 2005	XV International Plant Nutrition Colloquium, research
Jesmulmr Hassan	Ex Bangladesh – Wagga	10 April 2005 – 15 April 2005	Prevention of Child Labour Conference	Geoff Honey	United States – Hawaii	3 March 2005 – 12 March 2005	SunGard Summit, Honolulu
Jione Havea	United States	5 June 2005 – 15 June 2005	San Francisco Theological Seminar	Keith Horton	United Kingdom, Italy	10 June 2005 – 8 July 2005	Applied Philosophy International Congress
Lyn Hay	Hong Kong	7 July 2005 – 13 July 2005	IASL Conference	Ron Hutton	China	13 September 2005 – 1 October 2005	XV International Plant Nutrition Colloquium, research
Julia Heaton	Singapore	17 November 2005 – 22 November 2005	IAA Awards presentation	Valerie Ingham	New Zealand	5 October 2005 – 12 October 2005	AFAC and Bushfire CRC Conference, Auckland
Terry Heazlewood	Indonesia	27 January – 31 January	Open day at GIBT, Jakarta	Rabiul Islam	Brazil	11 July 2005 – 24 July 2005	2 <sup>nd</sup> International Conference of Psychology Education: Teaching and Training in Psychology 2005
	United Kingdom	10 February 2005 – 22 February 2005	London School of Commerce – moderation	Tamara Jackson	Pakistan	24 July 2005 – 30 September 2005	Honours research project
	China	13 March 2005 – 24 March 2005	Visit Chinese partners	Farzad Jahromi	Spain	16 July 2004 – 12 January 2005	Special Studies Program
	Malaysia	14 April 2005 – 19 April 2005	HELP graduation, meetings	Anthony Jarratt	United Kingdom	16 June 2005 – 27 June 2005	Moderation, London
	United Kingdom	16 June 2005 – 27 June 2005	Moderation, London		Malaysia	16 July 2005 – 24 July 2005	Moderation, Kuala Lumpur
	United Kingdom	24 September 2005 – 13 October 2005	Graduations and moderation, London		United Kingdom	8 September 2005 – 14 October 2005	London School of Commerce graduations and moderation
	Malaysia	7 December 2005 – 16 December 2005	Meetings and moderation, Kuala Lumpur		China, Malaysia	24 November 2005 – 16 December 2005	Teaching
Troy Heffernan	United Kingdom	13 June 2005 – 30 June 2006	Teaching and research exchange, Academy of Marketing conference	Denise Jarratt	Switzerland, United Kingdom	1 September 2005 – 10 October 2005	BAM Conference United Kingdom, doctoral workshops Berne
Cassandra Henderson	Fiji	16 September 2005 – 2 October 2005	Field project, Nadi	Herbert Jelinek	New Zealand	14 July 2005 – 29 September 2005	Special Studies Program
Thomas Henick-Kling	Ex-Rochester, United States	19 November 2005 – 1 December 2005	Teaching, research, meetings	Lynne	Canada	11 February –	Conference
Jeanette Henman	Toronto – Canada, Nova Scotia	11 August 2005 – 8 September 2005	Setting up library at CSU Ontario				
James	New	30 August 2005	Lianza Conference,				

