Charles Sturt University

2011 Annual Report

to the Parliament and Community

YOU+CSU

Charles Sturt University Annual Report 2011

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FOR THE PERIOD 1 JANUARY 2011 TO 31 DECEMBER 2011

The Hon Adrian Piccoli MP
Minister for Education
Level 31
Governor Macquarie Tower
1 Farrer Place
Sydney NSW 2000

Dear Minister

In accordance with the provisions of the Annual Reports (Statutory Bodies) Act 1984 and the Public Finance and Audit Act 1983 we have pleasure in presenting to Parliament the Annual Report of Charles Sturt University for the year 2011.

Yours faithfully

Lawrie Willett, AO
Chancellor

Professor Andrew Vann
Vice-Chancellor and President

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About Charles Sturt University

Charles Sturt University is the largest regionally based university in Australia, enrolling nearly 37,000 students from across Australia and in over 120 countries around the world. As a leader in quality online-supported distance learning, we remain the largest and one of the most experienced providers of courses delivered by innovative distance education. We offer one of the most comprehensive suites of courses of any university in the country, with more than 70% of our professional programs delivered in areas of identified national and regional labour market skill shortages.

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

Our combination of campuses and online supported education makes Charles Sturt University one of Australia's truly national universities, with more than 22% of our students enrolled from states and territories outside NSW.

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

What makes us different?

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

National vision - regional opportunity

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

Collaboration

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

Sense of community

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

Flexibility

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

Our focus on individuals

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

Results

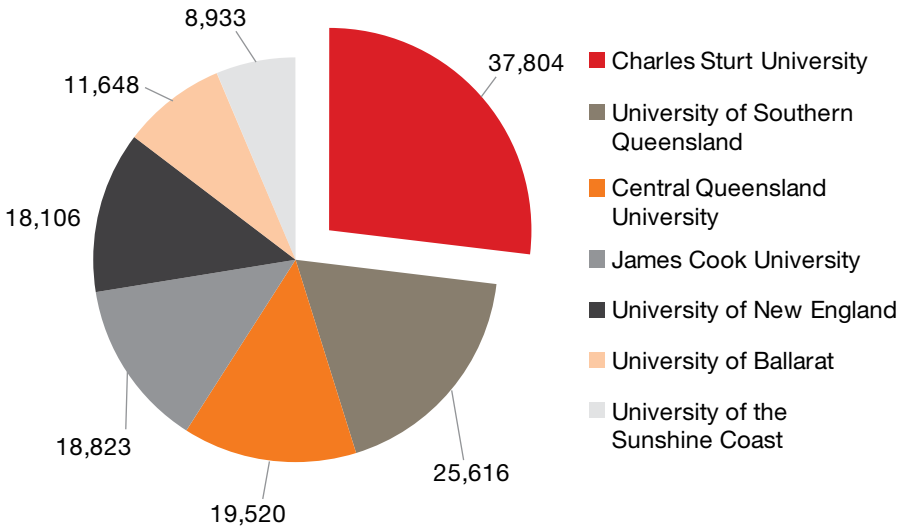
We take a unique, demand-driven approach to the construction and administration of our research and teaching programs. We look to solve important community issues by engaging with industry and professions and this results in better outcomes for all our stakeholders.

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

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

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

Largest Regional University



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

SOURCE: DEEWR Higher Education Statistics Collection (2010)

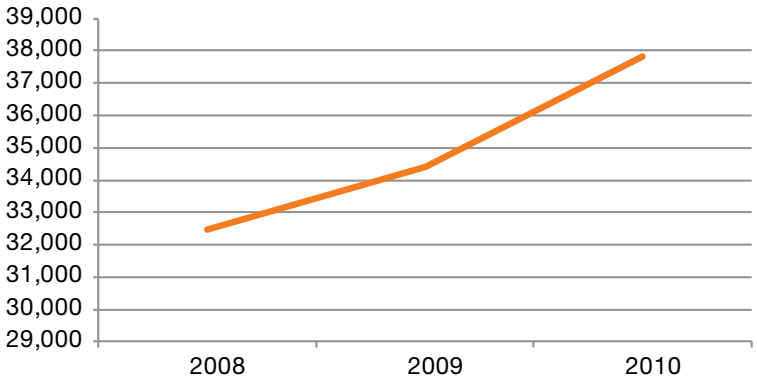
Growing Regional Impact

	Employment FTE	Income $	Value Added $	Output $
Initial	3,132	223	268	443
Flow on	1,864	107	256	542
Total	4,996	331	524	985
Multiplier	2	1.48	1.96	2.22

Each year we deliver more than half a billion dollars in gross regional product, $331 million in household income and 4,996 FTE jobs, generating a total economic impact of almost one billion dollars. Our regional economic impact has more than tripled since the last survey in 2006.

SOURCE: Western Research Institute, Economic Impact of CSU (2010)

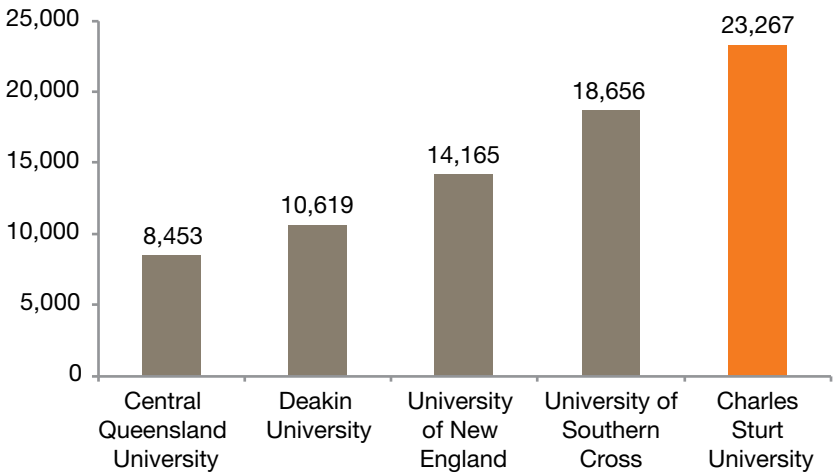
Expanding Student Enrolments



We enrolled more than 37,000 students in 2010, an almost 17% increase in the total student enrolments between 2008 and 2010.

SOURCE: DEEWR Higher Education Statistics Collection (2010)

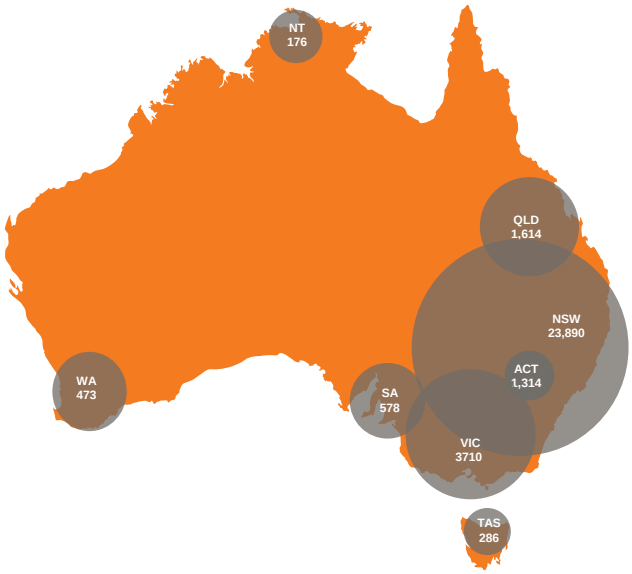
Largest Distance Provider



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

SOURCE: DEEWR Higher Education Statistics Collection (2010)

National Reach and Local Opportunity



Charles Sturt University is a genuinely national provider of higher education, enrolling more than 8,000 students from states and territories outside NSW and generating more than $50 million each year in inbound investment in regional economies.

SOURCE: Source: CSU Office of Planning and Audit (2010)

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University Strategy 2011-2015

OUR STRATEGY

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

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

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

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

Student Experience

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

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

Course Profile

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

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

Research

We will conduct Research that:

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

OUR VALUES

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

At Charles Sturt University we are:

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

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

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

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

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

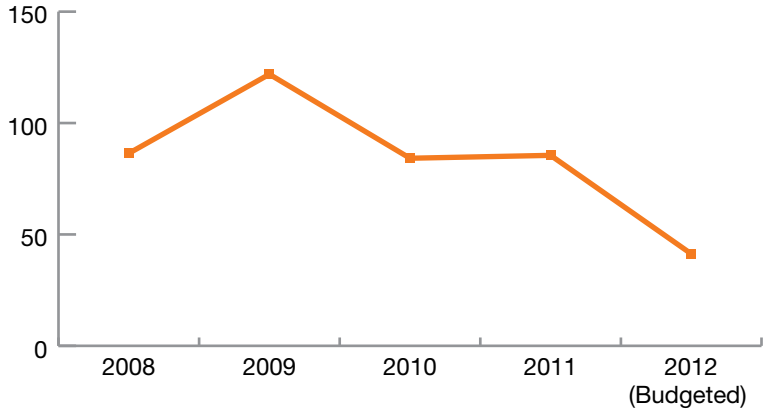
Inclusive – we recognise that we achieve better outcomes when we embrace and respect the different views, cultural backgrounds and abilities of all staff, students, graduates and external communities.

STUDENT EXPERIENCE

Charles Sturt University is committed to providing an enriching and supportive student experience through an emphasis on:

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

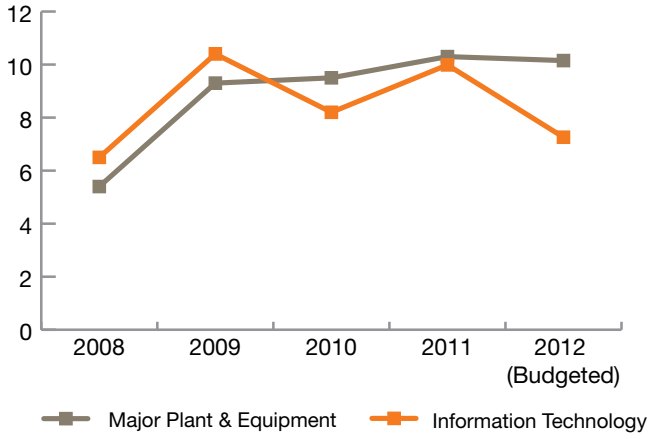
Investing in New and Upgraded Facilities
(millions)



To ensure our students have a high quality experience, we have invested $419.3 million over the last five years to deliver state-of-the art teaching, research and residential facilities, and on refurbishing learning and student spaces.

SOURCE: CSU Division of Finance (2011)

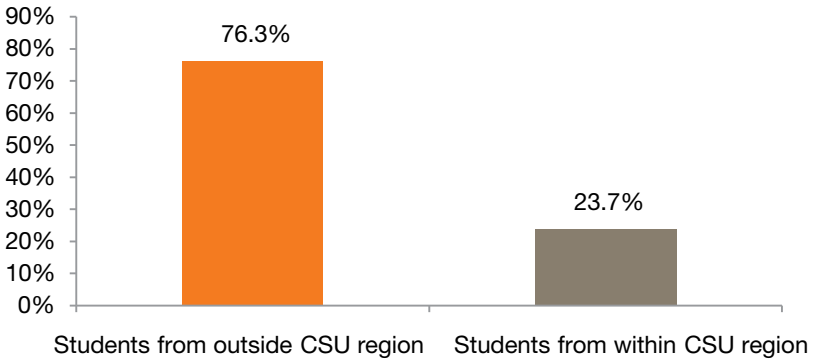
Keeping pace with Changing Technology



Over the last five years we have increased spending on major plant and equipment.

SOURCE: CSU Division of Finance (2011)

Delivering more Student Accommodation



We have constructed 600 new student residences over the last three years to ensure students have access to affordable accommodation and a supportive residential environment. More than three-quarters of our residential students now come from areas where Charles Sturt University does not operate a campus.

SOURCE: LEK, Defining a Goal-Oriented Strategic Framework (2010)

Students given a second chance to participate in higher education

Charles Sturt University has long supported the Australian Government's commitment to improve the participation rates of students from low socioeconomic status (SES) and disadvantaged backgrounds.

In 2011 the Faculty of Education successfully expanded the delivery of the University's Pathway Program, the Diploma in General Studies (formerly called the Certificate in General Studies) to three locations and set the foundation for the further expansion of this course.

This program is for students who wish to study at Charles Sturt University but who do not meet the entry criteria, or require further preparation. The University works closely with regional TAFE partners to deliver this course.

In 2011, Charles Sturt University partnered with Wodonga Institute of TAFE, Western Institute of TAFE, and Riverina Institute of TAFE, and will be expanding to Port Macquarie North Coast Institute of TAFE for 2012. Discussions are also underway to further develop this course so that it can be offered by flexible delivery into more remote locations.

Not all students are focused on gaining entry to University when they are in high school. As one Pathways student said, "In high school I was more interested in finding a full-time job than going to University. I didn't like the thought of doing four years of full-time study after all the study I had done. It wasn't until half way through Year 12 that I changed my mind. By then it wasn't an option. I'd dropped my ATAR score."

Another student commented, "After Year 12 I had a look at the real world. I was working in hospitality and it wasn't where I wanted to be. To work in education, which is where I wanted to go, I had to be University qualified. The Pathways course came up and it was what I needed. I wasn't sure how to enter as a mature aged person."

The Pathways program offers these students a second chance. The Diploma is a combination of eight subjects, studied over two 17-week sessions. The equivalent of four subjects is drawn from TAFE Certificate IV in Further Education or Tertiary Preparation Certificate (TPC), and four from CSU's bachelor level subjects. The program provides students with a solid preparation for further university studies, by supporting them as they build their academic skills and their confidence.

"The Pathways course refreshed all my skills. I learned how to write an essay properly, which I probably didn't do so well in Year 12 and Year 11," said one recent graduate of the Program. "I learned how to reference, which was great. I really needed that at first. I also met a great bunch of new people."

Another reflected that "From doing the Pathways program I definitely learned a lot of new skills, which was really helpful for my course this year. I thought of doing a gap year. But then I decided to do the one year program. I learned a lot about essay writing and referencing and it was great to get a perception of what university life was going to be like."

Both of these students went on to enrol in the Bachelor of Education (Early Childhood and Primary) degree. Both are doing well and feel the pathways program has given them the foundation they needed to succeed at university:

As one said, "The Pathways course has been very beneficial. This year is very challenging. But I am very happy with my marks."

On successful completion of the Pathways Program, students are guaranteed entry into most CSU courses. Of the 56 students who commenced the Pathway Program in 2011, it is expected that about 75% will go on to enrol in university courses.

Expansion of community health services

Charles Sturt University's Bathurst Campus already boasts a $5m Dental and Oral Health Clinic and a $2.9m Regional Interprofessional Clinical Simulation Centre, which will be utilised by the Faculty of Science to enhance the skills and work-readiness of its graduates in Nursing and Paramedic programs.

A $5.36m Community Allied Health Clinic, funded by Health Workforce Australia, is due for construction in 2012.

A further proposal has been submitted to the Health and Hospital Fund (HHF) to establish an Interprofessional Health and Wellness Precinct on the Bathurst Campus that will expand on the range of health services already available to the community. This includes a $10m Interprofessional Primary Health Clinic and a $20m Day and Rehabilitation Hospital.

Strengthening partnerships with TAFE

Charles Sturt University continues to consolidate current, and forge new, partnerships with TAFE institutions with the 'diploma-to-degree' programs.

In the Faculty of Science articulation with courses in areas including agriculture, health and rehabilitation, nursing, wine sciences and horticulture have been achieved with TAFE institutions such as Wodonga, North Coast, Holmesglen, Northern Sydney, Western Institute, Riverina and Sunraysia. Negotiations are currently underway with Holmesglen TAFE for an articulation with Charles Sturt University's Oral Health Therapy program to be delivered from Melbourne to both domestic and international students. Discussions are also progressing with CY O'Connor TAFE for the articulation and delivery of agriculture courses in Western Australia.

Such partnerships allow regional and rural students the opportunity of continuing their education within their own communities, and so contributes to strengthening regional economies and labour markets.

Faculty of Business extends course profile

The Faculty of Business has refined and extended its course profile in 2011 and this will continue as a priority in 2012. The focus has been on better meeting student and industry needs through changes to existing courses and the development of several new courses.

Extensive curriculum renewal has been achieved, and the Faculty has introduced three new workplace learning subjects into the Bachelor of Business courses. These revised courses provide improved flexibility and choice, and greater insight into current industry practice. This renewal is a key element in Charles Sturt University's targeted efforts to further enhance student engagement, satisfaction, retention and progression.

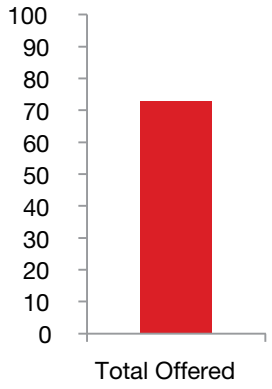
The new Bachelor of Accounting has been designed to better prepare graduates for their careers and has a stronger emphasis on workplace learning and workplace focused assessment. It also has an emphasis on key knowledge and skill areas required by accounting professional bodies and employers and enhances student learning support. Students will have the opportunity in the second year of their degree to complete a 100 hour work placement in a relevant organisation.

COURSE PROFILE

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

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

Addressing Workforce Needs



Charles Sturt University is focused on meeting regional and national workforce needs, with more than 70% of our courses now offered in areas identified by the Department of Education, Employment and Workplace Relations of national or regional labour market skills shortage.

SOURCE: LEK, Defining a Goal-Oriented Strategic Framework (2010)

Growing Regional Workforces

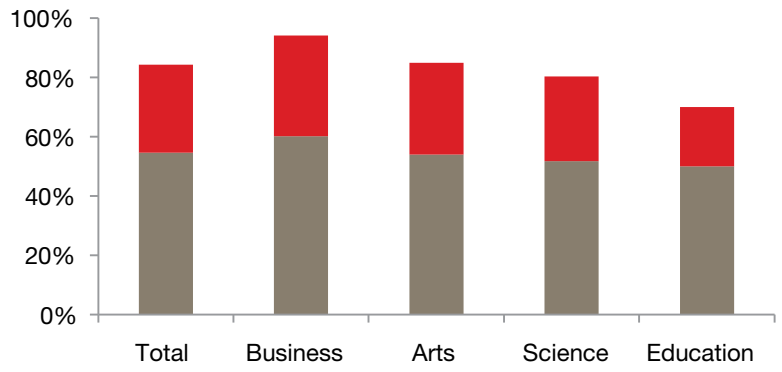
Charles Sturt University degree	Percentage	
	Rural enrolments	Rural jobs
Nuclear Medicine Technology	75.4%	85.7%
Nursing	78.5%	73.5%
Nutrition and Dietetics	77.0%	90.5%
Occupational Therapy	89.6%	74.2%
Paramedics	56.4%	75.0%
Pathology	59.2%	73.7%
Pharmacy	55.5%	83.1%
Physiotherapy	75.8%	73.7%
Podiatry	82.8%	88.9%
Psychology	56.8%	91.7%
Radiography	79.1%	50.0%
Speech Pathology	86.8%	68.2%
Social Work	65.1%	80.0%

Recognising the particular challenge of growing our rural health workforce, Charles Sturt University has made significant investments in expanding our health sciences programs, opening a new mode of our physiotheraphy program in Orange in 2010 and accepting our second year of dental and oral health students in Wagga Wagga and Orange.

A 2010 study found that Charles Sturt University's health and human services students are significantly more likely to come from a rural area, and significantly more likely to commence employment in a rural area.

SOURCE: CSU Office of Planning and Audit (2010)

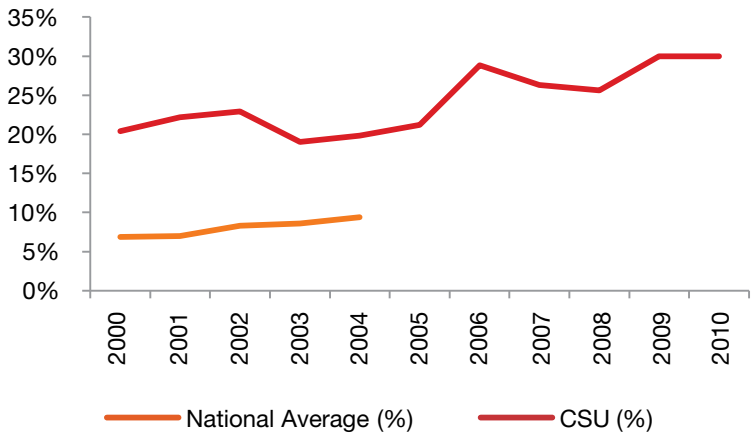
Making University Reachable



To make higher education accessible to more Australians, Charles Sturt University has developed the most comprehensive range of online and distance education courses available. More than 200 courses (~80%) are currently offered through online and distance education, with more planned for the future.

SOURCE: LEK, Defining a Goal-Oriented Strategic Framework (2010)

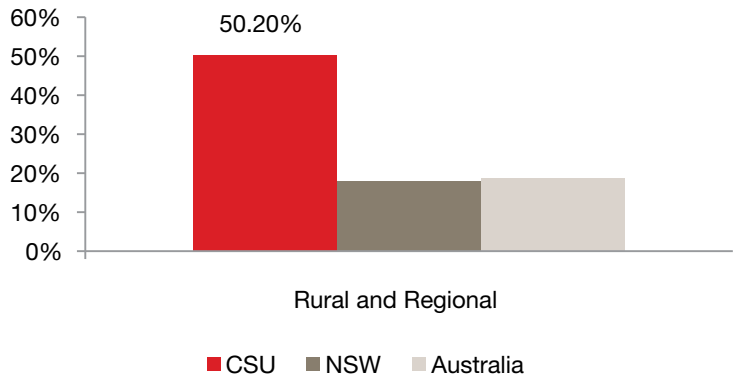
Recognising Diverse Pathways



Recognising the different pathways people take to university, Charles Sturt University has developed strong links to TAFE through integrated programs and structured articulations. Charles Sturt University consistently outperforms state and national averages for enrolling students on the basis of TAFE qualifications.

SOURCE: LEK, Defining a Goal-Oriented Strategic Framework (2010)

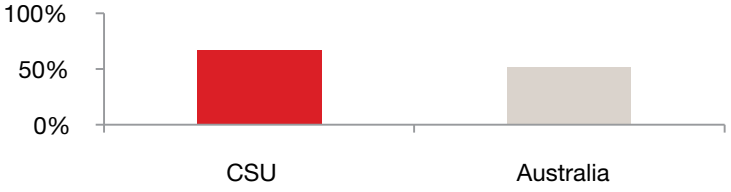
Delivering Genuine Choice to Regional Australians



Consistent with our mission, Charles Sturt University continues to focus on expanding opportunity for students from rural and regional areas, outperforming state and national averages for participation by students from rural and regional Australia.