Johnstone		23 February	
Pauline Jones	Papua New Guinea	2 July 2005 – 9 July 2005	Academic workshops, Port Moresby
Randall Jones	China	24 November 2005 – 14 December 2005	ACIAR Project
Curtis Kalva	Belgium	21 May 2005 – 20 May 2005	Paper presentation at conference, Brussels
Ramanathan Kathiresan	Ex Madras India	19 August 2005 – 30 August 2005	4 <sup>th</sup> International Conference on Allelopathy
Andrew Keen	Egypt	14 April 2005 – 28 April 2005	Meetings sponsored by Egyptian Consulate
	United Kingdom	27 July 2005 – 15 August 2005	3 <sup>rd</sup> International Conference on New Directions in the Humanities Registration, Cambridge
Stephen Kemmis	Netherlands, Sweden	30 October 2005 – 15 November 2004	Keynote speaker at conference, Amsterdam; Action Research Workshop, Gothenburg
David Kemp	United Kingdom	17 June 2005 – 23 July 2005	International Grasslands Conference, Dublin; Workshop on Grassland-based Systems in Marginal Environments, Glasgow; research
	China	24 November 2005 – 14 December 2005	ACIAR Project
John Kennedy	Norway	14 August 2005 – 18 August 2005	World Library and Information Congress Oslo
	United States	12 October 2005 – 22 October 2005	2005 Annual International Conference on Medievalism, Washington DC
Jennifer Kent	Malaysia, Hong Kong	10 April 2005 – 19 April 2005	Faculty of Commerce teaching group
	Malaysia, Hong Kong	18 September 2004 – 27 September 2005	Teaching at HELP Institute
Deidre Keogh	Malaysia	9 April 2005 – 13 April 2005	Teaching at HELP Institute
Shahbaz Khan	Philippines, Germany	18 February 2005 – 28 February 2005	Meetings and conference
	Pakistan, Dubai	12 March 2005 – 22 March 2005	Finalise ACIAR project, research
	China	4 May 2005 – 15 May 2005	ACIAR Water Savings Project final review and modelling workshops
	Dubai, Jeddah	7 July 2005 – 18 July 2005	CSIRO
	China, Philippines	5 September 2005 – 18 September 2005	Paper presentation at conference, Beijing; conduct UNESCO Agricultural Water Management Course, Philippines
	Vietnam, Thailand, China, New Zealand	25 October 2005 – 12 November 2005	FAO Irrigation Conference, project scoping, meetings
	Pakistan	17 December 2005 – 4 January 2006	Keynote address at conference, review ACIAR project, meetings with colleagues
Radwan Kharabsheh	Malaysia	13 February- 21 February	Present paper at 7 <sup>th</sup> International Research Conference on Quality Innovation and Knowledge Management, Kuala Lumpur
	Malaysia	28 August 2005 – 11 September 2005	Research and meetings, Kuala Lumpur
Hailu	United	13 December	2005 Economics and
Kidane	States	2005 – 7 January 2006	International Business Research Conference, Miami
John Kleinig	Ex United States – Canberra	23 January 2005 – 1 August 2005	Visiting Professor CAPPE
Nicholas Klomp	Indonesia	13 August 2005 – 18 August 2005	Project review, universities visits
Branka Krivokapic-Skoko	Paris – France, Croatia	15 April 2005 – 3 May 2005	Conferences
Beverley Lambert	Spain	5 September 2005 – 28 September 2005	ERNAPE conference
Kaye Lander	Toronto – Canada, London – UK	25 September 2005 – 7 October 2005	Canada, London graduation
	Hong Kong, Singapore, Malaysia, Cambodia	9 November 2005 – 23 November 2005	Graduations
Linda Langford	Hong Kong	5 July 2005 – 13 July 2005	Present research at international conference
Sarah Last	United States, Canada, Belize, Mexico, United Kingdom	8 September 2005 – 21 November 2005	Internships University of Mian, Whitney Museum, New York; arts festivals
Catherine Layton	Hong Kong, China	12 June 2005 – 21 June 2005	1 <sup>st</sup> International Conference Enhancing Learning and Teaching Through Assessment
Christine Ledger	Russia	31 October 2005 – 16 November 2005	Responsibility of Religion and Science Conference
Chrisann Lee	Hong Kong	8 June 2005 – 22 June 2005	1 <sup>st</sup> International Conference Enhancing Learning and Teaching Through Assessment
Deirdre Lemerle	Vietnam	4 November 2005 – 13 November 2005	Asia Pacific Weed Conference
Peter Lennon	Toronto, Canada	10 March 2005 – 26 March 2005	Visit Ontario University
	New Zealand	2 July 2005 – 6 July 2005	Conference, Christchurch
Stephen Lerman	Ex-London, UK	6 November 2005 – 16 November 2005	TBA
William Letts	United States, Canada	28 March 2005 – 16 April 2005	Conferences
	United States	29 September 2005 – 12 October 2005	Curriculum and Pedagogy Conference
Ben Li	Ex-Shanghai, China – Bathurst	25 October 2005 – 31 October 2005	E-Crew Conference
Adrian Lindner	Canada	10 August 2005 – 22 August 2005	Visit CSU Ontario
	Canada	10 August 2005 – 22 August 2005	Visit CSU Ontario
Damien Lodge	Hong Kong, Singapore	3 August 2005 – 18 August 2005	Teaching, recruitment
	New Zealand	12 September 2005 – 18 September 2005	Lainza Conference, Christchurch
Patricia Logan Sinclair	Hong Kong	11 June 2005 – 16 June 2005	1 <sup>st</sup> International Conference on Enhancing Teaching and Learning
Loren Lomasky	Ex Charlottesville, United States – Canberra	18 January 2005 – 18 February 2005	Visiting CAPPE as Adjunct Professor

Anthony Loughland	Canada	9 April 2005 – 24 April 2005	AERA Conference, visit CSU Ontario	Elizabeth MacKinlay	United States	14 November 2005 – 24 November 2005	Conference
Thomas Lowry	Canada	8 April 2005 – 26 April 2005	AERA Conference, visit CSU Ontario	Sandra Mackey	India	28 December 2005 – 29 January 2006	Attend PHC course
Richard Lucas	Toronto – Canadian, Europe Thailand	2 August 2005 – 24 January 2006 6 January – 10 January	Teaching CSU Ontario 2 <sup>nd</sup> Asia-Pacific Computing and Philosophy Conference, Bangkok	Marie Macklin	France	16 April 2005 – 1 May 2005	ECRM05 Conference, Paris
Gary Luck	New Zealand	5 December 2005 – 20 December 2005	Australasian Ornithological Conference, Blenheim	Robert Macklin	France	16 April 2005 – 1 May 2005	ECRM05 Conference, Paris
Lindy McAllister	Malaysia	12 March 2005 – 30 March 2005	External Examiner Speech Pathology Course Kebangsaan University, Kuala Lumpur	William Magill	New Zealand	21 April 2005 – 27 April 2005	Conduct residential schools, Auckland
	Vietnam	9 April 2005 – 27 April 2005	Research data collection and working with students at orphanage	Frank Marino	Canada	9 April 2005 – 14 April 2005	AERA Conference, visit CSU Ontario
Susan McAlpin	United States	18 June 2005 – 1 July 2005	International Rural Health Network	Pamela Mathews	United States – Las Vegas	13 October 2005 – 23 October 2005	IABE 2005 Conference
Roderick McCulloch	Indonesia	28 January – 2 February	Careers exhibition, Jakarta	Reg Matthews	Malaysia, Singapore	8 April 2005 – 18 April 2005	Faculty of Commerce teaching group
	Hong Kong, Malaysia, Indonesia	11 June 2005 – 29 June 2005	Conference Hong Kong, IACT presentation and launch of BMkt Comm course at GIBT Jakarta		United Kingdom	20 May 2005 – 30 May 2005	BAA Accounting Education Special Interest Group Conference, Scotland
	Singapore	17 November 2005 – 22 November 2005	IAA Awards presentation	Darryl Mayberry	Greece, Singapore	21 September 2005 – 3 October 2005	From Parents to Children Conference, Athens
Ian McDermott	United States - Hawaii	3 March 2005 – 12 March 2005	SunGard Summit, Honolulu	Nicola Maynard	New Zealand	27 November 2005 – 3 December 2005	ISANA International Education Association 16 <sup>th</sup> International Conference, Christchurch
Sarah McDonagh	United States	3 November 2005 – 18 November 2005	International Dyslexia Association Conference	John Messing	Singapore, Hong Kong, Sri Lanka	8 January – 25 January	Teaching and meetings, Hong Kong, Colombo; presentations, Singapore
Dianne McGrath	Malaysia	17 September 2005 – 24 September 2005	Teaching at HELP Institute, Kuala Lumpur		United Kingdom	13 February 2005 – 19 February 2005	London School of Commerce moderation
	New Zealand	18 November 2005 – 23 November 2005	APCIAI Conference		Singapore, Malaysia	28 February 2005 – 8 March 2005	HELP Institute moderation, Kuala Lumpur; meetings, Singapore
Joy McGregor	United States	16 March 2005 – 27 March 2005	SLJ Leadership Summit, New York		Malaysia, Singapore	14 April 2005 – 21 April 2005	Graduation, Kuala Lumpur, validation Singapore
Adrian McGruther	Singapore	17 November 2005 – 22 November 2005	IAA Awards presentation		United Kingdom	11 June 2005 – 19 June 2005	Moderation, London
Ryan McKay	Ex-United States	12 October 2005 – 21 October 2005	Interview		New Zealand	26 June 2005 – 29 June 2005	Moderation at Cornell, Auckland
Anthony McKenzie	France, Spain, Portugal, United Kingdom, India, Canada	2 December 2005 – 25 January 2006	IADIS Conference, Portugal; meetings, research India		Hong Kong, Sri Lanka	3 July 2005 – 16 July 2005	Moderation
Geoff McKenzie	New Zealand	27 March 2005 – 19 March 2005	Graduation ceremony Auckland		Sri Lanka, Singapore, Greece	18 August 2005 – 6 September 2005	Graduation, Colombo; NHIBE 2005 Conference, Corfu
Neil McKenzie	Malaysia, Hong Kong	10 April 2005 – 19 April 2005	Faculty of Commerce teaching group		United Kingdom, Japan	2 October 2005 – 24 October 2005	Graduation, moderation
	Malaysia, Hong Kong	19 September 2005 – 27 September 2005	Teaching at HELP Institute		Hong Kong, Singapore, Malaysia	9 November 2005 – 22 November 2005	Graduations
Jennifer McKinnon	New Zealand	28 March 2005 – 11 April 2005	EIANZ Conference and meetings	Robert Meyenn	Canada	11 March 2005 – 22 March 2005	Visit Ontario University
	United States	7 June 2005 – 19 June 2005	Conferences		Canada, Italy	10 March 2005 – 24 March 2005	Visit CSU Ontario
Sharynne McLeod	United States	16 November 2005 – 24 November 2005	Conference		Canada	8 April 2005 – 26 April 2005	AERA Conference, visit CSU Ontario
Noella Mackenzie	United Kingdom, Netherlands	14 October 2005 – 2 November 2005	Association of Teacher Education Annual Conference, Netherlands; classroom visits at Bromley Education Borough, United Kingdom		Canada	13 June 2005 – 27 June 2005	Meetings CSU Ontario
					United Kingdom, Canada	22 September 2005 – 11 October 2005	Research, London; graduation, Toronto
				Sue Micek	New Zealand	26 January 2005 – 5 February 2005	PEPE Conference, Auckland
				Joanne Millar	Singapore, United Kingdom, Europe, Thailand, Laos	22 June 2005 – 18 July 2005	Conference UK, research Laos
				Joanne Millar	Laos	12 September 2005 – 9 October 2005	Project review, research
				Seumas Miller	India, Israel, Rome	13 May 2005 – 28 June 2005	Conference