SOURCE: LEK, Defining a Goal-Oriented Strategic Framework (2010)

Supporting a new Generation of Students

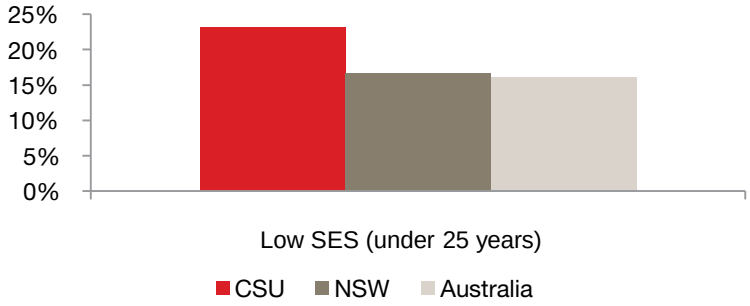


More than 59% of Charles Sturt University students come from a family where neither parent has a university qualification.

SOURCE: LEK, Defining a Goal-Oriented Strategic Framework (2010)

*Parent/guardian considered to not be commencing or with University qualifications.

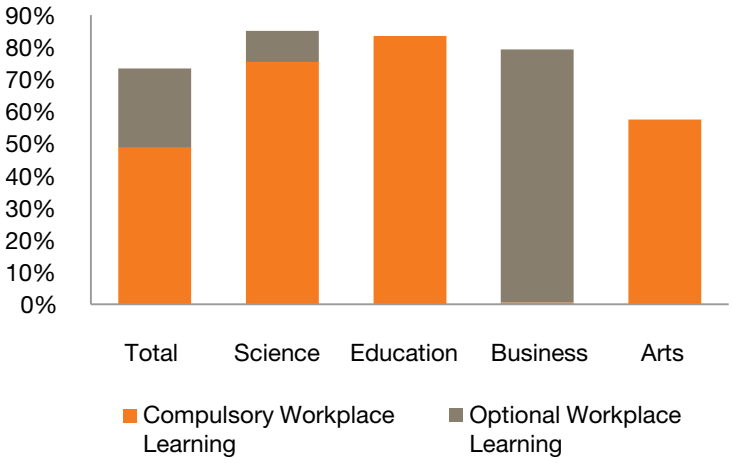
Extending Opportunity



Charles Sturt University also exceeds national targets for improving opportunity for students from lower socioeconomic backgrounds.

SOURCE: LEK, Defining a Goal-Oriented Strategic Framework (2010)

Delivering 'Work Ready' Graduates



To ensure our graduates are work-ready, almost 50% of our students are required to undertake workplace learning as part of their studies, with a further 25% extended the option.

SOURCE: LEK, Defining a Goal-Oriented Strategic Framework (2010)

Indian policing partnership continues

A highlight of the second year of the Charles Sturt University program for 112 mid-career police from India — involving six-weeks in Hyderabad, India, followed by a two-week block in Australia — was a reception hosted by the Governor-General and her husband at Admiralty House on Sydney Harbour in April. The third year of the program, led by staff from the Australian Graduate School of Policing, will be held in 2012.

Innovative course meets small business needs

Charles Sturt University's innovative Graduate Certificate in Small Business Management has been developed to meet a major gap in postgraduate education. The unique course is available in a flexible distance education mode that allows small business owners and employees the opportunity to further develop key skills and knowledge to support business success.

Students are provided with ongoing opportunities for networking and knowledge sharing, as well as access to the most current thinking and practice in key areas including small business HR, Marketing, Management and Accounting.

Work placement subjects are an integral part of Charles Sturt University's renewed Bachelor of Business where students will have an opportunity to undertake a work placement in each year of their degree. Placements will increase in duration (35 hours in year one, 70 hours in year two and 120 hours in year three) and in level of complexity over the course of the degree. It is expected that students will progressively develop professional knowledge and an understanding of professional practice; employability skills such as communication, team work, and problem solving; and reflective practice skills enabling them to evaluate their own work practices while linking the theory of the classroom to practice in the workplace.

The work placements will improve transition from university to the labour market and enable stronger links between Charles Sturt University, employers and the community. This will further enable the University to explore research opportunities with these organisations and make positive social contributions to our footprint communities.

Host organisations benefit from the work placements through access to additional resources, skills and knowledge and the potential to use placements as a recruitment tool for assessing prospective employees. Work placements also afford host organisations the opportunity to provide leadership in the training of future professionals and the potential to address skills shortages by assisting with the retention of graduates in rural and regional areas.

The Faculty of Business has strong links with industry across all disciplines and these strong ties can be seen clearly with Charles Sturt University's postgraduate courses.

International showing

Colette Keen, a staff member from the Faculty of Arts' School of Communication and Creative Industries, had her play 'Windows on the World' selected from more than 1000 entries by The Blank Theatre Company to be performed in Los Angeles in September featuring a cast of Hollywood actors. The play was an appendix to Colette's Master of Interpretative Writing studied at Charles Sturt University.

Islamic Studies introduced

Charles Sturt University's new courses in Islamic Studies, delivered in partnership with the Islamic Sciences and Research Academy of Australia (ISRA), began in 2011. The new University Certificate, Graduate Certificate and Graduate Diploma in Islamic Studies, which are delivered by distance education with face-to-face support from ISRA in Auburn, New South Wales, attracted 110 students in the first year. CSU will offer Bachelor and Master degrees in Islamic Studies in 2012.

Key role in criminal justice project

Charles Sturt University has played a key role in the ground-breaking European Union funded, Transnational Crime and Criminal Justice Project located at the Jakarta Centre for Law Enforcement Cooperation in Indonesia.

The University has partnered with the United Nations Office on Drugs and Crime and the National Police Improvement Agency (Bramshill) from the United Kingdom to deliver a range of high level training to senior police and law enforcement officers throughout Indonesia and the ASEAN region.

Two academic staff, Associate Professor Tracey Green and Mr Greg Linsdell, were seconded to the project from October 2010 to November 2011, during which time the project has been highlighted by the European Commission as an exemplary capacity-building project which is over achieving while remaining under budget.

This project will train over 2,200 people, 400 more than anticipated, but has been acclaimed for its rigorous evaluation methods as well as the development and implementation of an immersive learning suite which is probably the first in the ASEAN region. The immersive learning suite, known as KERIS, was launched in October 2011 and combines technology, software and multimedia to create scenario training with a high degree of realism, which leads to greater training impact.

Commissioner General Director Oegroseno, the Chief of the Indonesian National Police (INP) Education and Training Institution, said, "We are happy to introduce KERIS as one of the best learning tools available worldwide to train our officers to serve and protect the public."

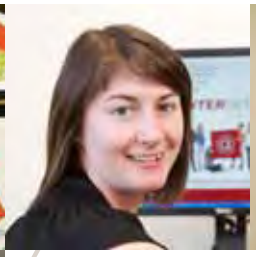
The project has also received high praise from the UNODC which is adopting the evaluation methodologies developed by the project as best practice across UNODC training and education programs. Many Charles Sturt University staff have had the opportunity to engage in the programs of the project and in December 2011, 40 Indonesian Law Enforcement Officers will visit the University to experience the policing programs conducted at both Goulburn and Manly.

Leading the market in domestic postgraduate IT education

In 2002, Charles Sturt University established a partnership with IT Masters Pty Ltd to develop and deliver postgraduate IT courses that serve the needs of the IT industry. Comparisons released by the Australian Government show Charles Sturt University has risen from 18th largest provider of domestic postgraduate IT education at that time, to become the market leader.

A key feature of these courses is that they incorporate the latest IT industry certifications from vendors such as Cisco, Microsoft and Oracle. The courses have been recognised as 'best practice' in the Asia Pacific region by IT giant Microsoft and the Computing Technology Industry Association. The proven success of the CSU and IT Masters partnership has been extended to the integration of IT and management disciplines. As a result, the Master of Management (Information Technology), Master of Business Administration (Computing) and Master of Project Management courses have been successfully developed and implemented. In recent years, CSU has had the highest domestic student enrolment in its postgraduate IT courses.

At the doctoral level, the Faculty, in conjunction with IT Masters, has developed a new model for applied IT research that not only allows students to develop outstanding research and analytical skills, but will see them working with academics and experts currently employed in industry to explore and extend professional practice and knowledge. The new version of the DIT will better serve the IT industry, whilst enhancing Charles Sturt University's research output. The new course targets various market segments from those who wish to enhance their skills in developing white papers, to those who wish to examine current practical research issues being faced by the IT industry. The University is confident this course will produce graduates who will transform industry practice.

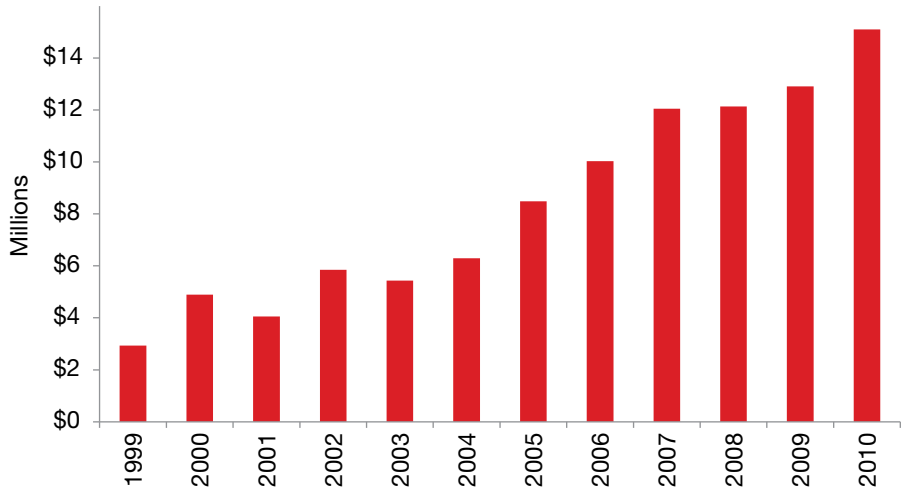


RESEARCH

We will conduct Research that:

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

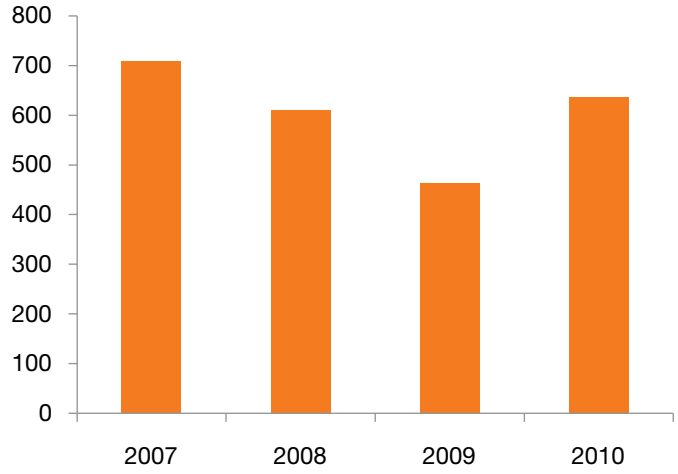
Total External Research Income (2010 income is $15.1M)



The chart shows the external research income received by CSU that was reported in each year as part of the annual Higher Education Research Data Collection (HERDC). Income in 2010 was $15.1 million, representing the highest total to date.

SOURCE: Higher Education Research Data Collection (HERDC) (2011)

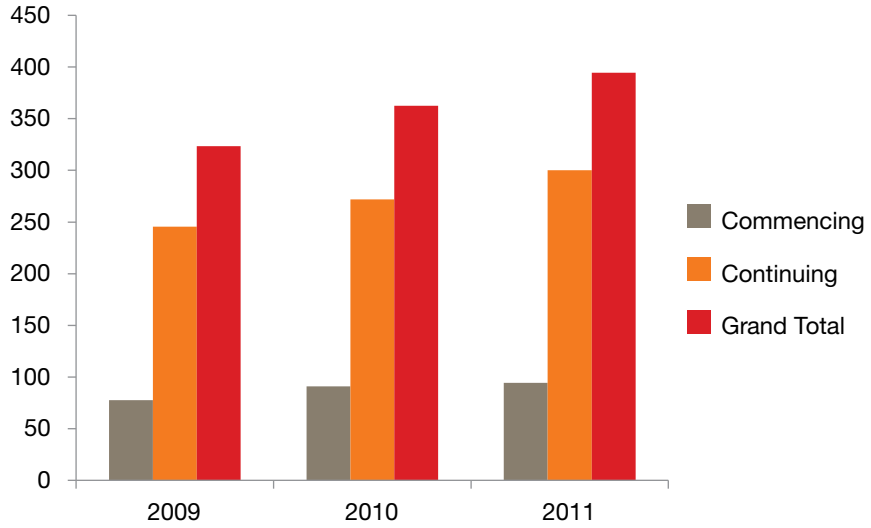
Unweighted HERDC Publications



The chart shows the number of unweighted research publications reported by CSU in each year as part of the annual Higher Education Research Data Collection. The reported number in 2010 was over 600, reversing the previous downward trend of 2008-2009.

SOURCE: Higher Education Research Data Collection (HERDC) (2011)

HDR Load (Total Load Increase 2011 8.11% Excluding Session 3)



The chart shows Higher Degree by Research (HDR) student load. Commencing, continuing and total load has continued to increase over the period 2009-2011.

SOURCE: CSU Research Office & CSU Office of Planning and Audit (2011)

CSU researcher wins national recognition

Dr Jane McCormack, a lecturer with Charles Sturt University's School of Community Health, has been named top young researcher in Humanities and Social Sciences in the national 2011 Scopus Young Researcher Awards. Dr McCormack was driven to research in this area following her clinical work with young children with communication difficulties and their families. She was judged the top young researcher on the basis of the number of papers she produced, their impact in the academic community in Australia and overseas, and her contribution to research into speech pathology and early childhood education.

National Life Sciences Hub progresses

A $45 million National Life Sciences Hub (NaLSH) at CSU (funded by the Australian Government Education Investment Fund) is due to be completed in 2012.

The complex will assist the integration of fundamental research with applied research and teaching, to build linkages between researchers and stakeholders (students, industry, producers) and to ensure effective problem identification and the development of improvements with immediate application to agricultural practice. NaLSH will create those linkages, building the critical mass to extend undergraduate/graduate training and improve interactions across local/national/international partners in research in food security and biosecurity.

A highlight of 2011 was the opening of a $4 million redevelopment of an underground field laboratory complex, including a rhizolysimeter and automated rainout shelters at Charles Sturt University's Wagga Wagga Campus.

Lending CSU information expertise to Canadian hospitals

Within six months of taking up a new position as Professor of Information Studies at Charles Sturt University, Professor Lisa Given has been named in a $1.53 million research project to improve paediatric emergency care in her home country of Canada.

Funded by the Networks of Centres of Excellence of Canada, the study, Translating Emergency Knowledge for Kids (TREKK) Network, is led by Dr Terry Klassen of the University of Manitoba in Canada.

For her part in the four-year project, Professor Given, Professor of Information Studies in the School of Information Studies within CSU's Faculty of Education, will team up with Associate Professor Shannon Scott from the Faculty of Nursing at Canada's University of Alberta.

They will investigate the information needs of health practitioners, such as nurses, physicians, pharmacists and other caregivers and of health consumers, specifically children and parents, in emergency departments across more than 35 Canadian hospitals.

Professor Given said, "This project, announced in Canada in late 2011, is designed to ensure that the latest research in paediatric emergency medicine is available to and applied within general emergency departments. The long term aims of the project are to improve the health outcomes of acutely ill and injured children.

"Professor Scott and I will assess the information needs of the health practitioners and consumers using several methods such as questionnaires, qualitative diaries, Photovoice, and other quantitative and qualitative data collection techniques. There will be site coordinators across Canada to gather data using iPad applications that are being developed as part of the project design.

"We are focusing on the role of internet-based sources of information in emergency and ongoing care of children, as well as the ways that individuals and groups within emergency departments seek the information they need for effective patient care.

"This, the information needs component of the TREKK project, will provide evidence for a number of project goals, including shaping the design of educational tools to be used with healthcare practitioners and consumers."

"Having been recently appointed as Professor of Information Studies, this project will allow me to maintain my strong research links within Canada. National Centres of Excellence projects are very competitive, so it's great for Charles Sturt University to be recognised through my involvement. My Canadian colleagues are also thrilled to have an international connection.

"There are also many potential benefits for research in Australia, as much of this work will inform my future projects in this country. I will also be able to share our research experiences and findings with my colleagues at Charles Sturt University and other Australian universities and in healthcare organisations."

Professor Given and Associate Professor Scott are now designing the iPad application that will be used for research in emergency departments across Canada. They will be travelling to Mont Tremblant, Quebec, Canada, early next year to host a training session for hospital site coordinators involved in the project, with data collection starting in February 2012.

Building capacity in early years education research

Early years education research in Australia has, up to now, been conducted by small, independent groups. This fragmented approach limits research capacity and international impact.

Guided by Professor Jennifer Sumsion of Charles Sturt University's School of Teacher Education, a collaborative project involving Charles Sturt University, Queensland University of Technology and Monash University will build capacity in early years education (EYE) research in Australia.

The project, which received $5.4 million over three years from the Department of Innovation, Industry, Science and Research, will build research capacity in the areas of; 1) children's development, learning and well-being in the early years; 2) early years curriculum, pedagogy and professional practice; and 3) social justice, access, inclusion and policy.

Professor Sumsion said: "By establishing a national, cross-institutional, collaborative research network, we can draw together the diverse efforts of those researchers around the country to enhance educational outcomes."

Within the EYE Collaborative Research Network (CRN), groups of researchers can receive non-project based funding to enhance their research skills and outputs. Whereas many similar CRNs focus on recruiting doctoral students and postdoctoral fellows, Professor Sumsion points out that a goal of this project is to build capacity among current early- and mid-career researchers at Charles Sturt University and the partner institutions.

"This approach is more sustainable," she said, "because we aren't working with people who are here for limited terms. We are aiming to build a critical mass of early- and mid-career researchers at Charles Sturt University and the partner institutions with high level research performance based on increased capacity in research skills, research supervision, research leadership and research administration."

Some specific goals for Charles Sturt University over the next three years include:

- increasing the number of publications by researchers involved with the CRN, including an increase in articles jointly-authored with collaborators from the partner institutions
- increasing the number of grant proposal submissions with early- and mid-career researchers as the Chief Investigator
- doubling the number of academics who are involved in supervising Research Higher Degree (RHD) students.

"At the end of the three years, we will have a world-class research workforce, and we want to have a fully-developed funding proposal for a national landmark study in EYE, as the basis for a bid for an ARC-funded Centre of Excellence," Professor Sumsion said.

Institute for Land, Water and Society (ILWS)

CSU research informing improved dam operations

Researchers at the Institute for Land, Water and Society have developed strong partnerships with Commonwealth, State and regional water management agencies and have assisted managers balance the multiple benefits of water and achieve enhanced environmental and social outcomes.

A long-term partnership between Charles Sturt University researchers, the Murray-Darling Basin Authority and Goulburn-Murray Water to examine ecosystem responses to variable flow releases from Dartmouth Dam has resulted in the development and application of new interim operational guidelines for Dartmouth Dam, the largest capacity dam in the Murray-Darling Basin. The multidisciplinary team, including ecologist Associate Professor Robyn Watts and social scientist Catherine Allan with expertise in adaptive management, have met regularly with water managers and have written journal articles, book chapters, technical reports and articles for the local community describing the outcomes and implications of this research.

Drawing on this experience, A/Prof Robyn Watts was recently invited to meet with the Federal Coalition's Dams Taskforce to advise on approaches to sustainable dam planning and operations. She presented examples to the taskforce of sustainable dam operations from around the world that were highlighted at a UNESCO workshop on dams, held in Paris last year and co-sponsored by ILWS. A/Prof Watts outlined how it is possible to change the management and operation of dams and achieve win-win outcomes — improved water delivery, flood mitigation, power production, and environmental flows — while simultaneously reducing negative social, economic and environmental impacts of established dam operation practices.

Social benchmarking methodology adopted as best practice

A long term partnership between social researchers in the Institute and regional Catchment Management Authorities (CMA) is the Social Benchmarking for Regional Natural Resource Management (NRM) project. Integrated Environmental Management Professor Allan Curtis has pioneered the use of mail surveys to gather spatially-referenced social data to assist with the implementation and evaluation of regional NRM. Projects have been completed in nine regions across the Murray-Darling Basin. In 2011 the research team was contracted to undertake the third survey in the Wimmera region ahead of the development of the next Wimmera NRM strategy. With surveys in 2002, 2007 and 2011, the team is identifying trends over time in property turnover, absentee ownership and occupational identity. The spatially referenced data also allows for the analysis of investment outcomes for specific environmental assets. The social benchmarking methodology has been published in international journals and was adopted by the Australian Government's Department of Agriculture, Fisheries and Forestry as best practice.

University partners in groundwater research and training

Charles Sturt University is one of 12 university partners in the ARC National Centre for Groundwater Research and Training (NCGRT). Professor Allan Curtis is a Chief Investigator in the NCGRT and leads the social research components of Program 5: Integrating Socioeconomics, Policy and Decision Support. The ILWS social research team includes three post-doctoral fellows (Dr Michael Mitchell, Dr Emily Sharp and Dr Emily Mendham) and a PhD student (Andrea Rawluk). Research to date has focused on the Namoi Groundwater system in northern NSW and the McLaren Vale Prescribed Wells area in South Australia. In both projects the social researchers are part of multidisciplinary teams examining opportunities for improved environmental and livelihood outcomes through the use of surface and ground water. These planning processes engage key stakeholders and take into account climate change and water reform impacts. The University team is also co-leading a nationally significant NCGRT project assessing the feasibility of using large flood events to recharge depleted aquifers (MAR) in the Murray-Darling. Andrea Rawluk's PhD is part of this research effort and she is examining the governance arrangements for MAR at various geographic scales. The project will run for five years and has so far secured more than $1 million in funding.

Multidisciplinary group contributes to improved rain-filled wetlands understanding

The $257,000 Focus Farm Wetland Study, which began in 2010 and finished at the end of 2011, is the first major collaborative research project between the Institute and the EH Graham Centre for Agricultural Innovation.

This multi-disciplinary study, funded by the Murrumbidgee Catchment Management Authority, has contributed to an improved understanding and management of rain-filled wetlands in the catchment, and in particular those located around Hay and Coolamon.

Led by Dr Andrea Wilson and Dr Remy Dehaan, a team comprising social researchers, ecologists, an economist, and spatial scientists worked collaboratively with

land managers in the two districts to identify: where the rain-filled wetlands are; a baseline of biophysical data about the wetlands; how they are valued and currently managed by land managers; and what further information and support is needed to protect and enhance the wetlands in the future.

The team has produced a database of information gathered, a series of reports and maps, and fact sheets about various aspects of the projects including wetland biodiversity and frogs. The team also provided recommendations to the Murrumbidgee CMA with the ultimate goal of maintaining and enhancing the natural and productive values of these previously unrecognised wetland areas.

Helping farmers in South East Asia improve their livestock production

The livelihoods of smallholder farmers living in remote areas of Laos and Indonesia have been improved thanks to a four-year project led by Dr Joanne Millar. The $400,000 initiative was funded by the Australian Centre for International Research (ACIAR) and designed to assist the Lao government in helping farmers adopt ways of improving their livestock production.

Extension approaches were adapted to suit local contexts and additional innovative extension methods such as cross visits, case studies and digital stories were trialled, particularly to cater for ethnic minorities and poor households. The researchers evaluated the effectiveness of these extension approaches by interviewing farmers and extension staff, and collecting data from a selection of farmers on their livestock production.

During the project, Mr Viengxay Photakoun from the Lao National Agriculture and Forestry Extension Service completed his Master thesis on "The role of capacity building for livestock extension and development in Laos PDR". As a result of the project, the livestock profitability of more than 500 farmers was improved; there was a greater understanding by extension staff on how to tailor their methods for different ethnic communities; and an uptake of recommendations by the Lao government and non-government project partners.

The ACIAR project in Laos has led to Dr Millar's involvement in four additional ACIAR projects in Indonesia and Laos where she is providing social research advice and assistance to livestock, aquaculture and fish projects concerned with involving farmers and industry in uptake of technologies.

Raising our national and international profile

Institute Director Professor Max Finlayson is often called upon by international and national governments, agencies and research organisations for his expertise in wetland management. Professor Finlayson heads Ramsar's 'Wetlands and Climate Change' theme. He is also President of the Society of Wetland Scientists (Australasia branch) and a co-ordinating lead author for the chapter on biodiversity under the United Nations Environment Program, Global Environmental Outlook 5 (UNEP GEO 5).

Professor Finlayson's level of activity was particularly high in 2011, including:

- Presenting a keynote talk on 40 years of cooperation between Wetlands International and the Ramsar Convention on wetlands at the Wetlands International Triennial council meeting and symposium in Edinburgh, UK
- Leading a seminar and training course at Chilika Lake in India on the management of wetland weed species
- Surveying water birds and vegetation in lakes along the Yangtze River in China
- Coordinating lead authors for the chapter on biodiversity for the United Nations Environment Program, Global Environmental Outlook 5 (UNEP GEO 5), with planning and drafting meetings attended in Cambridge, U.K., Nairobi, Kenya, and a meeting of the entire GEO 5 team in Bangkok, Thailand
- Assessing high altitude wetlands and climate change in Ladakh, India, for a WWF International funded project;
- Developing priorities and guidelines for wetland restoration at a workshop run in Beijing, China, by the Institute of Wetland research, Chinese Academy of Forestry
- Observing vegetation succession on the Amazon River in Brazil with local scientists before attending a scientific committee meeting of the National Wetlands Science and Technology Program in Cuiaba
- Participating in an assessment of ecosystem services in the Jiangsu-Yancheng coastal wetlands in China as part of the Asian Development Bank 'Mainstreaming the Environment for Poverty Reduction' project
- Joining the steering committee for the 'High-throughput genomics approach for comprehensive biological assessment of environmental change in tundra wetlands' project funded by Genome Canada
- Leading discussions on climate change and wetlands at the Americas regional meeting of the Ramsar Convention on Wetlands in Jamaica.

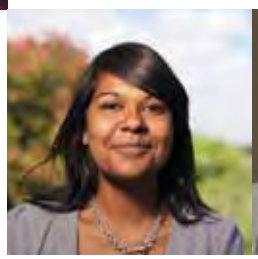
Professor Finlayson's expertise is also frequently sought nationally. He is a scientific advisor for the Winton Wetlands Restoration Program at Benalla, Victoria, and on the Wetlands Education and Training Advisory Panel of the Sydney Olympic Park Authority. In 2011, he and colleagues from the Australian National University (ANU) completed a study for the National Climate Change Adaptation Research Facility investigating adaptation to climate change in the Coorong and Lakes Region. Professor Finlayson was also recently appointed as a member of a committee of inquiry into the recent variations in water levels in Thirlmere Lakes, NSW.

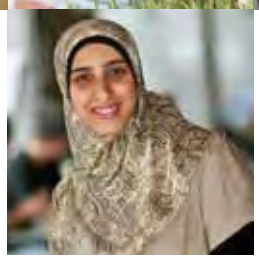
'Great Eastern Ranges' project influences CMAs' engagement practices

The 'Benchmarking values and attitudes to conservation in the Great Eastern Ranges' project has identified how to best engage and communicate with landholders to increase their participation in natural resource management (NRM). The three-year collaborative project was funded by the NSW Department of Environment, Climate Change and Water and the Hawkesbury Nepean Catchment Management Authority (CMA), and led by the Institute's Professor Mark Morrison, with researchers from Charles Sturt University, University of the Sunshine Coast, University of Technology, Sydney, and the University of Tasmania.

Through a survey of more than 200 landholders in the Southern Highland and tablelands region of NSW, the social research component of the project identified five distinct segments: quality operators, traditional farmers, retiree lifestylers, professional lifestylers and blue collar blockies. As a result of the findings, the CMA has reviewed its communication strategy to better engage with the blue collar blockies, a much larger and more significant group than previously recognised.

The researchers also surveyed all NRM agencies in Australia with respect to their communication practices, and developed seven different communication campaigns involving TV, radio and print media. The aim was to identify which message/channel combinations were most effective at engaging landholders overall and in particular those landholders who were difficult to reach (absentee owners and lifestylers). The results found that using emotionally based treatments (i.e. using humour or empathy) was very effective in reaching a range of different types of landholders. These findings were presented to communications officers from CMAs across NSW and the researchers anticipate they will now be included in revised communication strategies.





The research is expected to lead to a more 'tailor-made' approach by CMAs that will drive higher levels of engagement for groups of landholders that historically have showed low levels of participation.

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

Australian Research Council funding

RIPPLE researchers were successful in receiving funding through the Australian Research Council (ARC) Discovery funding round for 2012. Projects that were awarded funding include:

- An ecological study of school transition and the early years of school for Aboriginal children in an urban community
- Social and geographical location and its impact on mathematics teaching and learning.

RIPPLE researchers continue to work on a range of ARC-funded Discovery, Linkage and Future Fellowship projects, including:

- An ecological study of school transition and the early years of school for Aboriginal children in an urban community
- Improving numeracy outcomes and mathematics capability: Understanding young students' interpretation of graphics
- Interacting with knowledge, interacting with people: Web searching in early childhood
- Leading and learning: Developing ecologies of educational practice
- Mathematics in the digital age: Reframing learning opportunities for disadvantaged Indigenous and rural students
- Social and geographical location and its impact on mathematics teaching and learning
- Speaking my languages: International speech acquisition in Australia [Future Fellowship]
- Staying on at school: Strategies for increasing high school completion rates in low-retention regions of NSW
- What is life like for babies and toddlers in childcare? Understanding the 'lived experience' of infants through innovative mosaic methodology.

Engagement internationally

During 2011, RIPPLE has again had a strong international presence. In September, a Letter of Intent between RIPPLE and the Faculty of Education at the University of Gothenburg, Sweden, was signed. The two universities already collaborate extensively under a Memorandum of Understanding. The Letter of Intent focuses on three particular programs of research: the international Pedagogy, Education and Praxis (PEP) research program; the Vocational Education and Training (VET) research program; and the Early Childhood Education (ECE) research program.

A Memorandum of Understanding has also been signed with the University of Jyväskylä, Finland, for academic co-operation that will facilitate the development of collaborative research projects and programs, the organisation of joint symposia, seminars and conferences and the exchange of research staff and students.

During the year, RIPPLE has hosted visits from a number of world-renowned scholars:

- Professor Theodore Schatzki (University of Kentucky, United States) – June and July 2011. Professor Schatzki met with RIPPLE researchers, and gave a public lecture at the conclusion of this year's RIPPLE Symposium, on change in social practices. He then travelled to Sydney to present a public lecture at the University of Technology Sydney, and to deliver a Colloquium at the Education for Practice Institute. Professor Schatzki has accepted an Adjunct Professor appointment with RIPPLE until 2016, allowing him to continue his collaboration on practice philosophy and theory.
- Professor Tara Fenwick (Stirling University, Scotland) – October 2011. Professor Fenwick hosted a public lecture 'What can sociomaterial approaches offer to research in professional learning?' addressing issues related to sociomaterial approaches to understanding professional practice and learning.
- Professor Linda Farr Darling (University of British Columbia, Canada) – November 2011. Professor Farr Darling presented a public lecture on Canadian rural teaching and teacher education, titled 'Rural school landscapes in British Columbia: Mapping the terrain for teachers and teacher educators'.
- Researchers from the University of Trinidad and Tobago also visited RIPPLE during July and August 2011 to collaborate with the PEP group. The visiting scholars — Associate Professor Joyanne De Four-Babb and Ms Lisa Perez — belong to the Carribbean Educators Research Initiative (CURVE), a group of five academics from international universities with a focus on the practice of education in the Carribbean. RIPPLE Research Fellow, Dr Laurette Bristol, is also a member of the group. Associate Professor De Four-Babb and Ms Perez met with RIPPLE researchers, and presented a seminar on Teacher education in Trinidad and Tobago: An issue of quality imperatives.

RIPPLE members have travelled internationally during 2011 to undertake, collaborate on and disseminate their research. Some highlights include:

- Professor Sharynne McLeod, as part of her ARC Future Fellowship, travelled to New Zealand, Vietnam, Hong Kong, and Canada.
- Professor Tom Lowrie visited Singapore to conduct research in a cross cultural mathematics study. He also presented at the Psychology of Mathematics Education (PME) conference in Ankara, Turkey, and went on to co-present a discussion group on digital games in mathematics with Associate Professor Peter Gates from Nottingham University in the United Kingdom.
- Professor Bill Green visited the University of Ontario in Canada to deliver a public lecture and graduate seminar. He was also a Keynote Speaker at the Summer Institute for Qualitative Research (SIQR), organised by the Education and Social Research Institute (ESRI) and Manchester Metropolitan University (MMU).
- RIPPLE collaborated with the Education and Social Research Institute at MMU to present a public seminar at the 2nd International Summer Institute in Qualitative Research: Putting theory to work.

- Associate Professor Michael Gard presented a paper at the European Congress of Sports Science (ECSS) at Liverpool John Moore's University in the United Kingdom.
- Associate Professor Linda Harrison chaired and presented a paper at a symposium on student-teacher relationships at the European Conference on Developmental Psychology (ECDP) in Bergen, Norway. She then presented a paper at a symposium on the 'Infant lives in childcare' study at the 21st European Early Childhood Education Research Association conference in Switzerland. Dr Frances Press also presented at the eECERA symposium.

RIPPLE hosted an invited four-day residential international symposium attended by 13 leading researchers in infant education and care from Australia, England, Finland, New Zealand, Norway, Sweden and the United States, as well Charles Sturt University's ARC-funded Infants' lives in childcare research team of six chief investigators and three doctoral students. Four prospective Charles Sturt University research students also attended. The symposium had two main purposes: to discuss and review draft chapters for a book about infants' lives in early childhood settings to be edited by RIPPLE researchers, and to discuss plans for new and ongoing collaboration, particularly around new methodologies generated as in the Infants' lives in childcare project. The symposium was the culmination of the ARC Linkage funding that has supported the project to date. The final event of the symposium, an international panel discussion of recent developments in infant education and care in the countries represented, attracted an appreciative and engaged audience of participants from local, regional, metropolitan and national early childhood organisations and industry research partners. The event further cemented Charles Sturt University's national and international profile in infant education and care research and paved the way for an exciting new phase in the life of the infant research program.

The RIPPLE Pedagogy, Education and Praxis international collaboration

The Pedagogy, Education and Praxis (PEP) research group participates in an international collaboration exploring the nature and conduct of professional practice throughout the teaching career. At the moment, the work of PEP International focuses on:

- Practice theory and action research – The advancement of theoretical work in conceptualising professional practice, drawing on practice philosophy and theory, and the advancement of participatory research methods by which professional practitioners can develop their own practice. From 2012, the project will be drawing on empirical material from 21 current action research projects in six countries (Australia, Canada, Finland, the Netherlands, Norway and Sweden) to explore the conditions for educational practice, including conditions for leading, learning (by teachers and students), teaching and researching at various levels of education from pre-school to higher education.
- Leading and learning: Developing ecologies of practices – An ARC Discovery Project 2010-2012 led by Professor Stephen Kemmis, Dr Christine Edwards-Groves, Dr Jane Wilkinson and Dr Laurette Bristol at Charles Sturt University, with collaborators Dr Ian Hardy (University of Queensland) and Associate Professor Peter Grootenboer (Griffith University). Parallel projects, locally funded, are underway in Sweden (University of Gothenburg), Norway (University of Tromsø) and Charles Sturt University. This project explores the relationships between practices of leading, practices of professional learning by teachers, practices of teaching and practices of student learning. It is advancing a theory of how practices connect with one another in 'ecologies of practices'.
- Education for all: Inclusive practices – A collaboration between Charles Sturt University researchers Dr Jane Wilkinson, Dr Brian Hemmings, Dr Kiprono Lang'at, Associate Professor Ninetta Santoro and Dr Jae Major, along with international collaborators at Utrecht University of Applied Sciences (the Netherlands), the University of Gothenburg and Stockholm University (Sweden), and Åbo Akademi University in Vaasa, Finland. This project is exploring inclusive practices that contribute to overcoming social injustices that sometimes arise for students with special needs, or in circumstances of multiculturalism – for example, problems confronted by refugee students.
- The practicum and praxis project – An international project considering the role of professional experience in teacher education programs, and ways to deepen professional learning in undergraduate teacher education courses.
- Education and pedagogy – A study of the intellectual tradition of Educational Philosophy and Theory in the English-speaking world and the intellectual tradition of Pedagogy in Europe, and the ways these two traditions recognise and misrecognise one another, with the consequence that contemporary scholars from these two traditions frequently misunderstand one another. This project considers the 'conversation of traditions' that allows scholars from these traditions to reach deeper understandings of the different conceptual frameworks at play in these traditions.
- Pedagogy in Vocational Education and Training (VET) teacher education – A collaboration through which VET teacher educators in the Universities of Gothenburg and Stockholm (Sweden) and Charles Sturt University are exploring ways to develop their teaching practices and their programs to address the needs of the VET sector in the different economic, social, cultural and educational conditions that pertain in Australia and Sweden.

In 2011, members of the PEP international collaboration participated in several symposia on these topics at the European Conference on Educational Research (Berlin, September) and Australian members of PEP presented papers at the Annual Conference of the Australian Association for Research in Education (Hobart, November).

The annual PEP international research meeting was held in Gothenburg, Sweden, in September. The participants were 29 researchers from seven countries (Australia, Canada, Finland, the Netherlands, Norway, Sweden and the United Kingdom). At the meeting, participants analysed and reported research findings, planned new empirical and theoretical work, and planned future publications and conference presentations for 2012-2013 and beyond.

After the research meeting, a one-day seminar was held at the Faculty of Education, University of Gothenburg, presenting findings from the research studies of the PEP international collaboration, attended by about 80 people. A new Letter of Intent agreeing terms for research collaboration between the Faculty of Education at the University of Gothenburg and the Faculty of Education and RIPPLE at Charles Sturt University over the next three years was signed by the Deans of both Faculties in a short ceremony at the commencement of the seminar.

The annual five-day PEP Doctoral School was held in Gothenburg, Sweden, in October and was attended by 13 doctoral candidates from Sweden (7), Canada (5) and the Netherlands (1) who read the work of, and interacted in person with, five leading international researchers into professional practice. Participants rated the Doctoral School as among the most significant educational experiences in their doctoral studies.

RIPPLE members awarded

Dr Jane McCormack, who graduated earlier this year with her PhD and the award for the Most Outstanding Thesis, was awarded Scopus Young Researcher Award for 2011 in the Humanities and Social Sciences. The prestigious Scopus Young Researcher award is presented by Elsevier Australia and the New Zealand and Australasian Research Management Society (ARMS), and was established to honour leading Australasian researchers. Dr McCormack's doctoral research was groundbreaking in the field of speech pathology, presenting the perspectives of children with speech difficulties, rather than that of their parents, which has been the traditional approach.

Professor Barney Dalgarno received a 2011 Australian Learning and Teaching Council (ALTC) Citation for Outstanding Contributions to Student Learning. The award recognises Professor Dalgarno's contribution to academic leadership, staff development, and the scholarship of learning and teaching in higher education, particularly the impact of his research into learning technologies.

Dr Amy MacDonald was presented with the Early Career Award at the recent Mathematics Education Research Group of Australasia (MERGA) conference in Alice Springs. RIPPLE Director, Professor Tom Lowrie, and Adjunct, Dr Tracey Smith, have been previous recipients of the award.

EH Graham Centre for Agricultural Innovation

The real cost of sheep measles

Anecdotal data shows sheep measles causes major financial losses to the Australian sheep meat industry, but accurate data on the exact amount of these financial losses and recent data regarding parasite transmission on farms are not available.

A team of researchers led by Drs David Jenkins and Jan Lievaart from the EH Graham Centre for Agricultural Innovation have been successful in gaining $429,000 in funding from Meat and Livestock Australia (MLA) to address these issues.

Sheep measles is caused by infection with the larval stage of a dog tapeworm *(Taenia ovis)*. The parasitic infection occurs mainly in the heart muscle of sheep but in heavy infestations, muscles throughout the body can be infected.

While there are no public health issues related to the disease, it has important economic impacts on the Australian sheep meat industry. Historically sheep measles has led to the rejection of a major part of a consignment of Australian boned mutton to the United States and remains a potential international trade impediment.

Recent data through the National Sheep Health Monitoring Survey (2006-2010) has identified sheep measles occurring more commonly than was previously realised, particularly in New South Wales, Victoria and Western Australia. More recently, it has also been found to be common in sheep in South Australia. The disease causes tens of thousands of hearts to be condemned annually and many carcasses to be trimmed, downgraded or condemned, with subsequent losses to both producers and processors. For the period July 2007-June 2008 there were 1.3 million cases reported nationally.

The two year project commenced in November. Researchers from the EH Graham Centre will work closely with abattoirs and sheep producers across Australia, Livestock Health and Pest Authorities, NSW Department of Primary Industries, Charles Sturt University, Department of Agriculture and Forestry WA and the Department of Primary Industries, Parks, Water and Environment, Tasmania.

Data collected showing how the disease spreads will assist in identifying transmission risk factors and improve on-farm control through producer education.

The support of the Sheepmeat Council of Australia, Wool Producers Australia and Animal Health Australia during the preparation of this proposal is gratefully acknowledged.

New snail biocontrol weapon soon to be trialled

Field trials of a new biological agent to control snails have begun in South Australia, with the aim of commercialising the biological control agent next year.

Professor Gavin Ash and his team at the EH Graham Centre have achieved mortality rates of up to 90 per cent in adult round and conical snails in about a week using nematodes isolated from Australian cropping soils.

The native nematodes are yet to be tested in the field, but Professor Ash is optimistic about the potential of the biocontrol agents following successful field simulation trials.

Nematodes have all the characteristics of a perfect biocontrol agent and they have been successfully developed for the biological control of other invertebrate pests in Australia. The nematodes are naturally occurring, soil dwelling organisms which are harmless to mammals and other beneficial animals, but most suitable to use against pests, such as snails and slugs, which live all or part of their lifecycles in soil. So, unlike conventional bait, nematodes do not contaminate the food chain.

Through the Grains Research and Development Corporation (GRDC), Professor Ash and his team have approached a number of companies to produce commercial quantities of the nematodes to support the field trials.

The development of an alternative control for snails is encouraging news for grain growers in the southern region where snails again presented as a major pest issue in the 2011 cropping season.

While a range of practices have been developed to assist growers to manage the snail problem on their farms, these are expensive, time consuming and may not fit with other farming practices being employed. Current snail control methods include stubble management, burning and baiting.

The last economic study commissioned by the GRDC to assess the impact of snails on farming systems showed a direct cost to farm businesses on the Yorke Peninsula and in the lower north of South Australia was on average $59,180 per farm or $41 per cropped hectare.

Professor Ash and his team have been awarded further funding to continue the work, including field trials during 2012, and extend the work to biocontrol of slugs.

Plant pathology workshop

The climatic conditions in 2010 created a platform and level of inoculum for a range of diseases that many early career advisers may not have previously encountered. Added to this, the possibility of average to above average rainfall over the 2011 winter/spring favouring significant fungal disease levels, prompting the EH Graham Centre to host a plant pathology workshop in August at the Wagga Wagga Agricultural Institute.

The workshop was coordinated by Helen Burns, Centre Research Liaison Officer - Industry Links, with sessions delivered by Centre plant pathologists Drs Andrew Milgate and Ben Stodart, and Kurt Lindbeck.

The hands-on workshop targeted early career advisors and those wanting to refresh their skills on the recognition and strategic management of key fungal diseases of canola,

wheat and barley crops, and served as a pilot to gauge demand and scope for future workshops. The number of participants was limited, with lead agronomists from the main regional commercial agribusiness firms and consultancy firms invited to nominate staff. A total of 27 advisors from across southern NSW attended the workshop.

Feedback from participants highlighted the benefit of the workshop in improving understanding of disease epidemiology and the importance of a systematic approach to disease identification. Comments reflected the increased confidence levels of the attendees and greater awareness of the support offered by researchers following the workshop.

From a biosecurity and disease management perspective, the pathology workshop increased skills and the capacity of early career advisers, while lifting the profile of EH Graham Centre research and researchers.

The workshop also provided an opportunity to develop a network of advisers to aid in a disease alert mechanism and to track disease distribution and severity. This workshop was supported by GRDC through project DAN 147: Integrated disease management for cereal and broad leaf crops in southern NSW and northern Victoria.

National Wine and Grape Industry Centre (NWGIC)

Young vine decline in the Riverina: a riddle solved

Industry savings of around $130 million over 20 years are projected if the industry takes up the results of study into a riddle first brought to the NWGIC in 2002.