	Singapore, United Kingdom, Netherlands	14 September 2005 – 27 September 2005	Research and meetings regarding ARC Linkage International project	Conference
	Fiji	30 September 2005 – 4 October 2005	Visit University of South Pacific and University of Fiji to speak at the establishment of the Gandhi Centre	Teaching at University of Goroka
John Mills	Mauritius/ Singapore/ Hong Kong	5 February – 4 March	Study schools for new and continuing students	Guest at World 4 <sup>th</sup> Congress on Allelopathy
	Mauritius, Singapore, Hong Kong	7 June 2005 – 20 June 2005	Teaching	Visiting Professor CAPPE
	Hong Kong, Singapore	3 August 2005 – 18 August 2005	Teaching, recruitment	Administrator appointment CSU Ontario
	Hong Kong, Singapore, India	10 November 2005 – 25 November 2005	Graduations, Asia; conference, Delhi	Relocation from London
Margaret Mitchell	New Zealand	8 February – 12 February	ANZSOC conference and meeting with doctoral students	Orientation, supervision of students in Ho Chi Minh
	Hong Kong	19 February – 2 March	Doctoral residential, masters supervision, Marketing Leadership and Management (Policing)	14 <sup>th</sup> World Congress on Disaster and Emergency Medicine, Scotland
Sarah Mitchell	Switzerland	28 July 2005 – 11 August 2005	Seminar on Ecumenical Renewal, Geneva	Meetings with staff, students, and conference
Sue Moloney	New Zealand	26 January 2005 -5 February 2005	PEPE Conference, Auckland	Conference, Greece; meetings Berne, Milan, Toronto
	Malaysia	14 April 2005 – 24 April 2005	Meetings with partners and graduation, Auckland	HELP meetings and doctoral workshop, Kuala Lumpur
	Malaysia	18 October 2005 – 16 November 2005	Austrade Expo and meetings with agents/partners, Kuala Lumpur	1 <sup>st</sup> Annual Business Leadership Symposium, Hays
Elizabeth Moore	Canada, India	16 September 2005 – 30 December 2005	Special Studies Program, conference in Banff, research in Canada, Oxfam program in India	EDUCAUSE Conference and CAUDIT workshop
Mark Morrison	United Kingdom	9 September 2005 – 23 September 2005	Bioecon Conference, Cambridge	Digital Challenges Study program and meetings, Toronto
Matthew Morton-Allen	United States	5 December 2005 – 16 December 2005	SAKAI Conference, Austin	Austrade, Shenzhen and TEI/agent visits, Hong Kong, China
Nona Muldoon	Hong Kong	8 June 2005 – 22 June 2005	1 <sup>st</sup> International Conference Enhancing Learning and Teaching Through Assessment	5 <sup>th</sup> International Rice Genetics Symposium, Manila
Jenni Munday	United States	10 January – 11 April	Special Studies Program and Maricopa Teaching Exchange	Present papers at Colloquium Biblicum Conference
Daniel Murphy	Malaysia	17 September 2005 – 24 September 2005	Teaching at HELP Institute, Kuala Lumpur	Conference
Jan Murphy	Canada, Greece, Austria	20 August 2005 – 13 September 2005	Setting up library at CSU Ontario	2005 American Speech Language Hearing Conference, Los Angeles
Elizabeth Murray	United States	5 April 2005 -12 April 2005	Society for Research in Child Development, Atlanta	ACIAR research project
Satendra Nandan	Austria	17 July 2005 – 28 July 2005	Literature in English Conference, Innsbruck	ACIAR research project
Mark Neal	Ex Muscat, Oman – Bathurst	18 March 2005 – 27 March 2005	Interviewee	International Symposium on Social Development
Johann Nel	Malaysia	2 April 2005 – 7 April 2005	Teaching	UNESCAP meetings Bangkok, visit University of Bombay
	South Africa	19 June 2005 – 25 July 2005	Research	Clive Pearson
Chiranjibi Nepal	Ex Nepal – Wagga	9 April 2005 – 15 April 2005	Prevention of Child Labour Conference	United Kingdom
Keith Nesbit	Canada	21 October 2005 – 31 October 2005	GOTHI 05 Conference, Saskatoon	Ireland
David Neville	Singapore, Perth	26 June 2005 – 23 July 2005	Society of Biblical Literature, ANZATS	Fiji
				Korea
				United Kingdom
				Papua New Guinea
Zafira Nicholas	Papua New Guinea	20 February 2005 – 5 March 2005		
Naasp Nissanka	Ex Sri Lanka	20 August 2005 – 31 August 2005		
Helen Nissenbaum	Ex United States - Canberra	9 March 2005 – 30 March 2005		
Terry Noonan	Canada	3 August 2005 – 27 January 2006		
Igor Novak	Ex London, United Kingdom	19 August 2005		
Bridget O'Connor	Vietnam	19 March 2005 – 24 April 2005		
Peter O'Meara	United Kingdom	7 May 2005 – 28 May 2005		
Michael O'Mullane	United States, Switzerland, Germany	13 April 2005 – 9 May 2005		
	Greece, Italy, Switzerland, Canada	25 August 2005 – 11 September 2005		
Grant O'Neill	Malaysia	31 August 2005 – 6 September 2005		
	United States	26 September 2005 – 3 October 2005		
Shirley Oakley	New Zealand	2 May 2005 – 9 May 2005		
	United States	5 May 2005 – 12 June 2005		
Kirsty Oke	Hong Kong, China	19 August 2005 – 3 September 2005		
Benjamin Ovenden	Philippines	19 November 2005 – 24 November 2005		
John Painter	Belgium	25 July 2005 – 1 August 2005		
	Brussels	25 July 2005 – 1 August 2005		
Nicole Pappas	United States	16 November 2005 – 24 November 2005		
Kevin Parton	Philippines	7 March 2005 – 11 March 2005		
	Philippines	125 October 2005 – 21 October 2005		
Manohar Pawar	Recife, Brazil	21 July 2005 – 2 August 2005		
	Thailand, India	12 October 2005 – 8 December 2005		
Clive Pearson	United Kingdom	31 August 2005 – 9 September 2005		
Beverly Pennell	Ireland	11 August 2005 – 19 August 2005		
Lauren Phillips	Fiji	16 September 2005 – 2 October 2005		
Stephen Pickard	Korea	23 April 2005 – 28 April 2005		
	United Kingdom	7 January 2005 – 20 January 2005		
Steven Pickford	Papua New Guinea	20 February 2005 – 18 March 2005		