Growers were very concerned that their newly planted grapevines were diseased. The plants either died soon after planting or grew very slowly, produced few grapes, and died in the next few years. The disorder was described as 'Young Vine Decline' (YVD).

The NWGIC sought a solution within the Winegrowing Futures program, jointly funded by the Grape and Wine Research and Development Corporation (GWRDC).

The study found the fungi Cylindrocarpon (Cyl) and Botryosphaeria (Bot) in rootstock stems (i.e. below the graft unions) of YVD-affected plants. Cyl was also consistently found in the roots of affected plants, and Bot was isolated from the roots in some affected plants. YVD-affected ungrafted plants were similarly infected. Neither fungus was found in unaffected plants.

It found the diseased plants had much less growth than their healthy neighbours. The roots of affected plants were also far less developed, and the poor root systems limited the total amount of root starch reserves on which seasonal regrowth depends. Yields of YVD-affected plants were low.

Continued research provided evidence that the diseases must have started before planting. Although the research was based on studies in the Riverina, similar fungal organisms are now being found contaminating grapevine planting stock in other parts of Australia, and internationally.

Bottle colour matters for white wine

White wine has traditionally been bottled in dark glass to minimise the impact of light on wine. More recently, marketing departments in wineries have been keen to promote the sale of wines in lighter coloured bottles as it is argued that there is greater consumer appeal in being able to 'see' the wine. Further, efforts to reduce transport costs have increased the use of lighter weight bottles.

Recent collaborative research between Charles Sturt University's National Wine and Grape Industry Centre and the University of Melbourne has determined that a specific metal organic acid complex in wine is photoactive at wavelengths below 520 nm (i.e., wavelengths corresponding to both UV light and purple, blue, and green visible light). The organic acid was tartaric acid, one of the most abundant organic acids in wine, and the metal ion was iron (III), also present in all wines. The iron (III) tartrate complex absorbs wavelengths of light below 520 nm, which pass through the glass wine bottle, and transform tartaric acid into a reactive aldehydic compound known to react with sulfur dioxide, causing oxidative deterioration of wine flavour and brown discolouration. The study demonstrated that the photochemical reaction occurs in clear coloured (i.e. Flint), bottles but also occurs to a lesser extent in darker green coloured (i.e. Antique Green) bottles.

This was consistent with the ability of all the bottles studied to allow some wavelengths of light below 520 nm to pass through the glass, albeit higher amounts through Flint compared to Antique Green. Antique Green glass offered more protection but did not stop the photodegradation process. Flint glass, irrespective of bottle weight, is transmissive to light to 300 nm. There is a significant cut-off below 500 nm with Antique Green, although some transmission occurs between 340 and 380 nm. Higher transmissivity is observed for the light-weighted, in comparison to the heavy-weighted, Antique Green glass.

These results, and ongoing research, will greatly assist the wine industry to make more informed decisions on the packaging of wine destined for short-term and longer-term storage.

Wine shows can give exhibitors more than medals

In Australia a unique opportunity to make consumer preference testing readily available to winemakers presents itself in the form of the consumer public tasting days associated with wine shows.

NWGIC research suggests that public tasting events could become an important avenue to provide wine exhibitors with useful information about consumers' wine preferences and it has explored suitable methods to obtain that information.

All the indices measured in the NWGIC's survey revealed consumers who attended wine show public tasting days are suitable consumers for wine preference studies. They are enthusiastic product users with an average level of subjective knowledge of wine and most of them have no involvement in the wine industry. This is important since it has been established that experts have different wine preferences to novices. Attendees at public tasting events appear to be representative of the non-expert wine drinking population in Australia. The research reveals that these consumers may be used to provide useful information for wine show exhibitors to help them make wines that consumers like without having to incur the high costs of traditional consumer preference research.

Centre for Research in Complex Systems (CRiCS)

International exchanges enhance knowledge

CRiCS research in computational intelligence continued to grow with simulation and data mining with several international exchanges.

Visitors from the Universities of Brunei and Sussex brought a variety of novel approaches ranging from the study of human expertise to the development of novel methods for inferring social networks from behavioural patterns.

Visits to Guangdong University of Technology in Guangzhou, China, the University of Genoa, Italy, and the Medical University of Vienna, Austria, maintained the international profile of CRiCS.

Strong commitment to doctoral students

The Centre's strong commitment to doctoral students saw its third annual joint workshop for early career researchers and students take place, while the biennial research summer school plans took shape.

The event will now be co-hosted with the University of Sydney and will bring several distinguished international visitors to Australia around the theme of biological and social networks and agent modelling.

Boost to central theme

The central theme of the Centre's research in computational intelligence and agent modelling are built on the sub-disciplines of computer science, psychology and neuroscience. Several outstanding researchers in neuroscience, including one NHMRC fellow, became members early this year, boosting the cross-fertilisation of ideas within this theme.

Centre for Inland Health

Successful National Health and Medical Research Council Grant

Centre for Inland Health researcher and senior lecturer in the School of Biomedical Sciences, Dr Jade Forwood, was successful in leading a grant bid for a prestigious National Health and Medical Research Council Project Grant. Dr Forwood brings a strong research background to this work at Charles Sturt University, having research experience as postdoctoral researcher at the Universities of Adelaide, Cambridge and Queensland.

The grant of $227,500 supports research over three years to investigate the characteristics of the SRY (sex-determining region Y) macromolecular complexes to provide an enhanced understanding of human genetic sex reversal and embryonic sex determination. The sex chromosomes coordinate sex determination by allowing female development to progress unless diverted by genes located on the Y-chromosome. Sex determination in humans and other mammals is critically dependent on the SRY gene.

The ability of SRY to act as a "molecular switch" in mammalian sex determination is dependent on its interaction with both DNA and a range of cellular proteins. SRY initiates male differentiation by activating a specific set of transcription factors that allow bipotential primordial gonad cells to differentiate and proliferate at around six weeks of embryonic development.

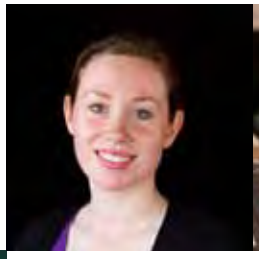
To perform this role, SRY requires not only the ability to bind DNA, but other cellular proteins that direct its localisation to the nucleus in a very specific, temporal, and dose-dependent manner. Aberrations in SRY's ability to be localised to the correct cellular compartment and form specific interactions can result in human genetic sex reversal. Dr Forwood and his team have recently demonstrated that mutations present in the CaM-nuclear localisation signal (NLS) and the importin-beta 1 (Impβ1)-NLS region of XY sex-reversed patients, significantly reduce binding to CaM and Impβ1 respectively, and impair SRY's ability to localise to the nucleus.

While the interaction between SRY and DNA has been well characterised, detailed analysis of the interaction between SRY and the proteins that mediate its functional and cellular localisation are yet to be elucidated. This project will provide a detailed analysis and understanding of the protein macromolecular assemblies of SRY that mediate its central role in male sex determination and provide a structural basis for genetic sex reversal.

Rural Allied Health Supervision and Support Project (RAHSSP)

Allied Health Practitioners (AHPs) are recognised as an essential part of the health workforce through their contribution to a central goal of health services – to provide accessible, equitable and efficient health care to their communities. Providing allied health across a dispersed population presents challenges for the professionals in that field.

A group of researchers from the Centre for Inland Health (Associate Professor Julia Coyle, Dr Diane Boxall, Dr Rod Pope, Dr Anna Moran and Mrs Jennifer Young) has undertaken a project funded by NSW Health in partnership with the Murrumbidgee and Southern Local Health Districts of Greater Southern Area Health Service to address these challenges. These two Local Health Districts provide allied health care across a vast area to a combined population of approximately 468,000 people.



The project aims to establish a sustainable Rural Allied Health Supervision and Support Framework (RAHSSF) for AHPs by providing a variety of support strategies and supervision frameworks appropriate for rural allied health practice contexts. As well as supporting allied health practices, the outcomes of the research will also provide recommendations to the government and tertiary sector.

This action research project, comprising three key phases, is using mixed methods to identify, examine and analyse strategies associated with supervision and support of allied health professionals. Phase 1 of the project consisted of comprehensive, systematic reviews of the research literature related to allied health supervision and support, supported by surveys, interviews and focus groups with AHPs within the Murrumbidgee and Southern districts.

Findings from data collection and literature review provide the foundation for Phase 2, which involves the development of the components of the RAHSSF. Development will be conducted in consultation with allied health professionals and leaders of the Local Health Districts. Once developed, the framework will be tested and implemented in 2012. The aim of this phase is to establish a framework that has a cycle for continuous improvement embedded within it.

Recognition of the history of Riverina Medical Practice

Today, many government initiatives have been undertaken to attract health professionals to rural practice however, there is a long history of health professionals coming to rural areas where they were able to build careers and make important contributions to rural communities.

With the support of the Centre for Inland Health, investigation of the changing nature of rural health practice has been undertaken by Associate Professor Sue McAlpin. Through the life history collected from rural practitioners, this study revealed the characteristics of people who came and contributed to the health of rural communities over 20 or 30 years. The interviews describe the changing nature of rural medical practice, and the societal changes around the roles of women.

The oral recordings were collected on the experiences of rural practice from medical practitioners, community nurses and allied health professionals. Twenty interviews were undertaken with general practitioners and medical specialists describing medical practice across the past 60 years. The study is ongoing for community nurses and allied health professionals. All participants have agreed for the recordings and transcriptions of the interviews to be available for the public record, which will be stored in the CSU Riverina Archives. Oral histories give historians and researchers a new and different perspective on the past, as the voice is a very emotive and powerful tool.

Public and Contextual Theology Strategic Research Centre (PACT)

Contribution to national social cohesion

PACT contributes to national and international social cohesion through religious dialogue and interaction. In March, Centre Director Rev. Professor James Haire AM moderated the forum co-hosted by Charles Sturt University, the Federation of Ethnic Communities Council of Australia (FECCA), and the Australian partnership of Religious Organisations (APRO) on national inter-faith and multicultural policy agendas, held at Charles Sturt University in Canberra. The outcomes were reported in the FECCA Annual Report, launched in Parliament House in September.

Throughout the year, Charles Sturt University, the Australian National University (ANU) and the Australian Catholic University (ACU) collaborated on two occasions. In May the “Tackling Intolerance” forum was held at Charles Sturt University in Canberra, including Australia’s first Muslim MP, the Hon Ed Husic. In July a conference on the theme of “Enrichment of a Socially Inclusive Society: Challenges and Solution” was held at Charles Sturt University in Canberra, also involving BlueStar Intercultural Centre. With funding from the Prime Minister through the Department of Department of Innovation, Industry, Science and Research (DIISR) and Charles Sturt University, a major Feasibility Study on the development of this work was presented to the Commonwealth Government.

Contribution to the place of religion in civil society

PACT positions religion as an inclusive rather than a divisive factor in civil society. In March, Rev. Professor James Haire AM led the Canberra input for the Australia – Indonesia Muslim Leaders Exchange, an initiative of the Commonwealth Government through the Australia-Indonesia Institute and The Department of Foreign Affairs and Trade (DFAT).

The project is now in its tenth year and is conducted by Professor Haire in the Indonesian language. He was appointed a Presidential Friend of Indonesia in 2010 by President Susilo Bambang Yudhoyono. During 2011 Professor Haire provided the religion input for the Eminent Persons’ Group (EPG) submission on the Future of the Commonwealth for Commonwealth Heads of Government Meeting (CHOGM) in Perth in October.

In June Charles Sturt University hosted an interfaith conference of the peak body in this area, The Australian Religious Response to Climate Change, on the subject of “Australian Religious Perspectives on Climate Change”. Religious leaders also briefed parliamentarians, including the Prime Minister. The Hon Mark Dreyfus MP, Parliamentary Secretary for Climate Change, the Hon Greg Hunt MP, Shadow Minister for Climate Change, Environment and Water and Dr Janette Lindesay, Associate Professor at the Australian National University (ANU) contributed. In September 2011, Professor Haire was one of 10 Australian participants (including the Hon Michael Kirby AC, Her Excellency Ms Penny Wensley AC, Governor of Queensland, Mr Mark Scott AO, Managing Director of the ABC, Professor Ian Chubb AC, and His Excellency Dr Brendan Nelson, Ambassador to Belgium, Luxembourg, the European Union) appointed for discussion on Australia with His Excellency Mr José Manuel Barroso, President of the European Commission, during his State Visit to Australia. Dr Helen Richmond was appointed by DFAT to participate in an international forum on religious cohesion.

Contribution to international theology and enhancement of the national and international reputation of PACT

A strategic outcome is the international standing of PACT as a theological research centre. PACT was asked, through the University of Heidelberg, Germany, to contribute to the Global Network of Research Centres for Theology, Religious and Christian Studies. This network includes some of the most prestigious theological research centres around the world including the University of Oxford, the University of Cambridge, Princeton Theological Seminary and the Free University in Amsterdam. Professor Haire continues as a member of the Joint International Commission between the Vatican and the World Methodist Council. He received the Honorary Degree of Doctor of the University from the Australian Catholic University and was a Member of the panel of the Government of Victoria in relation to the application of the Melbourne College of Divinity to operate as a specialist university.

Throughout 2011 members of PACT gave papers at university institutions in the following places: Bamberg, Germany (Prof Haire); Lund, Sweden (Prof Haire); Krakow, Poland (Prof Hudson); Center of Theological Inquiry, Princeton (Prof Hudson); North West University, Potchefstroom, South Africa (Prof Haire); Pelermo, Italy (A/Prof Cowdell); Society of Biblical Literature (held in San Francisco) (Dr Mathews); Oxford, UK (Dr Douglas). In October Professor David Fergusson FRSE of the University of Edinburgh UK, and a former Gifford Lecturer, conducted a seminar for PACT in Sydney.

Centre for Applied Philosophy and Public Ethics (CAPPE)

Outsourcing security

CAPPE, in conjunction with the Center for International Human Rights and the Institute for Criminal Justice Ethics (CUNY), co-sponsored a two-day workshop in October at John Jay College of Criminal Justice (NY) on "Outsourcing Security: Private Military and Security Companies (PMSCs) and the Quest for Accountability." Eight distinguished international authors presented papers, including Andrew Alexandra, from CAPPE Melbourne, who recently co-edited Private Military and Security Companies: Ethics, Policies and Civil-Military Relations (Routledge, 2012). The papers are currently being revised for publication in a special issue of Criminal Justice Ethics edited by John Kleinig (CAPPE CSU).

Justice, war and terror

CSU Strategic Research Professor Larry May, author of the book *After War Ends: A Philosophical Perspective*, (Cambridge University Press, 2011), is editing a further book *Morality, Jus Post Bellum, and International Law*, (Cambridge University Press) arising from work done with the support of an Australian Research Council Discovery Grant on Jus Post Bellum. This year workshops were held in Canberra and Nashville, Tennessee (at Vanderbilt University), including presentations on East Timor by CSU Research Fellow Jovana Davidovic , on WWII Japan and Jus Post Bellum by Shunzo Majima (Philosophy, Hokkaido University, Japan), on Humanity's Law by Rudi Teitel (New York University Law School) and on the rules of Jus Post Bellum by CAPPE Director Tom Campbell. Larry May is now considered one of the leading legal philosophers specialising in the burgeoning field of ethics and warfare.

CSU Professor Igor Primoratz, who leads the CAPPE research program on Political Violence, held a workshop on ethics and modern war in collaboration with the Australian Defence Force Academy (ADFA, UNSW) and the Australian Centre for Military Law and Justice (ANU College of Law). The papers presented at the conference, supplemented with several solicited contributions, are being published in David Lovell (ADFA) and Igor Primoratz (eds.), *Protecting Civilians during Violent Conflict: Theoretical and Practical Issues for the 21st Century,* (Ashgate Publishing), out in late 2011.

Professor Primoratz completed his book, Terrorism: *A Philosophical Investigation* (Polity Press, 2012) in which he investigates the main types of moral evaluation of terrorism: in terms of its consequences, rights and justice, "supreme emergency," and collective responsibility of citizens, and a range of positions, from the view that terrorism is morally justified whenever its consequences are good on balance, to its absolute rejection. He offers a new account: terrorism is almost absolutely wrong, and may be considered only when an entire people is facing a true moral disaster, understood in a special, highly restrictive way. The book complements conceptual analysis and normative arguments about the practice of terrorism with case studies of terror-bombing of German cities in World War II and the role of terrorism in the Israeli-Palestinian conflict.

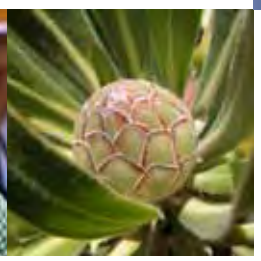
Close links with the Victoria Police Academy

CAPPE Research Fellow, Stephen Curry, was appointed to a new joint position in Charles Sturt University and the Victoria Police Academy. This has led to the creation of the Centre in Ethics, Community Engagement and Communication, and reforms in police professional education.

Between 2005 and 2009 Charles Sturt University, through its involvement in CAPPE, was a lead agency in an ARC Linkage Project entitled An Integrity Systems for Victoria Police. The two volume final report from this project has since been a major source for further research and institutional reform within Victoria Police. Its recommendations included a pilot project in ethics education for police recruits. The proposal was taken up, and Dr Curry worked with Victoria Police personnel on the Introduction to Contemporary Policing package that was developed in 2009 and added as an additional two weeks in the recruit training curriculum. Since then the package has been confirmed as a permanent part of the curriculum.

Subsequent to the success of the pilot, Charles Sturt University was invited to enter into partnership with Victoria Police to extend the scope of the training initiative. Dr Curry was appointed to a three year position, jointly funded by Victoria Police and Charles Sturt University, commencing in late 2009. This partnership assisted Victoria Police in establishing a new Centre for Ethics, Community Engagement and Communication within the Victoria Police Academy.

In 2011 the achievements of the initiative have included the recruitment of specialist educators, ethicists and community engagement practitioners (bringing the total establishment of the Centre to 19 staff), and the development of the Professional Policing program. This program has built on the original pilot to create a robust theme running through all recruit training, and into courses for probationary constables, sergeants and senior sergeants. The program brings together specialist academic and practitioner expertise to provide training in ethics, human rights, communication strategies and community engagement in a holistic and sustained manner.



Recruit training has been reformed to include a large emphasis on workplace practice, and the broad reach of ethics training has leveraged these placements by aligning phases of ethics and related topics to the participants' gradually increasing practical experience. This project has enabled a "golden thread" of ethics training to be developed in a manner not usually seen in professional courses.

In addition to the reforms to police education, the partnership with Victoria Police has begun to build a new locus for applied research, exemplified by an application to the Criminology Research Council (in partnership with Victoria Police and Victoria University) in the 2011 round, and applications in preparation for the 2012 ARC Discovery and Linkage rounds, as well as a longitudinal study of educational and career outcomes for police funded internally by Victoria Police.

Human rights international conference

CAPPE organised a major international conference in November in conjunction with the Sydney Law School on 'Human Rights: Old Dichotomies Revisited'. The conference marked the increasing attention paid to human rights over the past three decades by re-examining some of the ambiguities and tensions underlying the idea and practice of human rights.

Speakers from CAPPE (Tom Campbell and Thomas Pogge), Edinburgh (Neil Walker), Oxford (Jeremy Waldron and Les Green), the London School of Economics (Susan Marks) and Sydney Law School (David Kinley) engaged in debate with conference delegates on Moral versus Legal Rights, Negative versus Relative Rights, Human Rights versus Democracy, Human Rights versus Capitalism, Individual versus Collective Rights, and Pragmatism versus Idealism in Human Rights Protection. These themes will be further developed through CAPPE's adoption of a new research program on Democracy and Human Rights and ongoing collaboration with the University of Sydney.

Designing just institutions for global climate governance

In June, a workshop featuring 30 invited participants from around the world combined with a public event assessed the prospects for climate policy progress at the upcoming meetings in South Africa later in 2011. Several CAPPE members presented work, and the workshop featured a mix of scholarly work (by philosophers, political scientists and policy experts) and practitioner reports and analysis (from governmental and NGO actors). The papers presented at the workshop are being assembled for publication. This program followed the appointment of Professor Vanderheiden, a noted climate change political philosopher, who has also edited of a special issue of the journal Environmental Politics on 'The Politics of Energy: challenges for a sustainable future'. The issue features nine original essays on aspects of energy policy that include the prospects for renewable energy and of energy efficiency standards, the perils of nuclear energy, and the challenges in moving away from coal and oil. The special issue appeared in September 2011 and will be published by Routledge as a book in 2012.

Global justice

The Dutch Government has established The Hague Institute for Global Justice with an EU$18 million grant in 2011. The 3TU Centre for Ethics and Technology is a partner organisation and CAPPE's Professor Seumas Miller has recently been appointed to the 3TU Centre as a Senior Research Fellow based in The Hague on a part-time basis, to be held conjointly with his CAPPE position. This will involve him working closely with members of The Hague Institute and enable him to facilitate a research relationship between The Hague and CAPPE. Professor Miller was invited to the inauguration of the new Institute by Princess Margriet of the Netherlands, at which Madeline Albright spoke in her capacity as Chair of The Hague Institute.