	Papua New Guinea	26 June 2005 – 14 July 2005	Teaching, Port Moresby
Robyn Pilcher	United Kingdom	26 March 2005 – 13 April 2005	BAA Conference
	Sweden, France	12 May 2005 – 1 Jun 2005	Conferences
Annastasia Pinto	Ex India – Wagga	10 April 2005 – 15 April 2005	Prevention of Child Labour Conference
Julia Pitman	United Kingdom	15 June 2005 – 1 July 2005	Conference, research
Patricia Please	United States	22 April 2005 – 29 May 2005	1 <sup>st</sup> International Conference on Qualitative Injury
Charles Press	Ex Norway	22 October 2005 – 27 October 2005	Interview
Joe Price	New Zealand	18 April 2005 – 23 April 2005	Training
Douglas Purnell	United States	16 June 2005 – 19 June 2005	Pastoral Theology Conference, Chicago
Robert Pymm	Brunei	29 April 2005 – 6 May 2005	9 <sup>th</sup> SEAPAVAA Conference and General Assembly
Michelle Quah	Hong Kong, Singapore, Cambodia, Malaysia	9 November 2005 – 12 December 2005	Graduations
Aaron Quinn	United States	16 November 2005 – 12 January 2006	National Communication Association Conference Boston, American Philosophical Association Conference, New York
Digby Race	Indonesia	20 March 2005 – 25 March 2005	Meetings regarding ACIAR research project, Jakarta
	Indonesia	29 May 2005 – 11 June 2005	Project meetings, field visit
Mike Rebbeschi	United States – Hawaii; Canada	3 March 2005 – 14 March 2005	SunGard Summit, Honolulu; visit CSU Ontario
	Malaysia, Singapore	15 August 2005 – 24 August 2005	E-Congress Conference
	United States	16 October 2005 – 29 October 2005	2005 Educause Conference, Orlando
Peter Reeves	Papua New Guinea	19 February 2005 – 23 February 2005	Teaching at University of Goroka
	Canada	14 April 2005 – 3 June 2005	Coordinate admissions and supervise establishment of CSU Ontario
Joanne Reid	Canada	8 April 2005 – 19 April 2005	AERA Conference, visit CSU Ontario
Tiffany Reilly	Fiji	16 September 2005 – 27 September 2005	Field project, Nadi
Karen Retra	Fiji	16 September 2005 – 2 October 2005	Field project, Nadi
Leonora Ritter	Norway	25 June 2005 – 22 July 2005	International Childhood Conference, Oslo
Kevin Robards	United Kingdom, United States	11 February 2005 – 22 June 2005	Special Studies Program, research
Simon Rogerson	Ex United Kingdom – Canberra	28 June 2005 – 30 August 2005	Visiting Professor
Doug Rolfe	Malaysia	11 January – 16 January	Summer school at HELP, Kuala Lumpur
Emma Rooksby	United Kingdom, Italy	10 June 2005 – 11 July 2005	Philosophy of Management Conference
David Roshier	Taiwan	23 November 2005 – 28 November 2005	Waterbirds 2005 Conference, Taipei
Peter Rushbrook	United Kingdom	9 July 2005 – 23 July 2005	Meetings, 6 <sup>th</sup> International JVET Conference, Oxford
Daniel Ryan	China	23 February 2005 – 31 July 2005	UMAP exchange student
Miranda Ryan	Singapore	17 November 2005 – 22 November 2005	IAA Awards presentation
Tegan Ryan	China	23 February 2005 – 31 July 2005	UMAP exchange student
Roy Sanders	Mauritius/Singapore/Hong Kong	5 February – 4 March	Study schools for new and continuing students
Sandra Savocchia	South Africa	18 January – 15 February	4 <sup>th</sup> International Workshop on Grapevine Trunk Disease and 43 <sup>rd</sup> South African Society for Plant Pathology
Geoff Scollary	France	2 July 2005 – 12 July 2005	Visit student, conference, participate in planning In Vino 2007
Robert Scully	Hong Kong, Singapore, Malaysia, Cambodia	11 November 2005 – 22 November 2005	Graduations
Philip Sefton	Canada	10 August 2005 – 10 September 2005	IT installation and training CSU Ontario
Jane Selby	United Kingdom	4 June 2005 – 17 July 2005	Conference – Using the War: Changing Memories of World War II
Rob Sharkie	Greece	17 July 2005 – 10 August 2005	Conference, Rhodes
Kishor Sharma	Malaysia, China	15 April 2005 – 1 May 2005	Kuala Lumpur graduations, meetings China
	Nepal, India	19 December 2005 – 6 January 2006	Children, Youth and Education in Globalising India Conference, data collection
Soumitra Sharma	Ex Croatia	25 February 2005 – 15 June 2005	Visiting Professor, School of Marketing and Management
Gary Shaw	Ex London	4 February 2005 – 17 February 2005	Visiting lecturer AGSP
Tegan Sheffield	Fiji	16 September 2005 – 2 October 2005	Field project, Nadi
Kate Sherren	United States - Hawaii	24 February 2005 – 2 March 2005	Environmental, Cultural, Economic and Social Sustainability Conference, Honolulu
	Canada	17 September 2005 – 2 November 2005	Campus Sustainability Conference and consultation on sustainable education
Tracey Simpson	Indonesia	9 April 2005 – 13 April 2005	Meetings with Ghandi group, visits to international schools, Jakarta
Inderjit Singh	Ex India	19 August 2005 – 27 August 2005	Guest at World 4 <sup>th</sup> Congress on Allelopathy
Parminder Singh	Malaysia, India	9 July 2005 – 26 July 2005	Moderation Kuala Lumpur
Alison Skinner	France	11 May 2005 – 3 June 2005	Shell landscape modelling workshop, data collection, field site visit
Hazbo Skoko	France	28 December 2004 – 2 February 2005	TBA
	Macedonia, Croatia	26 March 2005 – 6 April 2005	TBA
	Serbia and Montenegro, Macedonia, Croatia	22 June 2005 – 24 July 2005	Research, publication, faculty negotiations
	Croatia, Slovenia, Macedonia	7 September 2005 – 25 October 2005	Joint course liaison
	Denmark, Croatia	19 November 2005 – 19	Research, conference, promotion

	Slovenia	December 2005	of CSU MBA degree
Andrew Smith	United Kingdom, Egypt	30 March – 14 July	Special Studies Program
Erica Smith	United Kingdom, Egypt	30 March – 14 July	Special Studies Program
Jason Smith	Germany	5 August 2005 – 6 September 2005	GESCO 2005 Conference and research
Kerry Smith	Ex United States - Bathurst	24 October 2005 – 29 October 2005	E-Crew Conference
Michael Smith	United States – Hawaii	3 March 2005 – 12 March 2005	SunGuard Summit, Honolulu
Alison Southwell	United Kingdom, Ireland	23 June 2005 – 1 August 2005	20 <sup>th</sup> International Grasslands Conference
Edward Spence	United States	24 February – 2 March	APPE Conference, San Antonio
	Singapore, Greece, Cyprus	4 April 2005 – 17 April 2005	Paper presentation at the International Conference on Marketing, Cyprus
Ronn Spencer	Ex United States	3 July 2005 – 23 July 2005	Guest tutor, Mitchell School of Arts
Dirk Spennemann	United States	9 May 2005 – 24 May 2005	California State Historic Preservation Conference, Riverside; Narrating Colonial Encounters Conference, Seattle
	Micronesia	5 September 2005 – 17 September 2005	Planning conference and research
Peter Spooner	United States	26 August 2005 – 4 September 2005	ICOET Conference, San Diego
Robert Stake	Ex United States	16 September 2005 – 1 October 2005	Guest speaker at QRIP Conference
Chris Steel	Singapore	23 June 2005 – 29 June 2005	2 <sup>nd</sup> Asian Plant Pathology Conference
Hugh Stewart	Indonesia	29 May 2005 – 11 June 2005	Project meetings, field visit
Robert Stocker	Malaysia	26 February 2005 – 4 March 2005	Moderation, HELP Institute, Kuala Lumpur
	Singapore, Malaysia	8 December 2 – 5 – 18 December 2005	Moderation Kuala Lumpur
Lynette Stockhausen	New Zealand	16 March 2005 – 21 March 2005	Graduations and research collaboration
	Japan	2 September 2005 – 18 September 2005	Conduct school at Ajisai Nursing College
Amanda Stott	Japan	2 September 2005 – 18 September 2005	Conduct school at Ajisai Nursing College
Natasha Sugden	New Zealand	6 February- 16 February	Conference, Wellington
Ivan Talan	United States	8 January 2005 – 30 January 2005	MacWorld Conference 2005 Scholarship
Julie Tall	Canada, Europe	1 January – 31 December	Staff exchange to Humber College, Canada
Erwin Tanaja	New Zealand	6 April 2005 – 16 April 2005	NIR Conference 2005, Auckland
Amanda Tarbit	Vietnam, Thailand	23 August 2005 – 7 September 2005	IDP interview programs Hanoi, Ho Chi Minh, Bangkok
Garry Taylor	Auckland	3 April 2005 – 8 April 2005	Educause Australasia and CAUDIT meeting
Iain Taylor	India	2 February 2005 – 14 February 2005	Asian Wetland Symposium
	Taiwan	20 November 2005 – 29 November 2005	Waterbirds 2005 Conference, Taipei
Therese Taylor	United Kingdom	2 July 2005 – 24 July 2005	4 <sup>th</sup> Global Conference Health Illness Disease, London
Noel Thomas	Malaysia	23 November 2005 – 2 December 2005	Mathematics Conference
Anthony Thompson	New Zealand	27 March 2005 – 5 May 2005	Special Studies Program
Heather Thomson	Canada, United States, United Kingdom	4 June 2005 – 24 June 2005	Teaching for Change Conference
Penny Thompson	United Kingdom	25 January 2005 – 7 February 2005	Enhancing Student Employability Conference
Rik Thwaites	East Timor	29 June 2005 – 17 July 2005	Invited guest of Consul General
	Fiji	16 September 2005 – 27 September 2005	Field project, Nadi
David Tien	Singapore, United Kingdom	28 December 2004 – 21 January 2005	Visit image laboratories/work
Robert Tierney	Hong Kong, Taiwan	22 July 2005 – 9 February 2006	Special Studies Program
Paul Tinley	New Zealand	27 August 2005 – 4 September 2005	21 <sup>st</sup> Australasian Podiatry Conference
Eve Todoroska	New Zealand	21 April 2005 – 27 April 2005	Conduct residential schools, Auckland
Lily Truong	United States	17 April 2005 – 25 May 2005	Conference
	Canada, United States, France	2 October 2005 - TBA	Research
John Tulloch	Ex London, United Kingdom	25 March 2005 – 2 April 2005	Research project
	Ex London, United Kingdom	18 June 2005 – 30 June 2005	Research project
Marian Tulloch	New Zealand	3 April 2005 – 6 April 2005	ACODE Conference, Auckland
Graham Tyson	Hong Kong	11 April 2005 – 23 April 2005	Meeting and research
Heather Urwin	Canada, United Kingdom	27 September 2005 – 9 October 2005	Canada, London graduation
Nigel Urwin	Korea	4 June 2005 – 9 June 2005	Advertise biotechnology degrees
	United Kingdom	10 September 2005 – 25 September 2005	Flow Cytometry Course, York University
Margaret Van Heekeren	New Zealand	2 July 2005 – 15 July 2005	ANZCA 2005 Conference, Christchurch
Vicky Vance	Singapore	27 May 2005 – 7 June 2005	Redesigning Pedagogy Research Policy Practice Conference
Greg Walker	Croatia	21 April 2005 – 4 May 2005	EMM Conference
	Hong Kong, Singapore, Cambodia, Malaysia	11 November 2005 – 22 November 2005	Graduations
John Walker	Indonesia	29 May 2005 – 11 June 2005	Project meetings, field visit
Todd Walker	Japan	4 November 2005 – 14 November 2005	46 <sup>th</sup> Annual Japanese Society of Clinical Cytology
Jacob Wallis	Ex Glasgow	6 August 2005	Relocation from United Kingdom
Patrick Walsh	Philippines	25 April 2005 – 27 April 2005	Support students
	China	16 June 2005 – 20 June 2005	International Forum: Intelligence-Led Policing
Lexin Wang	China	10 December 2005 – 22 January 2006	Annual Scientific Conference, Advance Training in Cardiology, research
Catherine Warburton	Canada	14 February 2005 – 20 February 2005	Visit Ontario University
Frank Warwick	Papua New Guinea	4 December 2005 – 12 December 2005	Review DE materials for University of Papua New Guinea
Cathy Waters	United Kingdom, Europe	17 June 2005 – 21 July 2005	Conferences Dublin, Glasgow