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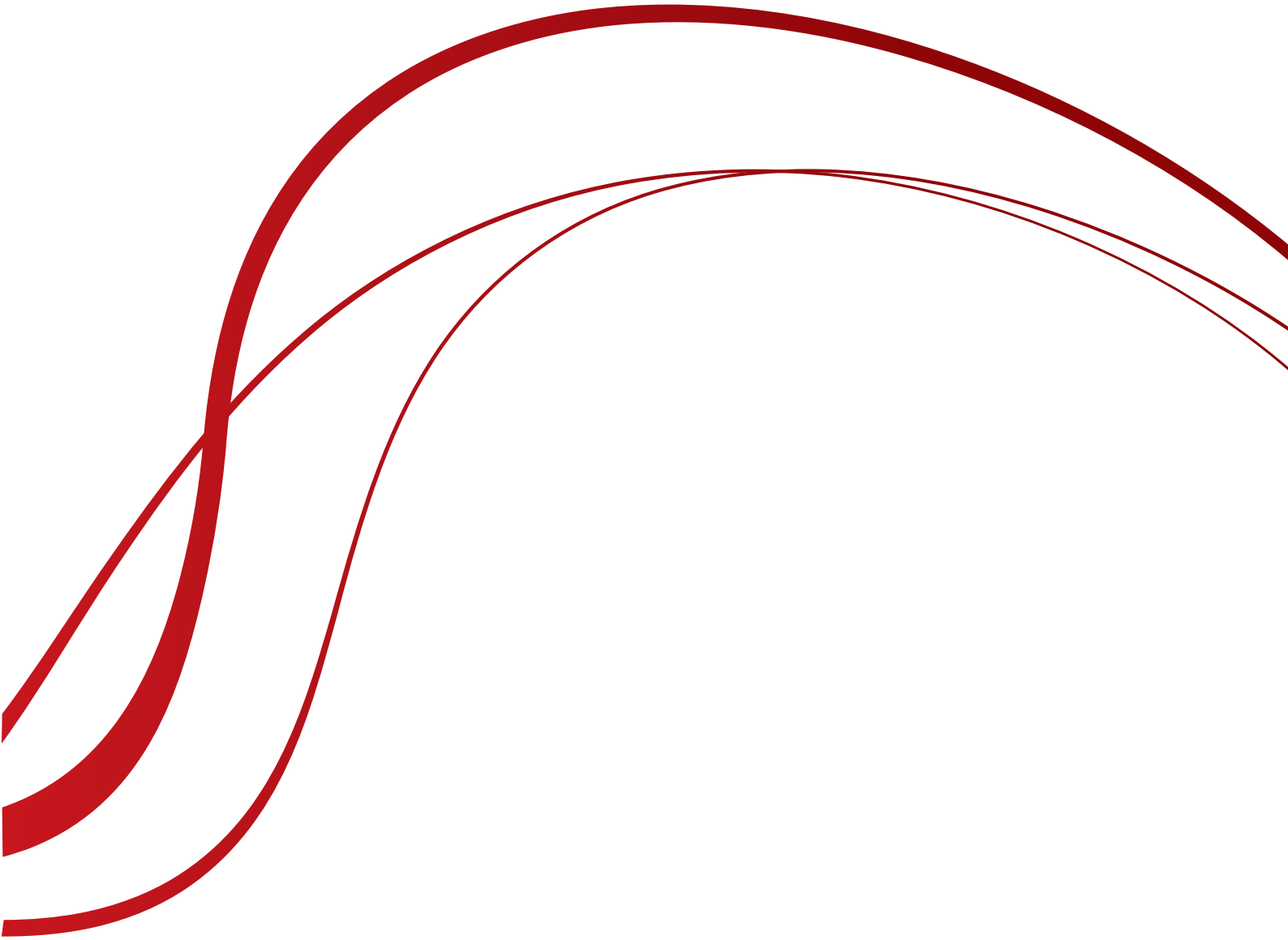
Appendices



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Social Inclusion

ITEM 1 MULTICULTURAL POLICIES AND SERVICES PROGRAM

Introduction

Charles Sturt University is committed to the New South Wales (NSW) Principles of Multiculturalism and to supporting and promoting cultural diversity within its communities. The University places a strong emphasis on inclusion and endeavours to facilitate access, participation and success for all students, regardless of socio-economic or cultural background.

The University's actions toward Multicultural Policy and Services have been guided by relevant internal policies that are consistent with multicultural principles. An updated Multicultural and Services Program action plan is being considered for endorsement by the University's Senior Executive Committee.

Planning and Leadership

Inclusiveness is a core value identified in the University Strategy 2011-2015. Under this the University recognises that "we achieve better outcomes when we embrace and respect the different views, cultural backgrounds and abilities of all staff, students, graduates and external communities". This value is further expressed in the University's commitment to provide "an enriching and supportive student experience for its diverse range of students". Further, the University has committed under "curriculum renewal" to producing graduates who have been prepared for citizenship, are culturally competent, and who understand the culture and history of Indigenous communities.

Consultation and Feedback

Consultations with students and staff, and with the University's communities, have been a necessary component of the identification of current practices and areas requiring further development. Capturing the student experience at Charles Sturt University, using instruments such as the Australasian Survey of Student Engagement (AUSSE) and the University's own Student Experience Questionnaire (SEQ) and Student Exit Survey, have led, and are leading, to initiatives designed to progressively enhance the student experience.

Human Resources

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

Access and Equity

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

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

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

The University's rural and regional student and staff population is relatively homogeneous in cultural and linguistic terms (according to Australian Bureau of Statistics data and information reported to the Department of Education, Employment and Workplace Relations). As a result, access and participation rates among domestic non-English speaking background (NESB) students totalled 575 students, with 299 students commencing in 2009.

Equity Based Scholarships

A range of scholarships is offered, which reflect commitment to the participation of equity groups, including NESB students. Commonwealth scholarships, other than Indigenous Commonwealth Scholarships, are now managed and administered by the Federal government. The University itself made available 300 equity scholarships in 2010 to the value of $600,000 (not all recipients were NSW residents).

Learning Skills and English Language Assistance

Specialist English language support advisors are located on CSU campuses at Albury-Wodonga, Bathurst and Wagga Wagga. These advisors provide support both in person or online regardless of the student's geographical location or study mode. Students have access to a variety of programs including conversation classes, group workshops, individual appointments and feedback on assignment drafts. A new and specialised preparatory subject within the STUDY LINK enabling program, Introduction to Writing at University, was developed in 2011 to assist students to increase the academic preparedness of all students of the University, especially those students from a non-English-speaking background. In 2011 a three-week intensive learning skills and cultural awareness program, the Introductory Academic Program was continued for AusAID scholarship students from PNG, Pakistan, Vanuatu, Sierra Leone, Myanma and Indonesia.

This year saw the University embark on an ambitious project (Building University Students' Success) to develop an institutional framework for the development of foundation skills (including language and literacy). The DEEWR Good Practice Principles for English Language Proficiency for International Students in Australian Universities underpin this project. The University has also recently appointed an Academic Writing Coordinator for Higher Degree and Research students, with a focus on supporting international students completing PhDs.

The following numbers of individual appointments in English Language were conducted by Academic Support during 2011:

Individual appointments for NESB, by campus

Campus	Albury-Wodonga	Bathurst	Dubbo	Goulburn	Orange	Wagga Wagga
Appointments	34	175	15	152	149	55

Individual appointments for international, by campus

Campus	Albury-Wodonga	Bathurst	Dubbo	Goulburn	Orange	Wagga Wagga
Appointments	115	69	2	3	5	115

Facilities for Religious Engagement

Facilities are provided to groups of differing religious backgrounds to enable their personal faith observances and practices. The Baha'i group has weekly meetings with the aim of encouraging wider University community participation and embracing diversity, understanding and interaction. An Islamic prayer room and centre is provided at the Wagga Wagga and Albury-Wodonga campuses, with multifaith prayer spaces available on other campuses.

Cultural Activities

Designated staff members continue the support and expansion of various social events with an international multicultural focus. These have included international movie nights, religious fellowship groups and Harmony Day (cross-cultural sharing including cultural artefacts, food, music and dance).

Student Clubs

Designated staff members assist students with establishing and, at times, conducting club activities to assist specific groups of students such as the Islamic Club, Baha'i Club or International Student Club. Activities often facilitate friendships and help towards the valuing of diversity and cultural awareness. For example, the Sports Council organised weekend events and tours for all students, with students from other cultures in mind, to help foster their engagement in social activities in the company of fellow students. In 2011 a cricket match was organised between international students and local students with consideration toward making this an annual social and sporting event.

CSU Global

CSU Global continues to provide a suite of exchange programs for undergraduate students to help build the cultural competencies and global citizenship of the University's graduates.

International Students

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

According to the most recent Good Universities Guide, Charles Sturt University achieved the highest (five stars) rating for its access for equity groups and its flexible entry provisions. Similarly, the University scored an above-average (four stars) rating for its support of international students.

Courses (segments and components)

The University's curriculum renewal project is now complete and has moved into implementation, embedding within the University's curriculum course accreditation and reporting platform an Indigenous curriculum, cultural competence, and citizenship.

The focus now is to ensure that the principles of multiculturalism are expressed explicitly and that information on courses, course segments or components relating to multiculturalism and/or students from culturally and linguistically diverse backgrounds is monitored and reported via new Annual Course Performance Reports (ACPR), and via standard processes of course design and review.

Communication

While Charles Sturt University does provide prospective students with general information in various languages (Arabic, Chinese Simplified, Traditional Chinese, Korean, Russian, Spanish, Turkish and Vietnamese), English - language proficiency is a requirement for study purposes.

Social and Economic Development

Charles Sturt University emphasises the importance of developing programs that encourage people to participate in social and economic spheres. In its many inland communities the University has a responsibility to address itself to the resolution of specific challenges, including equitable access to local educational opportunities on the same terms as all Australians; the continuity of supply and retention of qualified professionals in inland and rural Australia; growth in the productivity of the nation's largest employer and economic sector, agriculture; and maintenance and improvement of the health and well-being of inland and rural Australians.

More specifically, for example, the University makes available annual grants of more than $400,000 to promote artistic and cultural activities in inland Australia; supports the aspirations of young musicians across inland NSW; is the licence holder for 2MCE, providing a community radio service to central western NSW; supports the development of performing arts and theatre across inland NSW; and provides financial and in-kind support to Arts Out West. By operating on campuses and working with a range of organisations in the promotion of the arts, culture and social development across inland NSW, the University is helping to sustain and develop our communities.

Educationally, most undergraduate courses at Charles Sturt University include workplace learning opportunities. This enables students to prepare for workplace realities and expectations, and to understand the norms and expectations of their future practice community. The objectives of practice-based learning are very explicit with regard to multiculturalism and cultural competence: to educate students to pursue social justice, including ethical practice and global citizenship; to engage with the University's communities through responsiveness, partnerships and inclusiveness in relation to communities; and to pursue accessible and effective learning environments for diverse groups, including students from educationally disadvantaged backgrounds.

Students and staff of the University are also well served in terms of information sharing and social development through to internal systems such as What's New (an electronic noticeboard concerning events and information). In 2009, for example, awareness raising and the celebration of diversity and cultural backgrounds were fostered by the availability of foreign language films for loan from a Charles Sturt University library, the University public lecture series, interfaith seminars and gatherings, Harmony Day, an African Union cultural night, and the referencing of various publications regarding arts and culture in NSW.

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

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

People

ITEM 2 UNIVERSITY COUNCIL

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

During 2011, the Council had 17 members. They reflected the perspectives and capabilities of our various stakeholders – our staff, students, graduates, the NSW Government and our communities.

Table 1: Members of the Council during 2011

Member	Position	Term End
Mr Lawrence Willett AO	Chancellor (s.9 (1) (a))	2 December 2014
Professor Ian Goulter	Vice-Chancellor (s.9 (1) (a))	31 December 2011
Professor Ben Bradley	Presiding Officer, Academic Senate (s.9 (1) (a))	20 July 2013
Ms Kathryn Pitkin	Ministerial appointee (s.9 (1) (b))	30 June 2013
Mr Antonio Catanzariti	Ministerial appointee (s.9 (1) (b))	30 June 2013
Mr Richard Hattersley	Ministerial appointee (s.9 (1) (b))	30 June 2015
Mr Gerard Martin	Ministerial appointee (s.9 (1) (b))	31 March 2013
Ms Patricia Murphy	Ministerial appointee (s.9 (1) (b))	31 March 2013
Mr Christopher Hancock	Council appointee (s.9 (1) (c))	30 June 2013
Mr Angelos Frangopoulos	Council appointee (s.9 (1) (c))	30 June 2013
Mr Neville Page	Council appointee (s.9 (1) (c))	30 June 2013
Mr Peter Hayes	Council appointee (s.9 (1) (g))	30 June 2015
Dr David Tien	Elected member (s.9 (1) (d))	30 June 2012
Dr Patricia Logan	Elected member (s.9 (1) (d))	30 June 2012
Ms Carmen Frost	Elected member (s.9 (1) (e))	30 June 2012
Dr Rowan O'Hagan	Elected member (s.9 (1) (f))	30 June 2012
Mr David Bate	Elected member (s.9 (1) (f))	30 June 2012

Table 2: Attendance by members at meetings of Council

Member	Max	Attended
Mr Lawrence Willett AO	6	6
Professor Ian Goulter	6	5 (1)
Professor Ben Bradley	6	5 (1)
Ms Kathryn Pitkin	6	6
Mr Antonio Catanzariti	6	5 (1)
Mr Richard Hattersley	6	5 (1)
Mr Gerard Martin	6	6
Ms Patricia Murphy	6	4 (2)
Mr Christopher Hancock	5	3 (2)
Mr Angelos Frangopoulos	6	4 (2)
Mr Neville Page	6	5 (1)
Mr Peter Hayes	6	5 (1)
Dr David Tien	6	5 (1)
Dr Patricia Logan	6	5 (1)
Ms Carmen Frost	6	6
Dr Rowan O'Hagan	6	6
Mr David Bate	3	3

Key: 'Max' refers to the number of meetings the member was eligible to attend. 'Attended' refers to the number of meetings the member attended, with the number in parentheses being the number of meetings for which apologies were received.

ITEM 3 SENIOR OFFICERS (EXECUTIVE)

VICE-CHANCELLOR AND PRESIDENT
PROFESSOR IAN GOULTER BE(Hons) *Cant*, MSc PhD *Illinois*

Key Responsibilities

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

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

DEPUTY VICE-CHANCELLOR AND VICE-PRESIDENT (ACADEMIC)
PROFESSOR ROSS CHAMBERS BA PhD *Syd*

Key Responsibilities

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

Specific responsibilities for 2011 included the oversight of the Course Plan within the 2007–2011 University Strategy and providing input to the development of the 2011–2015 University Strategy.

DEPUTY VICE-CHANCELLOR AND VICE-PRESIDENT (ADMINISTRATION)
PROFESSOR LYN GORMAN BA(Hons) *NE*, GradCertMgt *WSyd*, PhD *Sus*

(January to July 2011)

SHIRLEY OAKLEY BA GDipMgt MMgt(HRM) *WAust*, AALIA

(July to December 2011)

Key Responsibilities

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

Specific responsibilities for 2011 included the oversight of the Institutional Development Plan within the 2007–2011 University Strategy and providing input to the development of the 2011–2015 University Strategy.

DEPUTY VICE-CHANCELLOR AND VICE-PRESIDENT (RESEARCH)
PROFESSOR SUE THOMAS BSc(Hons) PhD *La Trobe*, MBA(TechMgt) *APESMA/Deakin*, GradCertTertEduc *Flinders*

Key Responsibilities

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

Specific responsibilities for 2011 included the oversight of the Research Plan within the 2007–2011 University Strategy and providing input to the development of the 2011–2015 University Strategy.

EXECUTIVE DIRECTOR, FINANCE
JIM HACKETT FCIM, FCIS, PNA

(January to February 2011)

PAUL DOWLER B.Bus *Mitchell* CAE, MBS *CSturt*, CPA

(February – December 2011)

Key Responsibilities

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

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

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

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

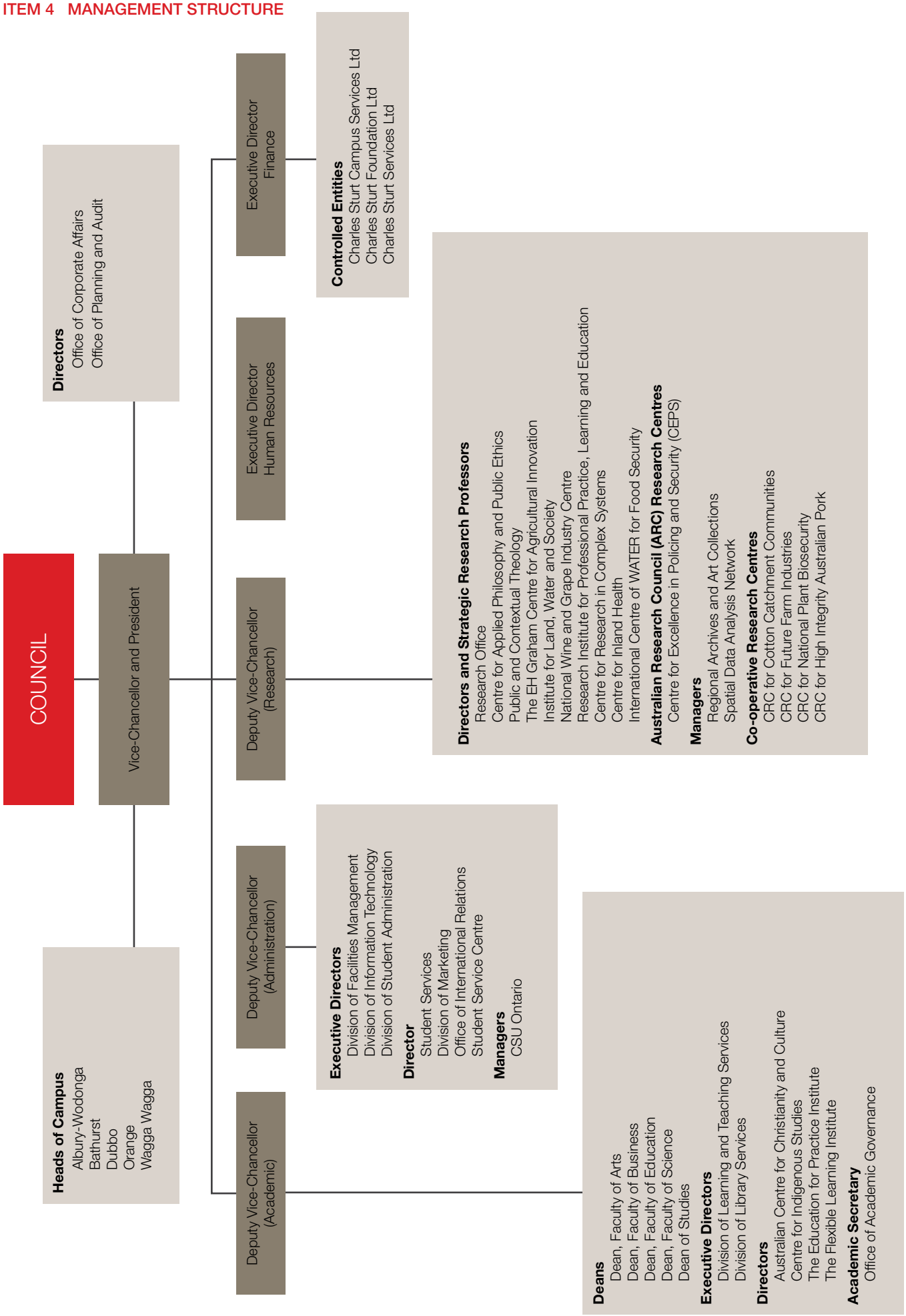
Key Responsibilities

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

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

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

ITEM 4 MANAGEMENT STRUCTURE



ITEM 5 EXECUTIVE PERFORMANCE AND REMUNERATION

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

	2010	2011
Female	2	2
Male	4	4
TOTAL	6	6

Table 4: Executive Staff Remuneration and Performance

Name	Position	Bonus Payment	Remuneration Paid for the Period		Significant Achievements in the Reporting Year
Professor Ian Goulter	Vice-Chancellor and President	Performance Bonus paid $54,296	Salary Superannuation Total Remuneration	$476,831 $ 81,061 $557,893	Continued effective management and enhancement of the University and its standing in the community and within the Australian Higher Education sector. Development of University Strategy 2011-2015.
Professor Ross Chambers	Deputy Vice-Chancellor (Academic)	-	Salary Superannuation Total Remuneration	$301,068 $ 51,182 $352,250	Effective management of the portfolio area. Contribution to formulation of the University Strategy 2011-2015. Progress on a number of aspects of the Student Experience Plan and Course Profile Plan.
Professor Sue Thomas	Deputy Vice-Chancellor (Research)	-	Salary Superannuation Total Remuneration	$270,128 $ 45,922 $316,050	Effective management of the portfolio area. Contribution to formulation of the University Strategy 2011-2015. Progress on a number of aspects of the Research Plan.
Professor Lyn Gorman 1 January 2011 to 29 July 2011	Deputy Vice-Chancellor (Administration)	-	Salary Superannuation Total Remuneration	$160,641 $ 27,309 $187,950	Effective management of the portfolio area. Conclusion of the Institutional Development Plan. Contribution to formulation of the University Strategy 2011-2015. Progress on aspects of the Student Experience Plan.
Mrs Shirley Oakley 18 July 2011 to 31 December 2011	Deputy Vice-Chancellor (Administration)	-	Salary Superannuation Total Remuneration	$127,500 $ 21,675 $149,175	Effective management of the portfolio area. Review of functions and performance of areas. Progress on a number of aspects of the Student Experience Plan.
Mr Michael Knight	Executive Director, Human Resources	-	Salary Superannuation Total Remuneration	$214,573 $ 36,477 $251,050	Effective management of the portfolio area. Facilitation of senior leadership development and enhanced organisational capability. Provision of timely and effective human resource advice. Contribution to formulation of the University Strategy 2011-2015.
Mr Jim Hackett 1 January 2011 to 18 February 2011	Executive Director, Finance	-	Salary Superannuation Total Remuneration	$34,055 $ 5,789 $39,845	Effective management of the portfolio area. Provision of timely and accurate financial forecasts. Finalisation of end of year accounting.
Mr Paul Dowler 31 January 2011 to 31 December 2011	Executive Director, Finance	-	Salary Superannuation Total Remuneration	$170,244 $ 28,942 $199,186	Effective management of the portfolio area. Provision of timely and accurate financial forecasts. University performance aligned with financial prediction. Contribution to formulation of the University Strategy 2011-2015. Review of the functional and organisational structure of the Division.

Unless otherwise indicated, those officers named above held the position for the full reporting period, i.e. 1 January 2011 to 31 December 2011

ITEM 6 EMPLOYEES

Table 5: FTE staff (continuing and fixed term)

	Academic	General	Total
2009	671.6	1094.4	1766
2010	672.7	1144.9	1817.6
2011	859.3	1191.5	2050.8

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

Table 6: Academic Staff by Classification

	2009	2010	2011
Above Senior Lecturer	125.6	128.0	158.8
Senior Lecturer	121.5	140.2	180.4
Lecturer	346.8	336.0	450.3
Below Lecturer	77.7	68.6	69.7

Table 7: General Staff by Classification

	2009	2010	2011
Level 1	26.3	31.4	24.1
Level 2	36.8	32.9	32.1
Level 3	162.4	135.7	132.2
Level 4	249.8	250.8	261.1
Level 5	223.4	229.4	240.8
Level 6	162.9	199.3	219.1
Level 7	94.2	116.1	118.2
Level 8	69.5	72.3	81.7
Level 9	31.0	33.0	32.0
Level 10 and above	38.0	44.0	50.2

ITEM 7 EMPLOYEE WAGE MOVEMENTS

During 2011, staff covered by Charles Sturt University's Enterprise Agreement received a 2% salary increase, effective from 18 March 2011, and a 2% salary increase effective from 16 September 2011.