David Watson	Europe	17 May 2005 – 2 June 2005	Multifunction of Landscapes Conference Germany
Tom Watson	United Kingdom, Europe	25 June 2005 – 14 July 2005	Conference, research, meetings
Jacqui Watt	South Africa	5 April 2005 – 7 July 2005	Doctoral research
John Weckert	Thailand	6 January – 14 January	Present paper at 2 <sup>nd</sup> Asia-Pacific Computing and Philosophy Conference, Bangkok
	United States	24 February 2005 – 8 March 2005	Nanoethics Conference
	Cambodia, Poland	29 May 2005 – 8 June 2005	Meetings, UNESCO visit to Phnom Penh
	Netherlands	15 July 2005 – 25 July 2005	CEPE Conference, Amsterdam
	Thailand	10 September 2005 – 14 September 2005	UNESCO Conference, Bangkok
	United States, Netherlands, Thailand	30 October 2005 – 12 November 2005	IANT 2005 Conference United States, ARC Linkage Grant research Amsterdam, seminar Bangkok
Vernon White	Ex Canada	27 June 2005 – 8 July 2005	Interview
Gail Whiteford	New Zealand	4 February – 13 February	Supervision of doctoral student, research workshop, meetings and book launch
	Vietnam	16 April 2005 – 27 April 2005	Visit students in orphanages at Ho Chi Minh and orphanages at Hoi An
	Canada	24 May 2005 – 2 June 2005	Conference
	United Kingdom, Ireland	2 October 2005 – 19 October 2005	Meetings, deliver public lectures
Lawrie Willett	Malaysia	15 April 2005 – 19 April 2005	Graduations
	Sri Lanka	16 August 2005 – 22 August 2005	Graduation, Colombo
	Canada, United Kingdom	28 September 2005 – 21 October 2005	Canada, London graduation
	Hong Kong, Singapore, Malaysia, Cambodia	10 October 2005 – 22 November 2005	Graduations
Andrea Williams	United States	24 May 2005 – 28 May 2005	Conference, Hawaii
John Williams	Malaysia, Hong Kong	10 April 2005 – 19 April 2005	Faculty of Commerce teaching group
	Malaysia, Hong Kong	18 September 2005 – 27 September 2005	Teaching at HELP Institute
	China	26 November 2005 – 5 December 2005	Teaching
Benjamin Wilson	United States	6 November 2005 – 12 November 2005	ASA Conference, Salt Lake City
Leah Wiseman	Canada	24 May 2005 – 13 June 2005	Paper presentation at Canada Occupational Therapy Conference, Vancouver
Ted Wolfe	Eritrea	26 April 2005 – 7 May 2005	Consultancy, Asmara
	Eritrea	15 July 2005 – 30 July 2005	Consultancy, Asmara
	China, Korea	7 December 2005 – 19 December 2005	Data collection for DPRK project
Isaac Wolfson	Singapore	17 November 2005 – 22 November 2005	IAA Awards presentation
Stuart Woodcock	United Kingdom, Thailand	30 November 2005 – 14 January 2006	3 <sup>rd</sup> International Conference on Special Education, Bangkok and

	United Kingdom, Thailand	30 November 2005 – 14 January 2006	research, London for doctorate, meetings with colleagues UK; 3 <sup>rd</sup> International Conference on Special Education, Bangkok
Rosemary Woolston	Hong Kong	10 June 2005 – 15 June 2005	Meetings with Hong Kong Police, and conference
Lee-ling Yap	Malaysia	24 February 2005 – 3 March 2005	Meetings, Kuala Lumpur
	Malaysia	14 April 2005 – 18 April 2005	Graduation and meetings with partners, Kuala Lumpur
Robyn Zevenbergen	Sweden	8 June 2005 – 19 June 2005	Women and Maths Conference
Guiang Zhuang	Ex Beijing, China – Bathurst	25 October 2005 – 30 October 2005	E-Crew Conference
Yann Zheng	Ex Beijing, China – Bathurst	25 October 2005 – 30 October 2005	E-Crew Conference

## Appendix 23 Privacy and Personal Information

The University has a privacy management plan to ensure continued and robust compliance with industry best practice in accordance the principles and requirements of the *Privacy and Personal Information Protection Act 1998* and the *Health Records and Information Privacy Act 2002*. The management policy provides guidance on the requirements of the Acts for all officers dealing with personal information, strategies for compliance with the Acts, and identifies procedures that can be adopted to eliminate or reduce the risk of non-compliance. The University's Privacy Officer is located in the Office of the Vice-Chancellor, and is responsible for coordinating the implementation of the privacy management plan and ensuring that the University meets its obligations under the Act.

The University received a number of inquiries but no complaints regarding privacy in the period 1 July 2004 to 30 June 2005.

## Appendix 24 Risk management and insurance activities

The major insurance risks for the University are professional indemnity, security of assets and accidents resulting in workers compensation and insurance claims.

The University has a full range of insurance as detailed in the table below:

Type	Provider
Property	Unimutual Ltd
General and Products Liability	Unimutual Ltd
Professional Liability	Unimutual Ltd
Professional Liability - Malpractice	Unimutual Lrd
Director and Officers Liability	Unimutual Ltd
Motor Vehicle	Allianz Australia Ltd
Contract Works	Allianz Australia Ltd
Corporate Travel	ACE Insurance Ltd
Group Personal Accident	ACE Insurance Ltd
Student Personal Accident	AFA Pty Ltd
NSW Workers Compensation	Allianz Australia Ltd
ACT Workers Compensation	CGU Workers Compensation

CSU's Risk Management Policy requires the University and its controlled entities to systematically identify, assess and treat both corporate and operational risks in a manner that utilises and complements existing management and accountability structures and reporting lines, and in which all staff assume an appropriate level of responsibility. The University continued to

progress the associated risk management implementation strategy during 2005, the key achievements being:

- Progressive review and update of key corporate risks;
- Completion of risk assessments for key University projects;
- Incorporation of risk management within the University's Commercial Activities policy framework;
- Formulation of templates and associated supporting material for faculties and divisions to document operational risks;
- Continued review of business continuity and disaster recovery processes for critical operational areas;
- Consideration of risks within the annual planning cycle; and
- Offering an educational program to support risk analysts within the University.

The achievement of these outcomes, within a broader risk management framework, has allowed the University to comply with the Department of Education, Science and Training (DEST) National Governance Protocols. Further, the Audit and Risk and Compliance and Commercial Activities Committees of Council have actively overseen the implementation of risk management processes and compliance with policy.

The University's corporate risk profile identifies the following challenges and opportunities, which are being addressed by managerial action:

**1. Maximising revenue from Commonwealth Supported Students, fee paying domestic and international students.**

Actions:

- i. The continued development of competitive and efficient course and subject profiles;
- ii. Continued provision of teaching and academic service to students that is at least commensurate with competitors;
- iii. Co-ordinated development of CSU's digital learning environment; and
- iv. Promotion of CSU as a premier Australian university.