ITEM 8 OCCUPATIONAL HEALTH AND SAFETY

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

Achievements for 2011

- Coding to facilitate the use of the Alesco OHS Incident Reporting module has commenced and will continue into 2012.
- To measure compliance and inform continuous improvement opportunities, OHS audits have been undertaken in conjunction with other compliance committees of the University (that is, CSC, BSC and RSC) and some other higher risk CSU workplaces (e.g. laboratories under the management of Faculty of Science).
- A number of University Health and Safety Management System policies, procedures and related materials were reviewed in line with recognised standards, legislative changes and/or University and Divisional requirements. Reviewed documents have been placed on to the updated Health, Safety and Wellbeing website.
- Retaining the agreed principles of the University's OHS Consultation Statement, the University has finalised consultation with staff (via the Campus OHS Committees) regarding the establishment of workgroups across the CSU campuses. Following this process it was determined that workgroups would be defined by geographical campus areas (that is, zones). Prior to the end of 2011 staff were provided with an opportunity to nominate as employee representatives and, where required, elections will be held. New committees will be formed by the commencement of 2012 and training for committee members and identified Health and Safety Representatives (HSRs) will be undertaken in accordance with the requirements of the WHS Act (harmonised legislation).
- A number of opportunities were identified for mentoring and coaching the University's managers in their OHS roles and responsibilities. A primary method for this during 2011 was via the CSU Middle Managers Forum held on the Bathurst Campus in August 2011.
- Discussion on a suitable series of OHS Performance Indicators for the University has commenced. Further work during 2012 will continue, including the identification of a reporting mechanism that will enable managers to monitor their performance against agreed indicators and, as required, report their performance to the Division of Human Resources.
- A dedicated Injury Management Coordinator (IMC) was appointed in March 2011. The IMC continues to review and update the University's return to work programs and proactively manage the return to work of injured employees. Work to maintain the University's 2010 return to work and claims management results continues and final results will not be known until early 2012.
- An updated Health, Safety and Wellbeing website was launched in conjunction with the new Human Resources website.
- Numerous risk assessments have been conducted in conjunction with the development of new buildings on CSU campuses (e.g. refurbished Learning Commons in Bathurst) and/or incident trends (e.g. SAVS and Pre-clinical Centre Wagga).

- Ongoing monitoring of the Model Work Health and Safety Act, Regulations and Codes of Practice has been undertaken by the OHS Section. Periodic updates have been provided to CSU's Senior Executive and the University's Audit and Risk Committee (ARC). Preparations for the introduction of harmonised OHS legislation are underway including processes that will ensure our OHS consultative processes comply, our issues resolution processes comply and senior staff (that is "Officers" of the PCBU) understand the new duties placed upon them.
- Continued to support and promote the University's online OHS Induction modules. During 2011 managers were again provided with reports indicating the names of staff under their supervision that were not yet compliant with all requirements of the University's OHS induction program. Managers were requested to work with staff and arrange time for any outstanding induction modules to be completed. Compliance levels have continued to improve as a result of this intervention. Overall University compliance has risen from 55% in December 2010 to 81% in November 2011.
- Commenced participation in a review of CSU induction and orientation processes. In conjunction with this process it has been determined that the in-house development of online OHS induction modules will not be pursued and alternatively an updated online induction program will be developed in conjunction with CSU's current service provider, ELMO Learning.
- Revised first aid procedures were implemented. These procedures better align with legislative requirements and enable more efficient delivery of first aid resources to workplaces.
- Completion of influenza vaccination program for staff and students across all University campuses.
- The 'Employee Assistance Program' (EAP) continued to be promoted throughout the University. Furthermore, the implementation of an alternate fee model for the University's EAP has again achieved a significant decrease in cost for the program while maintaining an excellent level of access for staff to these counselling services.

Activities planned for 2012

- Continue to improve OHS Induction compliance levels through ongoing monitoring, follow up with relevant managers and updated induction modules.
- In line with the principles of continuous Occupational Health and Safety Management System (OHSMS) improvement, the University's OHS policies, procedures and related materials will be reviewed and updated as required in line with recognised standards, legislative changes and/or University and Divisional requirements. A significant focus will be on ensuring all policy and procedure is compliant with the new Model Work Health and Safety Act, Regulations and Codes of Practice. This will be completed by end of 2012 in line with transitional arrangements.
- Continue to implement policy and procedure at new and emerging CSU campuses.
- Continue to work toward confirming a suitable series of OHS Performance Indicators for the University, including a reporting mechanism that will enable managers to monitor their performance against agreed indicators and, as required, report their performance to the Division of Human Resources.
- Continue to build capability in CSU managers through training, mentoring and coaching.
- Continue to work to enable Human Resources Alesco OHS Incident Reporting module to be utilised.
- Delivery of influenza vaccination program for staff and students across all University campuses.
- Continue to support and promote the campus Occupational Health and Safety Committees and their related activities.
- Continue to participate and advise the University's compliance committees, including Radiation, Biosafety and Chemical Safety Committees.
- Through effective RTW programs maintain a proactive approach to claims and injury management.
- Continue to promote the 'Employee Assistance Program' (EAP) to eligible staff. In addition, CSU Managers to be specifically targeted and advised of the EAP Managers Helpline with a view to better equipping managers to deal with a potential trend for increasing psychological illness and injury reports in the workplace.
- Continue to improve and update the 'Health, Safety and Wellbeing' website.
- Delivery of OHS training to University staff including training on ergonomics, manual handling and risk management principles.
- Continue to review and implement policy in line with WHS Act and Regulations.

OHS Performance

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

Table 8: OHS Performance Indicators (Employees)

Year	Total Number Incidents[1]	Number of Fatal Incidents	Number of Medical Treatment Incidents[2]	Total Employees	Total Workers' Compensation Claims[1]
2011	192[7]	0	82[7]	2094[3]	65[5]
2010	185[8]	0	81[8]	2058[4]	63[6]

Table 9: OHS Performance Indicators (Casual Employees, Students and Visitors)

Year	Total Number Casual Employee Incidents* [1]	Total Number Student Incidents [1]	Total Number Visitor Incidents [1][9]
2011	64[7]	157[7]	23[7]
2010	47[8]	164[8]	30[8]

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

Explanatory Notes

1. As per recognised reporting standards, the above performance indicators do not include near miss incidents or commuting injuries (injury occurring whilst not on duty or during a recess period)
2. Medical Treatment Incidents include incidents where medical treatment, including first aid, was sought
3. Total Employees is from Alesco as at 31 December 2011. It does not include casual employees
4. Total Employees is from Alesco as at 31 December 2010. It does not include casual employees
5. Total number of workers' compensation claims received under the Charles Sturt University policy (Policy No. MWR0024606033) for the period of 1 January 2011 to 31 December 2011
6. Total number of workers' compensation claims received under the Charles Sturt University policy (Policy No. MWR0024606033) for the period of 1 January 2010 to 31 December 2010
7. Total number of incidents for the period of 1 January 2011 to 31 December 2011
8. Total number of incidents for the period of 1 January 2010 to 31 December 2010
9. Visitors include contractors, service company personnel (e.g. CSCS) and persons attending courses, facilities, events and clinics managed by the University.

ITEM 9 EQUAL OPPORTUNITY

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

Achievements in 2011 include:

- A review of outcomes of the EO program and commencement of drafting a new EEO Management plan
- Increase in the proportion of women in senior academic roles (30% at Associate Professor and Professor level – CSU is now above the sector average)
- Increase in the proportion of women in senior management positions to 39% of staff at Level 10 or above
- Continuation of the Leadership Development for Women Program;
- Follow up of completion rates for staff and supervisor modules of EO related online training to achieve a completion rate of 88% and 86% respectively
- A review and evaluation of the Indigenous Employment Strategy and commencement of drafting an updated strategy for 2012-2015
- Introduction of a number of schemes to support the development of Indigenous staff covering areas such as time release to undertake postgraduate study, financial support for undertaking further qualifications, and financial support to undertake leadership development activities
- Appointment of five new Indigenous trainees across a range of work areas
- An increase in the number of Indigenous staff employed at CSU to 54 (2.7% of all CSU staff) by August 2011
- A successful Indigenous staff conference attended by over 20 Indigenous staff
- Work training placements for people with a disability.

Activities planned for 2012 include:

- Continue to contribute to improvements in workforce planning at CSU to achieve the equity indicators specifically for women and Indigenous staff
- Develop web resources supporting good practice in the implementation of work and family provisions reflecting the benefits contained in the enterprise agreement
- Undertake consultations with EO groups to support the implementation of a new EEO Management Plan
- Introduce strategies to create pathways into academic positions that support Indigenous people to take up a career in academia.

Statistical Information

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

		% of Total Staff			
EEO Group	**Benchmark or Target**	**2008**	**2009**	**2010**	**2011**
Women	50%	42%	45%	45%	46%
Aboriginal people and Torres Strait Islanders	2.6%	2%	2%	1%	1%
People whose first language was not English	19%	13%	13%	13%	14%
People with a disability	n/a	4%	3%	3%	3%
People with a disability requiring work-related adjustment	1.1% (2011) 1.3% (2012) 1.5% (2013)	1%	1%	1%	2%

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

		% of Total Staff			
EEO Group	**Benchmark or Target**	**2008**	**2009**	**2010**	**2011**
Women	50%	67%	65%	65%	66%
Aboriginal people and Torres Strait Islanders	2%	2%	3%	3%	3%
People whose first language was not English	19%	4%	4%	4%	4%
People with a disability	n/a	5%	5%	5%	4%
People with a disability requiring work-related adjustment	1.1% (2011) 1.3% (2012) 1.5% (2013)	1%	1%	1%	1%

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

		Distribution Index			
EEO Group	**Benchmark or Target**	**2008**	**2009**	**2010**	**2011**
Women	100	81	83	83	82
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	91	93	94	92
People with a disability	100	114	108	112	119
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	n/a

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

		Distribution Index			
EEO Group	**Benchmark or Target**	**2008**	**2009**	**2010**	**2011**
Women	100	86	87	87	87
Aboriginal people and Torres Strait Islanders	100	92	85	93	97
People whose first language was not English	100	97	98	100	104
People with a disability	100	90	91	91	93
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	n/a

Explanatory Notes:

1. Staff numbers as at 31 March 2011
2. Excludes casual staff

ITEM 10 HUMAN RESOURCE POLICIES

Above Salary Payments

Institutional Leadership Positions Policy

Access to Personal Files

Accountability Statements for Executive and Senior Managers

Adjunct and Visiting Appointments Policy

Alcohol and Other Drugs Policy

Allowances for Dependant Care Expenses when on University Business

Appointment of Associate Deans and Associate Heads of School (Policy and Procedure)

Appointment of Heads of School (Policy and Procedure)

Awards:

- Vice-Chancellor's Awards for Excellence in Innovation: Guidelines
- Vice-Chancellor's Awards for Excellence in Sustainability: Guidelines
- Vice-Chancellor's Awards for Leadership Excellence: Guidelines
- Vice-Chancellor's Awards for Performance Excellence: Guidelines
- Vice-Chancellor's Awards for Professional Excellence: Guidelines
- Vice-Chancellor's Awards for Research Excellence: Guidelines
- Vice-Chancellor's Awards for Research Supervision Excellence: Guidelines
- Vice-Chancellor's Awards for Senior Leadership Excellence: Guidelines

Balancing Work and Family Responsibilities

Breastfeeding: Policy

Campus Watch Policy

Children on Campus

Code of Conduct for Staff:

- Code of Conduct for Staff
- Conflict of Interest Procedure

Communicating Without Bias

Communicating with Students in Correctional Centres

Coursework Masters Support Scheme (Policy and Procedure)

Delegations

Disability and Work/Study Adjustment (Policy and Procedure)

Driving Hours Policy

Electrical Power Outlet Usage Policy

Emeritus Professor Policy

Employment Plan for People with a Disability

Enrolment of Academic Staff in CSU Courses and Subjects (Policy)

Equal Opportunity (Policy)

Flexible Working Hours Scheme

Executive Remuneration and Appointment (Policy and Procedure)

Generic Responsibilities of CSU Staff

Guidelines on the CSU Graduate Certificate

Harassment and Bullying - Prevention of (Policy and Guidelines)

Harassment and Bullying (CSU in Ontario) - Prevention of:

- Harassment and Bullying
- Harassment and Bullying (CSU in Ontario)

Health and Safety in Offices - (Policy)

HIV/AIDS and Hepatitis Policy)

Human Biological Specimens in Undergraduate and Research Laboratories Policy

Industrial Action Policy

Indigenous Employment Strategy

Induction - Arranging IT Access and IT Induction Guidelines

Induction and Development Program Guidelines

Laser Safety Program

Leave Manual

Mentoring @ CSU Guidelines

Occupational Health and Safety Policy

Occupational Health and Safety Action Plans Policy

Occupational Health, Safety and Welfare Objectives and Responsibilities

Ontario, Posting of Employees to Charles Sturt University

Personal Allowances:

- Policy
- Procedure for Determining Payment

Postgraduate Study Support Scheme for General Staff (Policy and Procedure)

Probation - Academic Staff:

- Policy
- Procedure
- Guidelines for Review Committees and Supervisors

Professional Activities Policy

Professional Activity Work Function - Academic Staff

Professional Enhancement Program for Senior and Executive Managers

Professional Experience Scheme:

- Policy for General Staff
- Procedure for General Staff

Promotion - Academic Staff:

- Policy
- Procedure
- Guidelines: Support from Heads of School and Supervisors

Receipt of Gifts by CSU Staff

Recognition of CSU Service:

- Policy
- Procedure
- Recognition of CSU Service Guidelines

Return to Work Program Policy

Safe Use of Radiation Emitting Soil Density and Moisture Gauges Policy

Search Plan - Developing a Search for Senior Positions (Guidelines) Plan Targeting Women

Secondment (Policy and Procedure)

Smoking in the Workplace Policy

Special Studies Program (SSP) for Academic Staff (Policy and Procedure)

Staff Recruitment and Selection:

- Policy
- Procedure
- Recruiting Indigenous Staff

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

Standards, Expectations and Qualifications of Academic Staff

Study Time Scheme for General Staff (Policy and Procedure)

Support for the Professional Development of CSU Staff

Supporting Staff Attendance at Staff Development Activities

Traineeships and Apprenticeships at CSU: Guidelines

Unsatisfactory Performance - Management of (Guidelines)

Workforce Planning: Guidelines

Working with Children Check Policy

Travel

ITEM 11 OVERSEAS TRAVEL

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

Table 14: Staff overseas travel listing

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
Allen	UK	18-Sep-11	25-Sep-11	Meetings
Allhoff	UK	01-Mar-11	06-Apr-11	Relocation
Anscombe	Canada	21-Feb-11	27-Feb-11	Meetings
Anscombe	Canada	29-Nov-11	05-Dec-11	Meetings
Ansell	Korea, China	02-Apr-11	10-Apr-11	Meetings
Ansell	Malaysia, Vietnam, Cambodia	10-Jul-11	25-Jul-11	Meetings
Asghar	Pakistan	09-Dec-11	11-Jan-12	Meetings
Ash	Cambodia	23-Jan-11	08-Feb-11	Research
Ash	Cambodia, Laos	08-May-11	14-May-11	Research
Atkinson	Cambodia, Malaysia	08-Apr-11	13-Apr-11	Graduation, meetings
Atkinson	China	26-Feb-11	17-Mar-11	Meetings
Atkinson	China	06-Jun-11	17-Jun-11	Meetings
Atkinson	China	13-Sep-11	23-Sep-11	Meetings
Atkinson	China, Vietnam	16-Jul-11	30-Jul-11	Meetings
Atkinson	Singapore, Malaysia, Cambodia	18-Jan-11	26-Jan-11	Meetings
Badgery	Argentina	26-Mar-11	10-Apr-11	Conference
Baig	India	10-Jan-11	14-Jan-11	Visiting academic
Ball	China	04-Aug-11	07-Aug-11	Conference
Ball	China	10-Oct-11	17-Oct-11	Conference
Ball	Malaysia	04-Apr-11	09-Apr-11	Meetings
Barnett	UK	02-Nov-11	15-Dec-11	Research
Barrett	East Timor	12-Aug-11	27-Aug-11	CSU Global
Barril	France, Austria	07-Jul-11	29-Jul-11	Conference
Barry	Brazil, USA	28-Oct-11	19-Nov-11	Research
Basu	India	05-Nov-11	13-Nov-11	CSU Global
Basu	Turkey	12-Sep-11	22-Sep-11	Conference
Beckley	India	09-Feb-11	26-Mar-11	Teaching
Beckley	USA	17-Dec-11	22-Dec-11	Conference
Behrendt	Austria	13-Jun-11	24-Jun-11	Conference
Behrendt	China	13-Aug-11	27-Aug-11	Research
Bell	Canada	11-Aug-11	07-Dec-11	CSU Ontario
Bell	Canada	07-Oct-11	07-Dec-11	CSU Ontario
Bell	India	14-Nov-11	28-Nov-11	CSU Global

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
Bell	Italy	10-Sep-11	22-Sep-11	Conference
Bell	UK	25-Mar-11	18-Apr-11	Conference, meetings
Benter	Germany, The Netherlands	18-Jun-11	30-Jun-11	Conference
Bhanugopan	Cambodia	24-Nov-11	02-Dec-11	Teaching
Bird	Indonesia	18-Nov-11	24-Nov-11	Meetings
Bird	USA	05-Jul-11	12-Jul-11	Conference
Black	Bhutan	21-Jun-11	08-Jul-11	Research
Blackman	Canada, USA	03-Sep-11	23-Sep-11	Conference
Blackwell	Egypt	24-Jul-11	31-Jul-11	Conference
Blackwell	India	11-Feb-11	28-Feb-11	Conference, meetings
Blackwell	India, Pakistan	17-Mar-11	31-Mar-11	Meetings
Blackwell	Pakistan	02-Dec-11	18-Dec-11	Meetings
Blay	Italy, Canada	24-Aug-11	11-Sep-11	Conference
Boetto	India	14-Nov-11	28-Nov-11	CSU Global
Boetto	Italy	10-Sep-11	22-Sep-11	Conference
Boland	USA	26-Sep-11	27-Jan-12	Special Studies Program (SSP)
Bone	Argentina	22-Oct-11	10-Nov-11	CSU Global
Bossomaier	UK, Italy	06-Sep-11	01-Oct-11	Conferences
Bremner	Hong Kong	22-May-11	27-May-11	Conference
Bremner	USA, Italy	19-Oct-11	07-Nov-11	Conference, research
Brennan Kemmis	Europe	09-Sep-11	04-Oct-11	Conference, research
Bristol	USA	05-Apr-11	15-Apr-11	Conference
Brown	India	09-Dec-11	18-Dec-11	Conference
Browne	Canada	12-Aug-11	01-Oct-11	CSU Ontario
Browning	Canada, USA	25-Mar-11	18-Apr-11	Professional experience program
Bryant	USA	01-Apr-11	18-Apr-11	Conference
Bryant	USA	11-Aug-11	19-Aug-11	Conference
Buffett	Hong Kong	02-Sep-11	19-Sep-11	Conference
Buffett	Hong Kong	01-Sep-11	19-Sep-11	Teaching
Burmeister	Italy, Germany	22-Jul-11	10-Aug-11	Conference, meetings
Bush	Cambodia	05-May-11	11-May-11	Teaching
Bush	Cambodia	03-Aug-11	10-Aug-11	Teaching
Bush	China	09-Apr-11	29-Apr-11	Teaching
Bush	China	22-Jun-11	15-Jul-11	Teaching
Bush	China	05-Oct-11	28-Oct-11	Teaching
Bush	China	29-Nov-11	11-Dec-11	Teaching
Callaghan	Italy, Canada	23-Mar-11	03-Apr-11	Conference, meetings
Calvert	USA	13-Jun-11	23-Jun-11	Conference
Campbell	USA	23-Jun-11	03-Jul-11	Conference
Campbell	USA, Germany	11-Aug-11	26-Aug-11	Conferences
Candusso	USA	18-Feb-11	24-Feb-11	Meetings
Carroll	Vietnam	02-Jul-11	26-Jul-11	Teaching
Cattell	Canada	13-Jun-11	20-Jun-11	Ontario graduation
Cavanagh	Canada	03-Apr-11	24-Apr-11	Meetings, CSU Ontario
Chenoweth	USA	07-Aug-11	17-Aug-11	Research
Chenoweth	Venezuela, Brazil	17-May-11	29-May-11	Conferences, meetings
Chopping	China, Russia	04-Jun-11	15-Jun-11	Conference, meetings
Chopra	Canada	25-Feb-11	20-Mar-11	Meetings
Clarke	USA	03-Jan-11	10-Jan-11	Conference
Cohen	USA	07-Nov-11	19-Dec-11	Conference
Collop	USA	16-Jul-11	22-Aug-11	Conference, meetings
Costa	East Timor	07-Mar-11	25-Apr-11	Research
Costa	East Timor	02-Jun-11	23-Jul-11	Research

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
Cowdell	Italy	09-Jun-11	02-Jul-11	Conference
Coyle	UK, Sweden	14-Sep-11	06-Oct-11	Special Studies Program (SSP)
Crichton	UK	02-Apr-11	12-Apr-11	Conference
Croker	Denmark, UK	29-Apr-11	13-May-11	Conference
CSU Global	Pakistan	24-Jan-11	28-Feb-11	CSU Global
CSU Global	Argentina	22-Oct-11	10-Nov-11	CSU Global
CSU Global	East Timor	12-Aug-11	27-Aug-11	CSU Global
CSU Global	India	12-Nov-11	03-Dec-11	CSU Global
CSU Global	India	05-Nov-11	04-Dec-11	CSU Global
CSU Global	India	14-Nov-11	28-Nov-11	CSU Global
CSU Global	India	12-Nov-11	28-Nov-11	CSU Global
CSU Global	Korea	30-Oct-11	12-Nov-11	CSU Global
CSU Global	USA	21-Aug-11	02-Sep-11	CSU Global
CSU Global	Nepal	27-Nov-11	23-Dec-11	CSU Global
CSU Global	Fiji	25-Jun-11	03-Jul-11	CSU Global
CSU Global	Switzerland	18-Jun-11	02-Jul-11	CSU Global
CSU Global	Vanuatu	22-Oct-11	12-Nov-11	CSU Global
CSU Global	Vietnam	19-Jun-11	05-Jul-11	CSU Global
CSU Global	Zambia	13-Nov-11	30-Nov-11	CSU Global
CSU Global	Solomon Islands	12-Nov-11	11-Dec-11	CSU Global
Curtin	Bangladesh, Vietnam	08-Jun-11	25-Jun-11	Meetings
Curtis	India	08-Feb-11	18-Feb-11	Meetings
Curtis	USA	04-Jun-11	11-Jun-11	Conference
Curtis	USA	13-Jul-11	17-Aug-11	Special Studies Program (SSP)
Da Costa	East Timor	07-Mar-11	25-Apr-11	Research
Daly	Canada	13-Jun-11	03-Jul-11	Meetings
Daly	India	12-Feb-11	12-Mar-11	Teaching
Da Silva	Estonia	31-May-11	06-Jun-11	Conference
David	USA	09-Jun-11	25-Jun-11	conference
Davidson	Kuwait	27-May-11	14-Jun-11	Conferences
Davidson	Switzerland	01-Jul-11	17-Jul-11	Conference
Davies	East Timor	24-Oct-11	04-Nov-11	Research
De Luca	France	12-Jun-11	24-Jun-11	Conference
Dehaan	USA	31-Mar-11	08-Jun-11	Special Studies Program (SSP)
Delahunty	Korea	25-Sep-11	04-Oct-11	Conference
Demskoy	Taiwan, Netherlands	07-Jul-11	25-Jul-11	Conferences
Denyer-Simmons	UK, Spain	25-Jun-11	18-Jul-11	Conference
Devkota	Nepal	09-Jun-11	11-Jul-11	Research
Dillon	India	12-Nov-11	10-Dec-11	CSU Global
Dillon	Malaysia, Hong Kong	29-Sep-11	10-Oct-11	Graduation
Dines	Hong Kong	13-Nov-11	15-Nov-11	Meetings
Dines	India	21-Aug-11	25-Aug-11	Meetings
Dines	India	09-Feb-11	24-Feb-11	Teaching
Dockett	Ireland, Switzerland	05-Sep-11	27-Sep-11	Conference, research
Dockett	UK, Iceland	04-Feb-11	02-Mar-11	Research
Dockett	UK, Italy	29-Dec-11	22-Jan-12	Research
Douglas	UK, Europe, Singapore	28-Apr-11	29-May-11	Research
Downes	Canada	11-Jun-11	21-Jun-11	CSU Ontario
Downes	Canada, USA	29-Jan-11	21-Feb-11	CSU Ontario, conference
Downes	PNG	15-May-11	17-May-11	Graduation
Duffield	India	26-Mar-11	09-Apr-11	Conference
Duffield	Japan, UK	25-May-11	01-Jun-11	Conference
Duffield	UK	20-Jun-11	19-Jul-11	Conference

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
Dunlop	China	01-Jul-11	12-Jul-11	Teaching
Dunlop	China	07-Oct-11	16-Oct-11	Teaching
Eberbach	Laos	13-Sep-11	17-Sep-11	Research
Eberbach	Laos, India	19-Nov-11	04-Dec-11	Research
Edlington	Indonesia	22-Jan-11	05-Feb-11	Teaching
Edlington	Indonesia	06-May-11	20-May-11	Teaching
Edwards	Belgium	01-Jul-11	10-Jul-11	Conference
Edwards Groves	Sweden, Germany	14-Aug-11	02-Oct-11	Special Studies Program (SSP)
Elwick	Switzerland	11-Sep-11	24-Sep-11	Conference
Eustace	Hong Kong	12-Feb-11	21-Feb-11	Teaching
Eustace	Hong Kong	04-Jul-11	16-Jul-11	Teaching, conference
Farrell	Singapore	30-May-11	02-Jun-11	Conference
Farrell	Singapore	03-Feb-11	06-Feb-11	Meetings
Farrell	Switzerland, Germany	18-Sep-11	29-Sep-11	Meetings
Finlayson	Brazil	09-Aug-11	20-Aug-11	Conference
Finlayson	China	20-Jun-11	26-Jun-11	Conference
Finlayson	Czech Republic, UK	28-Jun-11	16-Jul-11	Conferences
Finlayson	India	14-Jan-11	24-Jan-11	Meetings
Finlayson	India	01-Jun-11	17-Jun-11	Research
Finlayson	Jamaica, Canada	05-Dec-11	16-Dec-11	Meetings
Finlayson	UK, Thailand	28-Aug-11	10-Sep-11	Meetings
Fish	UK, Europe, Hong Kong, China	12-Mar-11	28-Apr-11	Meetings, conference
Fordham	Thailand	14-Nov-11	25-Nov-11	CSU Global
Fordham	USA	30-Apr-11	08-May-11	Conference
Fox	UK	08-Sep-11	20-Sep-11	Conference
Friedman	UK	06-Jul-11	21-Jul-11	Meetings
Fromholtz	Cambodia	20-Apr-11	26-Apr-11	Teaching
Fromholtz	China	06-Oct-11	19-Oct-11	Teaching
Gao	USA	30-Jul-11	07-Aug-11	Conference
Gard	UK, Spain	09-Jun-11	14-Jul-11	Conference, research
Gardiner	UK	26-Jun-11	04-Jul-11	Conference
Garry	UK	04-Feb-11	13-Feb-11	Meetings
Gastineau	Japan	26-Oct-11	01-Nov-11	Conference
Gavin	East Timor	29-Jun-11	09-Jul-11	Research
Ge	Taiwan, China	19-Nov-11	01-Dec-11	Conference
Gentle	Nepal	16-Dec-11	17-Apr-12	Research
Gibbons	France, Denmark, Canada	01-Sep-11	27-Sep-11	Meetings
Gibbons	Germany, Italy, Ireland	15-Dec-11	19-Jan-12	Conference
Gibbons	Hong Kong	03-Oct-11	09-Oct-11	Meetings, graduation
Gibbons	Korea	10-Apr-11	15-Apr-11	Meetings
Gibbons	USA, Canada	28-May-11	20-Jun-11	Conference, CSU Ontario
Gibbs	Canada, USA	02-Apr-11	20-Apr-11	Conference, research
Girard	UK	29-Jun-11	17-Jul-11	Conference
Gitua	Kenya	19-Feb-11	07-Mar-11	Conference
Glen	East Timor	29-Jun-11	09-Jul-11	Research
Godfrey	Pakistan	03-Sep-11	23-Sep-11	Research
Gorman	China	26-Feb-11	02-Mar-11	Meetings
Gorman	China	05-Jun-11	17-Jun-11	Meetings
Gorman	China	16-Jul-11	22-Jul-11	Meetings
Gorman	Malaysia, Cambodia	09-Apr-11	13-Apr-11	Graduation, meetings
Goulter	Canada, USA	06-Jun-11	22-Jun-11	CSU Ontario, meetings
Goulter	China, Thailand, Hong Kong	16-Jul-11	23-Jul-11	Meetings, conference
Goulter	Hong Kong	06-Oct-11	09-Oct-11	Graduation

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
Goulter	Malaysia, Korea	09-Apr-11	15-Apr-11	Graduation, meetings
Gowens	UK	21-Oct-11	06-Nov-11	Teaching
Gowens	India	23-Feb-11	05-Mar-11	Teaching
Gowens	Indonesia	22-Jan-11	09-Feb-11	Teaching
Gray	China	04-Apr-11	15-Apr-11	CSU Global
Gray	UK, Germany	30-Sep-11	21-Oct-11	Conference
Gray	USA	11-Apr-11	03-May-11	Conference
Gray	USA	11-Apr-11	03-May-11	Conference
Green	Canada, UK, Germany	17-May-11	21-Jun-11	Special Studies Program (SSP)
Green	Hong Kong	13-Nov-11	15-Nov-11	Meetings
Green	India	10-Feb-11	15-Feb-11	Teaching
Green	UK	14-Jul-11	30-Jul-11	Teaching, conference
Green	USA	05-Apr-11	16-Apr-11	Conference
Green	USA	27-Dec-11	12-Feb-12	Research
Greenlees	Singapore	05-Apr-11	09-Apr-11	Research
Griffin	UK	25-Mar-11	18-Apr-11	Conference, meetings
GrimaFarrell	USA	17-Apr-11	30-Apr-11	Conference
Guisard	France, Italy	25-Aug-11	12-Sep-11	Conference
Gunasekara	China	01-Jan-11	08-Jan-11	Teaching
Gunasekara	China	09-Apr-11	23-Apr-11	Teaching
Gunasekara	China	03-Dec-11	11-Dec-11	Teaching
Gurr	China	15-Oct-11	30-Oct-11	Research
Gurr	China	16-Dec-11	14-Jan-12	Teaching
Gurr	China, Thailand	05-Jan-11	17-Feb-11	Research
Gurr	China, Thailand	25-May-11	14-Jun-11	Research, conference
Gurr	Thailand	04-Mar-11	16-Mar-11	Conference
Hafeez	Germany, UK	05-Feb-11	15-Feb-11	Meetings
Hafeez	Laos	28-Feb-11	03-Mar-11	Meetings
Hafeez	Pakistan	23-May-11	05-Jun-11	Meetings
Haire	Germany	21-Jun-11	27-Jun-11	Conference
Haire	Germany, Ireland	07-Nov-11	19-Nov-11	Conference
Haire	South Africa	04-Jul-11	11-Jul-11	Conference
Haire	Sweden	09-Apr-11	14-Apr-11	Meetings
Halbisch	China	16-Jul-11	23-Jul-11	Meetings
Haley	India	12-Nov-11	28-Nov-11	CSU Global
Hamilton	Argentina	06-Aug-11	11-Aug-11	Conference
Hamilton	Philippines	19-Oct-11	22-Oct-11	Research
Hamlin	Spain	06-Mar-11	16-Mar-11	Conference
Hardham	USA	12-Jun-11	29-Jun-11	Conference
Harrison	Canada	27-Mar-11	10-Apr-11	Conference
Harrison	India	09-Jul-11	17-Jul-11	Training
Harrison	Switzerland, Norway	20-Aug-11	19-Sep-11	Special Studies Program (SSP)
Hastings	Canada, Europe	13-Jul-11	23-Jan-12	CSU Ontario
Hastings	USA	07-Apr-11	14-Apr-11	Conference
Hay	Jamaica	05-Aug-11	21-Aug-11	Conferences
Hemmings	Germany, Sweden	05-Sep-11	21-Sep-11	Conferences
Hemmings	UK	21-May-11	31-May-11	Research
Henschke	Finland, USA	17-May-11	06-Jun-11	Conferences
Henschke	Japan	26-Oct-11	01-Nov-11	Conference
Herring	Jamaica	06-Aug-11	12-Aug-11	Conference
Herriot	China	07-Apr-11	29-Apr-11	Teaching
Herriot	China	23-Jun-11	15-Jul-11	Teaching
Herriot	China	06-Oct-11	28-Oct-11	Teaching

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
Herriot	China	01-Dec-11	19-Dec-11	Teaching
Higgins	UK	12-Nov-11	26-Nov-11	Research
Higginson	Greece	20-Aug-11	29-Aug-11	Conference
Hill	Hong Kong	12-Jan-11	19-Jan-11	Conference
Hill	Malaysia, Singapore	06-Oct-11	31-Oct-11	Administration
Hillman	China	04-Apr-11	15-Apr-11	CSU Global
Ho	Singapore	16-Dec-11	22-Feb-12	Research
Ho	Singapore, Turkey	24-Jun-11	19-Jul-11	Conferences
Holcombe	UK, Spain	21-Sep-11	04-Oct-11	Conferences
Holly	UK, Denmark	28-Feb-11	21-Mar-11	Conference
Holzapfel	Germany	07-Jul-11	28-Sep-11	Research
Hossain	Maldives, Bangladesh	22-May-11	21-Jun-11	Conference, research
Howard	India	12-Feb-11	04-Apr-11	Teaching
Huang	Austria	28-Aug-11	05-Sep-11	Conference
Huang	France	05-Dec-11	15-Mar-12	Special Studies Program (SSP)
Hudy	Canada	30-Mar-11	16-Apr-11	Teaching
Hughes	UK, Germany	24-Jan-11	08-Feb-11	Research
Humphries	Europe	25-Jun-11	15-Oct-11	Special Studies Program (SSP)
Husdon	USA	27-Oct-11	09-Nov-11	Research
Iem	Cambodia	19-Apr-11	14-May-11	Research
Irons	South Africa	03-Sep-11	15-Sep-11	Meetings
Islam	Indonesia	01-Oct-11	10-Oct-11	Conference
Jae	Solomon Islands	12-Nov-11	11-Dec-11	CSU Global
Jane	USA	28-Feb-11	13-Mar-11	Conference
Jarratt	China	01-Jan-11	21-Jan-11	Teaching
Jarratt	China	07-Apr-11	22-Apr-11	Teaching
Jarratt	China	23-Jun-11	15-Jul-11	Teaching
Jarratt	China	13-Oct-11	22-Oct-11	Teaching
Jarratt	China	09-Dec-11	17-Dec-11	Teaching
Jelinek	Austria	28-Jan-11	25-Feb-11	Conference, research
Jelinek	Austria, Poland	16-Jun-11	02-Jul-11	Conference
Jelinek	USA	24-Aug-11	05-Sep-11	Conference
Jelinek	Austria	16-Jun-11	02-Jul-11	Conference, research
Jenkins	France, Netherlands	05-Dec-11	13-Dec-11	Meetings
Jensen	UK	12-Nov-11	05-Dec-11	Research
Joe	Canada	22-Apr-11	03-May-11	Conference
Keelty	Singapore	13-Nov-11	20-Nov-11	Research
Kelly	Hong Kong	04-Oct-11	11-Oct-11	Graduation
Kemmis	Sweden, Norway	23-Aug-11	28-Oct-11	Research, meetings
Kemp	Argentina	23-Mar-11	11-Apr-11	Conference
Kemp	China	13-May-11	19-Jun-11	Research
Kemp	China	12-Aug-11	03-Sep-11	Research
Kemp	China	06-Oct-11	22-Oct-11	Research
Kemp	China, Brazil	25-Nov-11	19-Dec-11	Research, conference
Kent	Canada	12-Feb-11	28-Feb-11	CSU Ontario
Kent	Canada	26-Mar-11	04-Apr-11	CSU Ontario
Kerr	China	03-Jun-11	06-Jul-11	Research
Ketema	Laos	19-Nov-11	27-Nov-11	Research
Khan	Pakistan	10-Jun-11	20-Aug-11	Research
Khan	Pakistan	30-Dec-11	05-Feb-12	Reunion travel
Khosa	Ireland	02-Jul-11	10-Jul-11	Conference
Klapdor	USA	01-Apr-11	03-May-11	Professional experience program

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
Kleinig	UK	12-Feb-11	14-Apr-11	Research
Kleinig	USA	14-Apr-11	04-May-11	Conference
Kong	Cambodia, Laos	08-May-11	14-May-11	Research
Kuttappan	India	24-Dec-11	07-Feb-12	Research
Lambert	South Africa	20-Aug-11	25-Aug-11	Conference
Lamy	France, Thailand	04-Apr-11	09-May-11	Research, conference
Langford	China	25-Nov-11	10-Dec-11	Research
Lauren	Malaysia	28-Feb-11	10-Mar-11	Meetings
Laxman	Singapore	30-Apr-11	07-May-11	Meetings
Lesser	China	24-Jun-11	11-Jul-11	Teaching
Lesser	China	30-Nov-11	12-Dec-11	Teaching
Letts	Canada	30-Jul-11	22-Jul-12	CSU Ontario
Li	China	05-Jul-11	05-Aug-11	Research
Li	Taiwan	04-Dec-11	11-Dec-11	Conference
Linden	East Timor	04-Sep-11	18-Sep-11	CSU Global
Linsdell	India	10-Feb-11	15-Feb-11	Teaching
Liu	Germany	26-Sep-11	12-Oct-11	Conference
Lloyd	Scotland	17-Jun-11	26-Jun-11	Conference
Lloyd	Sweden	04-Nov-11	16-Jan-12	Conference, research
Locker	Laos	25-Feb-11	05-Mar-11	Meetings
Lodge	Sweden	10-Apr-11	12-Apr-11	Meetings
Logan	Singapore	02-Apr-11	09-Apr-11	Research
Lowrie	Europe	28-Jun-11	18-Jul-11	Conference, meetings
Lowrie	Singapore	31-May-11	04-Jun-11	Conference
Lowrie	Singapore	05-Apr-11	16-Apr-11	Research
Lowrie	Singapore	05-Apr-11	16-Apr-11	Research
Luck	Germany	25-Mar-11	05-Apr-11	Conference
Luck	Poland, Austria	17-May-11	06-Jun-11	Conferences
Luck	USA, Canada	01-May-11	04-Jun-11	Research
Lukasiewicsz	Malaysia	12-Jun-11	19-Jun-11	Conference
Lynch	Cambodia	30-Mar-11	04-Apr-11	Teaching
Lynch	Cambodia	03-Aug-11	08-Aug-11	Teaching
Mackay	India	09-Feb-11	25-Mar-11	Teaching
Mackinlay	New Zealand, UK	04-Mar-11	26-Jun-11	Conferences
Macrae	Canada	14-Apr-11	07-May-11	Teaching
Major	Germany	10-Sep-11	17-Sep-11	Conference
Marcora	Italy	20-Aug-11	31-Aug-11	Conference
Marino	UK	04-Jul-11	11-Jul-11	Conference
Martin	New Zealand	27-Aug-11	31-Aug-11	Conference
Masterman-Smith	UK	05-Jul-11	04-Aug-11	Special Studies Program (SSP)
Matthews	Nepal	25-Nov-11	28-Dec-11	CSU Global
Max	China, Switzerland, Kenya	04-Feb-11	06-Mar-11	Meetings
May	UK	06-Jul-11	21-Jul-11	Meetings
Mbuthia	Kenya	16-Feb-11	01-Mar-11	Administration
McCausland	UK	20-Aug-11	05-Sep-11	Conference
McDermott	India	25-Feb-11	11-Mar-11	Teaching
McDonagh	USA	06-Jul-11	16-Jul-11	Conference
McErlain	India	12-Feb-11	05-Mar-11	Teaching
McGill	Pakistan	24-Jan-11	28-Feb-11	CSU Global
McGIll	Pakistan, Netherlands	24-Jul-11	09-May-12	Research
McGillion	East Timor	29-Jun-11	09-Jul-11	Research
McGillion	East Timor	11-Nov-11	19-Nov-11	Teaching
McGrath	Germany	23-Jun-11	23-Jul-11	Conference

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
McGrath	UK	02-Sep-11	20-Sep-11	Conference
McKechnie	India	05-Mar-11	26-Mar-11	Teaching
McKinnon	Canada	19-Feb-11	27-Feb-11	CSU Ontario
McKinnon	China	05-Jun-11	11-Jun-11	Meetings
McKinnon	Italy	10-Sep-11	25-Sep-11	Conference, research
McLeod	Canada	18-Jul-11	02-Aug-11	Conference
McLeod	USA	09-Nov-11	23-Nov-11	Conference
McLeod	Vietnam, Hong Kong	06-May-11	24-May-11	Teaching
McPherson	Netherlands	09-Aug-11	19-Aug-11	Conference, research
Meaney	Europe	01-Feb-11	31-Mar-11	Conference, research
Mendham	UK	29-Jun-11	29-Jul-11	Conference
Mendham	USA	04-Jun-11	11-Jun-11	Conference
Merchant	UK	02-Dec-11	18-Dec-11	Visiting scholar
Metz	South Africa	19-Feb-11	25-Feb-11	Meetings
Meyenn	Canada	09-Feb-11	27-Feb-11	CSU Ontario
Meyenn	Canada, France	29-Nov-11	14-Dec-11	CSU Ontario
Meyenn	Canada, UK	07-Jun-11	29-Jun-11	CSU Ontario
Meyenn	Canada, UK	23-Mar-11	14-Apr-11	CSU Ontario, meetings
Michalk	China	30-May-11	05-Jul-11	Conference
Michalk	China	10-Aug-11	07-Sep-11	Research, meetings
Michelsen	USA	27-Sep-11	07-Nov-11	Conference
Middlemiss	Canada	29-Oct-11	13-Nov-11	Meetings
Millar	India	15-May-11	21-May-11	Conference
Millar	Indonesia	02-Apr-11	16-Apr-11	Research
Millar	Laos, Vietnam, Indonesia	12-Jan-11	12-Feb-11	Research
Millar	Malaysia, Laos	12-Jun-11	04-Jul-11	Research, conference
Miller	India	21-Feb-11	28-Feb-11	Meetings
Miller	Netherlands	11-Jun-11	01-Oct-11	Research
Miller	USA	03-Mar-11	11-Mar-11	Conference, research
Mills	Argentina	22-Oct-11	10-Nov-11	CSU Global
Mills	Hong Kong	12-Jan-11	19-Jan-11	Conference
Mills	Japan	30-Jun-11	08-Jul-11	Conference
Mills	Malaysia	26-May-11	02-Jun-11	Conference, meetings
Milsome	Vanuatu	22-Oct-11	28-Oct-11	CSU Global
Mitchell	USA	10-Mar-11	24-Mar-11	Conference
Mofuoa	South Africa	20-Feb-11	26-Feb-11	Meetings
Montgarrett	UK	25-Sep-11	18-Nov-11	Special Studies Program (SSP)
Moorhead	Czech Republic	28-Oct-11	07-Nov-11	Conference
Moorhead	India	14-Nov-11	28-Nov-11	CSU Global
Mortazavi	Iran	22-Jan-11	28-Jan-11	Site visit
Muenstermann	Germany, Italy, UK	03-Sep-11	23-Sep-11	Special Studies Program (SSP)
Munday	Canada	29-Mar-11	25-Apr-11	CSU Ontario
Munday	Denmark	29-Nov-11	19-Dec-11	Meetings, research
Mungai	Kenya	24-Sep-11	16-Oct-11	Conference
Murphy	China	05-Jan-11	16-Jan-11	Teaching
Murphy	China	23-Jun-11	03-Jul-11	Teaching
Murphy	China	08-Dec-11	18-Dec-11	Teaching
Namgay	Bhutan	12-Jun-11	07-Aug-11	Conference
Nankervis	Peru	10-Aug-11	27-Aug-11	Conference
Nick	Japan	26-Oct-11	01-Nov-11	Conference
Noble	USA	31-Jan-11	08-Jul-11	Special Studies Program (SSP)
Noonan	Canada	20-Mar-11	15-Apr-11	CSU Ontario
Obrien	Indonesia, Singapore	08-Oct-11	16-Oct-11	Teaching, meetings