**2. Controlling and managing operating costs within an environment of increased financial uncertainty.**

Actions:

- i. Review and reform workplace processes to increase efficiency and effectiveness of administrative activities;
- ii. Application of an integrated Project Management Approach for major initiatives;
- iii. Greater budgetary control of discretionary expenditure;
- iv. Due diligence of new third party agreements combined with a strategy to exit existing agreements that are deemed to carry unacceptable risk or are otherwise deemed unsatisfactory;
- v. Strategic development of CSU's IT network and administrative support applications;
- vi. Assessment of space requirements to realise accommodation requirements and capital works efficiencies;
- vii. Consolidation of discipline and subject profiles around strategic directions; and
- viii. Assessing and managing the impact of legislation on voluntary membership of student unions.

**3. Achieving continued growth in research outputs within an environment of high workloads and competing demands.**

Actions:

- i. Assistance and support to academic staff with their research endeavours, including the allocation of at least 20% of academic workload to research and development type activities;
- ii. Providing a positive learning environment for research students and staff by:
  - Providing appropriate research facilities; and
  - Encouraging a consultative research environment within a broader community of scholars;
- iii. Identification and realisation of financially sustainable commercial research opportunities;
- iv. Developing research partnership opportunities with industry and the professions;
- v. Increasing research performance in terms of external income and DEST accredited publications; and
- vi. Continued focus on areas of research strength.

**4. Attracting, retaining and developing quality staff.**

Actions:

- i. Continued provision of competitive remuneration and conditions packages to staff;
- ii. Implementation of transparent, merit based opportunities for advancement;
- iii. Provision of research and professional development opportunities for academic staff;
- iv. Implementation of Equal Employment Opportunity policies and training;
- v. Implementation of an Indigenous employment strategy; and
- vi. Promoting regional lifestyle benefits to potential job applicants.

**5. Ensuring good governance, internal control and regulatory compliance while meeting the need to develop new business.**

Actions:

- i. Close oversight of University governance, risk management, compliance and internal control strategies by Committees of Council;
- ii. Reformulating the University's policy and delegations frameworks; and
- iii. Development of internal control standards to support CSU's work process improvements.

## Appendix 25

### Recruitment and human resource services and systems

#### RECRUITMENT

Recruitment provides an effective recruitment service to support the University's goal of attracting and recruiting a diverse workforce of high quality staff. Key achievements in 2005 include:

- Review and amendments of policies and procedures to ensure compliance with the Higher Education Workplace Relations Requirements (HEWRRs);
- Working with Organisational Development in the development of information that would

- assist applicants and interview panels in the recruitment process;
- Support of the induction process;
- Support of workshops for CSU employees in understanding the recruitment process;
- Regional engagement relevant to human resource issues, including support of NSW Country Week and Local Government initiatives at Wagga Wagga;
- Implementation of targeted national and international searches for senior academic appointments;
- Assistance in relation to the implementation of HEWRR compliance activities;
- Assistance and implementation of the Indigenous Employment Strategy and related recruitment activities;
- Consultation in conjunction with Organisational Development to Faculties and Divisions in workforce planning;
- Assistance with the recruitment and induction of 88 academic appointments and 192 general appointments; and
- Assistance with the recruitment of 36 internal appointments to secondment positions.

Activities planned for 2006 include:

- Continuing the implementation of the Recruitment Strategy;
- Reviewing recruitment policies and procedures;
- Continuing consultation on workforce planning to Faculties and Divisions, in conjunction with Organisational Development;
- Supporting the introduction of training programs for selection panels;
- Providing leadership in the introduction of improved online recruitment processes; and
- Expanding regional engagement activities related to Human Resource activities across the University's campuses and Regional Centres.

#### HUMAN RESOURCE SERVICES AND SYSTEMS

The Human Resource Services and Systems team manages the delivery of HR administration and advisory services to all staff of the University through offices located at Albury-Wodonga, Bathurst and Wagga Wagga. Key achievements in 2005 include:

- The ongoing provision of timely and accurate services for client groups;
- Effective fortnightly salary administration for approximately 2,500 staff;
- Expansion of utilisation of the Alesco human resource information system;
- Replacement of paper-based payslips with online pay information via the Web Self-Service Kiosk to staff at all CSU locations;
- Payment of two salary increases – 2.5% and 2% granted via administrative action from 22 April 2005 and 22 September 2005 respectively;
- Participation in the University's benchmarking program;
- Provision of a range of workforce planning data;
- Conduct of the inaugural 30 years' service dinners and presentations at Bathurst and Wagga Wagga;
- Substantial planning and liaison to develop staffing establishments and staffing models for Orange;
- Compliance with the Higher Education Workplace Relations Requirements (HEWRRs)

through the offering of Australian Workplace Agreements (AWAs) to all staff commencing from May 2005;

- Collaboration of university members of Higher Education Systems to produce functionality within the Alesco system to capture HEWRRs data;
- Presentation of job evaluation workshops prior to each round;
- Provision of timely and accurate data to government agencies as required;
- Provision of ongoing support and advice to senior staff of the University, particularly Deans and Heads of School, through attendance at numerous probationary review interviews;
- Implementation of systems for recording discipline areas for academic staff, in conjunction with the office of the Deputy Vice-Chancellor (Academic);
- Development of stronger links between the Services and Recruitment functional areas to ensure seamless delivery of services;
- Review of the model of human resource services delivery to strengthen consistency between various Human Resources offices;
- Update of the content and style of the Division's web site;
- Codification of superannuation administration procedures; and
- Investigation into the capture of occupational health and safety (OHS) data via the Alesco system.

Activities planned for 2006 include:

- Implementing and managing conditions of employment in accordance with the new Enterprise Agreement and HEWRRs compliant policies;
- Upgrading the Alesco system;
- Implementing online approvals via the Web Self-Service Kiosk facility;
- Reviewing procedures in line with online approvals;
- Transferring staff located at Orange to CSU and integrating their details into the service delivery model;
- Providing a range of workforce planning data to senior managers;
- Continuing the review of operations to ensure effective integration of technology, quality, risk management and business process improvement principles;
- Providing input to the review of procedures for academic probation; and
- Reviewing staff exit processes in line with workforce planning needs.

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