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
Obrien	Singapore	13-Nov-11	20-Nov-11	Research
O'Brien	USA	17-Apr-11	25-Apr-11	Conference
Oke	China	26-Feb-11	05-Mar-11	Meetings
Oneill	UK	11-Sep-11	18-Sep-11	Conference
Owens	PNG	13-Jun-11	02-Jul-11	Research
Pa	Korea	10-Jul-11	21-Jul-11	Conference
Pa	Philippines	14-Nov-11	21-Nov-11	Conference
Pak	Korea	30-Oct-11	12-Nov-11	CSU Global
Parker	China	06-Jan-11	16-Jan-11	Teaching
Pasuquin	Philippines, France	26-Apr-11	02-Jun-11	Research
Paton	Canada	12-Aug-11	08-Oct-11	CSU Ontario
Pattemore	Mexico	06-Sep-11	15-Sep-11	Conference
Patton	Netherlands	17-Jun-11	12-Jul-11	Conference
Pawar	Indonesia	26-Oct-11	01-Nov-11	Conference
Pawar	Korea, India	12-Oct-11	24-Oct-11	Conference
Pawar	South Korea	27-May-11	01-Jun-11	Conference
Perry	UK, Italy	29-Dec-11	22-Jan-12	Research
Perry	USA, Iceland, Sweden	05-Apr-11	23-May-11	Special Studies Program (SSP)
Peters	PNG	06-Apr-11	11-Apr-11	Research
Peters	PNG	15-Dec-11	30-Jan-12	Research
Petzke	China, Korea	21-May-11	30-May-11	Meetings
Petzke	China, Korea	10-Dec-11	18-Dec-11	Teaching
Pietsch	USA	31-Mar-11	17-Apr-11	Conference
Pitman	UK	10-Jul-11	26-Jul-11	Research
Pointon	UK	01-Jul-11	11-Jul-11	Conference
Potas	China	13-Oct-11	28-Oct-11	Teaching
Pratim Saha	India, Pakistan	18-Aug-11	18-Sep-11	Research
Press	Switzerland, France	08-Sep-11	21-Sep-11	Conference
Probert	India	12-Mar-11	26-Mar-11	Teaching
Prunckun	India	12-Feb-11	28-Feb-11	Teaching
Prunckun	USA	04-Jun-11	15-Jun-11	Conference
Pymm	China, Hong Kong	22-Oct-11	03-Nov-11	Conference, teaching
Pymm	Malaysia, UK	21-Jun-11	10-Jul-11	Conference
Rabbani	USA, Pakistan	29-Mar-11	04-Jun-11	Conference, research
Raman	India	18-Dec-11	01-Feb-12	Conference
Rathe	Philppines, USA	13-May-11	01-Dec-11	Research
Rees	UK	27-Jun-11	13-Jul-11	Conference
Reeves	Canada	27-Mar-11	02-Apr-11	CSU Ontario
Reid	Malaysia	02-Feb-11	06-Feb-11	Site visit
Reid	Taiwan	12-Dec-11	17-Dec-11	Conference
Reid	USA	05-Apr-11	16-Apr-11	Conference
Relf	Portugal	23-Jun-11	03-Jul-11	Conference
Rendle	UK	12-Mar-11	24-Feb-12	Relocation
Retchford	East Timor	04-Sep-11	18-Sep-11	CSU Global
Richards	France	11-Jun-11	11-Jul-11	Conference
Rivera	Puerto Rico	14-Nov-11	23-Jan-12	Research
Robb	Hong Kong	29-Mar-11	01-Apr-11	Graduation
Robertson	East Timor	04-Sep-11	18-Sep-11	CSU Global
Robinson	China	06-Dec-11	12-Dec-11	Conference
Rooker	India	09-Mar-11	29-Mar-11	Teaching
Rosemary	USA	11-Feb-11	24-Feb-11	Research
Rudd	USA	01-Nov-11	05-Nov-11	Conference
Rudd	USA	01-Nov-11	05-Nov-11	Conference

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
Rudd	USA	01-Nov-11	05-Nov-11	Conference
Rushbrook	PNG	14-Feb-11	19-Feb-11	Meetings
Russell	UK	06-Aug-11	04-Sep-11	Conference, research
Russell	USA	12-Jul-11	21-Jul-11	Conference
Rust	Canada, USA	27-May-11	12-Jun-11	Conference, meetings
Rust	Malaysia	24-Jan-11	29-Jan-11	Meetings
Saarenpaa	China	16-Jul-11	26-Jul-11	Meetings
Saarenpaa	China	13-Sep-11	22-Sep-11	Meetings
Saliba	Canada	03-Sep-11	11-Sep-11	Conference
Sangster	Croatia	14-Jun-11	20-Jun-11	Conference
Santoro	UK, Germany, China	26-Aug-11	02-Nov-11	Conference, research
Santos	Austria, Spain	01-Nov-11	20-Nov-11	Conference
Schmidtke	France, Austria	08-Jul-11	26-Jul-11	Research, conference
Setyanag	Indonesia	29-Oct-11	26-Feb-12	Administration
Seumas	Netherlands, UK	15-Apr-11	09-May-11	Research
Shafiullah	Pakistan	02-Sep-11	23-Sep-11	Research
Shamsi	Japan	30-Jul-11	14-Aug-11	Research
Shannon	Japan	26-Oct-11	01-Nov-11	Conference
Sharp	USA	04-Jun-11	11-Jun-11	Conference
Shaw	UK	28-Jul-11	08-Aug-11	Conference
Shi	China	31-Aug-11	04-Oct-11	Meetings
Shugg	Vietnam	18-Jun-11	09-Jul-11	Teaching
Simpson	USA	11-Jun-11	20-Jun-11	Conference
Skein	UK	02-Jul-11	11-Jul-11	Conference
Sloane	USA	09-Jun-11	25-Jun-11	Conference
Smith	Canada	07-Mar-11	06-Apr-11	CSU Ontario
Smith	UK	18-Jun-11	16-Jul-11	Conference
Soltanzadeh	USA	24-May-11	10-Jun-11	Conference
Sparkes	Korea, China	25-Oct-11	04-Nov-11	Administration
Spence	USA	25-May-11	06-Jun-11	Conference
Spenneman	Guam	03-Aug-11	15-Aug-11	Research
Spinner	Canada	04-Aug-11	16-Aug-11	Conference, research
Spooner	Switzerland	26-Aug-11	05-Sep-11	Conference
Steel	Switzerland, UK	28-Jan-11	09-Feb-11	Meetings
Steel	USA, UK, Thailand	20-Aug-11	20-Nov-11	Special Studies Program (SSP)
Steinke	Hong Kong	05-Oct-11	10-Oct-11	Meetings
Stelling	Laos	12-Jan-11	05-Feb-11	Meetings
Stodart	Cambodia	16-Jan-11	04-Feb-11	Research
Stodart	Cambodia	09-Oct-11	15-Oct-11	Research
Stoneman	Thailand	21-Nov-11	10-Dec-11	CSU Global
Strong	UK	29-Oct-11	18-Nov-11	Conference
Sugumar	Canada	18-Mar-11	27-Mar-11	Administration
Sumsion	Italy, Switzerland	02-Sep-11	18-Sep-11	Conferences
Sun	China	31-Aug-11	04-Oct-11	Meetings
Taffe	Denmark	29-Nov-11	15-Dec-11	Meetings, research
Tarbit	China	26-Feb-11	17-Mar-11	Meetings
Tarbit	Korea, China	02-Apr-11	10-Apr-11	Meetings
Tasker	Spain	05-Jun-11	19-Jun-11	Conference
Taylor	Nepal	04-May-11	28-May-11	Research
Telfser	Argentina	22-Oct-11	10-Nov-11	CSU Global
Thiruvarudchelvan	France	09-Apr-11	24-Apr-11	Conference
Thomas	Japan, UK	28-Feb-11	24-Mar-11	Conference
Thompson	Sweden	12-Apr-11	28-Apr-11	Meetings

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
Thompson	USA	19-Dec-11	23-Jan-12	Conference, research
Thwaites	East Timor	12-Aug-11	27-Aug-11	CSU Global
Thwaites	Malaysia	24-Jan-11	29-Jan-11	Meetings
Ticehurst	China	01-Jan-11	15-Jan-11	Teaching
Ticehurst	China	08-Apr-11	22-Apr-11	Teaching
Ticehurst	China	24-Jun-11	09-Jul-11	Teaching
Ticehurst	China	07-Oct-11	31-Oct-11	Teaching
Ticehurst	China	02-Dec-11	17-Dec-11	Teaching
Tien	China, UK	04-Mar-11	30-Jun-11	Research
Tilbrook	UK	10-Sep-11	26-Sep-11	Conference, meetings
Tinkler	UK, Germany	20-Aug-11	03-Oct-11	Conference, research
Tinworth	USA	27-May-11	07-Jun-11	Conference
Tout	New Zealand	28-Aug-11	31-Aug-11	Conference
Tpoi	East Timor	07-Mar-11	30-Apr-11	Research
Tpoi	East Timor	02-Jun-11	23-Jul-11	Research
Trede	Europe	27-May-11	25-Jun-11	Conferences
Tukunui	Canada	13-Jun-11	20-Jun-11	Ontario graduation
Tulloch	USA	12-Jun-11	18-Jun-11	Conference
Tyndall	USA	18-Mar-11	03-Apr-11	Conference
Uusimaki	Vanuatu	02-Nov-11	12-Nov-11	CSU Global
Uys	South Africa, Tanzania, USA	17-May-11	21-Jun-11	Research, conference
Uys	USA, Canada	14-Oct-11	25-Oct-11	Conference
Vanniasinkam	Canada	30-Aug-11	25-Sep-11	CSU Ontario
Vanniasinkam	Fiji	02-Nov-11	13-Nov-11	Meetings
Vanniasinkam	Hong Kong	12-Jul-11	15-Jul-11	Conference
Vanniasinkam	Malaysia	12-Oct-11	17-Oct-11	Meetings
Von Brockhusen	Canada	19-Mar-11	28-Mar-11	CSU Ontario
Wade	China	08-Oct-11	16-Oct-11	Research
Wade	India	11-Feb-11	17-Feb-11	Conference
Wade	Laos	27-Jan-11	06-Feb-11	Meetings
Wade	Laos	25-Feb-11	12-Mar-11	Research
Wade	Laos	16-Jul-11	23-Jul-11	Research, meetings
Wade	Philippines, Laos	11-Sep-11	01-Oct-11	Meetings
Walker	China	15-Apr-11	23-Apr-11	Teaching
Walsh	China	07-Apr-11	30-Apr-11	Teaching
Walsh	China	23-Jun-11	17-Jul-11	Teaching
Walsh	China	06-Oct-11	28-Oct-11	Teaching
Walsh	China	01-Dec-11	17-Dec-11	Teaching
Walsh	India	12-Feb-11	19-Feb-11	Teaching
Walsh	USA	09-Jun-11	25-Jun-11	Conference
Wang	China	15-Dec-11	19-Dec-11	Conference
Wang	China	01-Apr-11	25-Apr-11	Conference/CSU Global
Wang	China	14-Sep-11	28-Sep-11	Conference, meetings
Wang	China	31-Aug-11	04-Oct-11	Meetings
Ward	Canada	21-May-11	30-Jun-11	CSU Ontario
Ward	Indonesia	30-Sep-11	29-Oct-11	Teaching
Ward	Indonesia	21-Jan-11	05-Feb-11	Teaching
Ward	Indonesia	01-Apr-11	16-Apr-11	Teaching
Ward	Indonesia	06-May-11	21-May-11	Teaching
Watson	Solomon Islands	31-Oct-11	07-Nov-11	Research
Watts	China	02-May-11	14-May-11	Research
Weckert	Philippines	18-Oct-11	25-Oct-11	Conference
Weckert	USA, Europe	25-May-11	10-Jul-11	Conferences

Staff Member	Principal Destination	Departure Date	Return Date	Purpose of Visit
Westbrook	UK	02-Dec-11	22-Dec-11	Visiting scholar
Westerhuis	UK, France	22-Jun-11	06-Jul-11	Conference
Westerman	India	09-Jul-11	17-Jul-11	Training
Weston	China	14-Dec-11	19-Dec-11	Conference
Weston	China	15-Oct-11	23-Oct-11	Meetings
White	China	17-Jul-11	22-Jul-11	Meetings
Wilkinson	Europe	29-Apr-11	29-May-11	Special Studies Program (SSP)
Wilkinson	Germany, Sweden	05-Sep-11	18-Sep-11	Conferences
Willett	Canada	15-Jun-11	20-Jun-11	CSU Ontario
Willett	Malaysia, Cambodia	07-Apr-11	16-Apr-11	Graduation, meetings
Williamson	USA, Scotland	15-Jun-11	20-Jun-11	Conference, research
Willoughby	Vietnam	24-Jun-11	12-Jul-11	Teaching
Wilson	Canada	04-Aug-11	16-Aug-11	Conference, research
Wong	Italy, Switzerland, Finland, UK	02-Sep-11	03-Oct-11	Conference, research
Woodward	Canada, Spain	29-Jun-11	19-Jul-11	Conferences
Woolston	Canada	29-Oct-11	13-Nov-11	Meetings
Woolston	India	09-Feb-11	26-Mar-11	Teaching
Woolston	Indonesia	11-Oct-11	15-Oct-11	Meetings
Wunderlich	East Timor	02-Sep-11	18-Sep-11	Research
Wynn	Pakistan	02-Apr-11	15-Apr-11	Meetings
Wynn	Pakistan	03-Sep-11	13-Sep-11	Meetings
Wynn	Pakistan	02-Dec-11	12-Dec-11	Research
Wynn	Thailand	25-Jul-11	29-Jul-11	Conference
Yan	China	31-Aug-11	04-Oct-11	Meetings
Yi	China	15-Nov-11	21-Nov-11	Conference
Yin Ho	Singapore	02-Apr-11	09-Apr-11	Research
Yustina	Indonesia	17-Feb-11	12-Apr-11	Research
Zeleke	Laos	27-Jan-11	06-Feb-11	Research
Zeleke	Laos	13-Sep-11	17-Sep-11	Research
Zia	Malaysia	18-Sep-11	25-Sep-11	Conference

Stakeholders and Consumers

ITEM 12 NEW PUBLICATIONS

Handbooks and Manuals

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

Corporate Documents and Reports

- 2010 Annual Report to Parliament
- 'Growing our Communities'
  – CSU Regional Development Report 2010
- University Strategy 2011 - 2015
- CSU Snapshot (update and reprint)
- CSU Snapshot – Ontario
- Consolidated Budget

Prospectuses/Study Guides

Undergraduate recruitment materials

- Undergraduate guide for on campus study in 2012
- ATAR cut-off sheet
- MyDay Calendar
- Choose Your Career - Year 10 Information Guide
- Choose Your Career - Year 10 poster
- Choose Your Career - Year 10 concertina
- TAFE materials – Pathways to CSU, CU@CSU and Scholarships materials (posters, brochures, postcards, e-postcards)

Distance Education, Honours and Postgraduate recruitment materials

- Undergraduate guide for distance education study in 2012
- Postgraduate guide for study in 2012

International publications

- International fees list (printed and online)
- International fees lists (online only) for Canada, UK
- International prospectus 2012
- International Marketing toolkit (posters, advertisement templates, banners)
- Pre-departure guide
- Study Abroad brochure
- International brochure (update)
- A suite of career area brochures and testimonial sheets
- CSU Study Centre prospectus

Other Publications and materials

- Making University Affordable booklet
- A range of publications for specific services within the University, including STUDY LINK, iDay, various Schools and Divisions, CSU Green, as well as for student groups
- Set of campus maps (Albury-Wodonga; Bathurst; Dubbo; Orange; Wagga Wagga)
- A range of A4 course promotional flyers across all faculties
- CSU Scholarships brochure
- CSU Pathways brochure
- Graduation Ceremony materials; banners; e-invitations; tickets and programs for each campus
- Vice-Chancellor's Awards materials (banners, posters, e-postcard)
- A range of promotional banners, posters, fridge magnets, signage, postcards, calendars, stickers and certificates
- A range of advertising support materials (posters, postcards, e-postcards, magnets, bookmarks)
- Templates for invitations, school visits, advertising, conference posters, report covers
- CSU Winery newsletters
- Various newsletters and information sheets
- Electronic templates under the new brand for use throughout the University; stationery; memos; corporate template, etc; Christmas cards; invitations and promotional media
- Change of preference materials – letters, SMS messages, info session poster, web banner
- PREP materials – letters; postcard
- AGMC rebranding – stationery, folders, business cards, templates
- CSU Training rebranding – stationery, folders, business cards, pull up banners, course flyers templates
- CSU Application for Admission forms (reprint)
- Associate Degree in Policing Practice Recruitment packs

A complete list of current University publications can be obtained by contacting the Office of the Vice-Chancellor and requesting the University's Statement of Affairs.

ITEM 13 PRIVACY AND PERSONAL INFORMATION

The University has a Privacy Management Plan to ensure continued compliance with the relevant statutory obligation placed upon it. The University received several complaints regarding possible inappropriate access to private information and these matters were the subject of Internal Reviews under Sect 53 of the Privacy and Personal Information Protection Act 1998. In one matter the grievance was settled prior to the completion of the Internal Review. In the second matter the Internal Review identified that the information supplied was not considered personal information under the definitions of the Act, and therefore no breach of privacy occurred.

A Privacy Impact Assessment on the use of the Talisma communications management system has been undertaken and advice has been provided regarding the privacy implication for 'cloud' computing and data storage. The University Ombudsman, as Privacy Officer, is now a representative on the NSW Privacy Practitioners Consultative Committee.

ITEM 14 RECOMMENDATIONS OF THE OMBUDSMAN OR AUDITOR GENERAL

There were no recommendations from the University Ombudsman.

The University received recommendations from the NSW Auditor General during 2011. The following recommendations were received and the actions taken by the University in response to those recommendations are listed below:

Fair value of investments:
The University should review how it values its unquoted investments to ensure appropriate market values are determined.

Action:

- The University has retained an independent advisory firm to provide an independent valuation for 2011.

Structured credit investments:
The University should reassess its risks and rewards of structured credit investments.

Action:

- The University has engaged an independent advisory firm to provide advisory services on a regular basis. In addition the University has constituted a new investment committee and the investment portfolio and policy will be referred and reviewed by the committee.

Financial statements and supporting work papers:

The University should improve its quality control procedures over the preparation of its financial statements. In addition the University should consider implementing quarterly preparation of financial statements on an accrual basis to identify and address potential accounting issues.

Action:

- The University acknowledges the comments. Some of the issue rests with the restrictions imposed by the Banner system and cannot be addressed. The Finance Division is reviewing its structure and will be seeking to increase resources. The University is exploring use of reporting software to assist with quality of the statement presentation and reconciliation.

Capital Works in Progress:

The University should improve its accounting procedures for acquisition of non-current assets.

Action:

- The University acknowledges the need to improve the financial recording of work in progress and is also addressing the account code usage.

Overseas operations:

The University should continue to reassess and strengthen the corporate governance, accounting and internal control procedures for its overseas campus.

Action:

- The audit recommendation is acknowledged and accepted. Further training of the Ontario staff and independent checking will be performed intermittently by the campus manager.

Server security settings:

The University should review its present settings and activate the required UNIX server security settings.

Action:

- The University is a changing the way it deploys operating systems and applications.

Cut off procedures:

The University should modify its payables procedures to effectively utilise the system functionalities.

Action:

- The audit recommendation is acknowledged. It is expected that the implementation of document imaging software will increase early capture and procedures have been put in place to capture late accrual invoices for year end.

Asset management:

The University should develop and implement a Total Asset Management Plan to ensure is assets are planned and managed efficiently and effectively.

Action:

- The University acknowledges the audit recommendation. A Total Asset Management Plan project has been instigated to address this need.

Contract register:

The University should formalise its existing register to record all current contracts accurately.

Action:

- The University has utilised a centralised repository for all contracts and each Division and Faculty has been requested to maintain a trained Contracts Officer. A policy for ongoing management is being developed.

Vendor master file:

The University should implement appropriate procedures to strengthen the internal controls on the vendor master file.

Action:

- The University acknowledges that it has adopted a risk based approach and considers more detailed checking would not be cost effective. To mitigate the risk, the number of Finance staff who have access has been reduced.

Purchase Requisitions:

The University should strengthen its procurement procedures to ensure that purchase orders are only issued on the basis of approved purchase requisitions.

Action:

- The recommendation of audit is acknowledged and accepted. The University will modify the existing purchase requisition template when a reprinting run is required.

Employee benefits:

The University should reinforce its procedures over preparation of employee benefits expense and provision.

Action:

- The audit recommendation is acknowledged and accepted. The University has corrected the employee benefits rate in question.

Implementation of assets module:

The University should formalise procedures for all its system implementation.

Action:

- The University is satisfied with its assets module implementation, which included a reconciliation procedure, ongoing monthly checks and significant training to relevant Finance staff.

Credit card transactions:

The University should reinforce its monitoring procedures over the use of credit cards to ensure cardholders comply with policy.

Action:

- The University has amended the policy to reflect the correct credit card usage.

Windows administrator security policy:

The University should adopt a similar policy as UNIX for Windows Active directory environment encompassing how privileges are set.

Action:

- The recommendation by audit is acknowledged. The University is establishing administrator security settings based on Microsoft recommended best practices.

Operating system access:

The University should implement formal procedures to ensure that all users login via the switch user facility when accessing the root account of the operating system.

Action:

- The University acknowledges the audit recommendation, and work is progressing on ensuring all staff utilise the switch user feature.

Disaster recovery plan:

The University's Disaster Recovery Plans should be tested for critical applications.

Action:

- The University acknowledges the recommendation and a working party has been established to enhance scripts and procedures to restore databases from tape.

ITEM 15 ACCESS TO INFORMATION

Charles Sturt University prepared for, and implemented the changes to information access as developed under the Government Information (Public Access) Act 2009. The University has developed public access to information procedures, the Disclosures Log, Contracts Register and a draft Publications Guide as required under the Act. The draft Publications Guide has been submitted to the Office of the Information Commissioner for approval as required under the Act. The WebPages of the University Ombudsman www.csu.edu.au/division/plandev/ombudsman currently host the University's access to information policies and process guides.

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

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

* Note: More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table 16.

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

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

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

Table 17: Invalid applications

Reason for invalidity	No of applications
Application does not comply with formal requirements (section 41 of the Act)	1
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	1
Invalid applications that subsequently became valid applications	0

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

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

Note: * More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table 19.

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

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

Table 20: Timeliness

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

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

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

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

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

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

ITEM 16 CONSUMER RESPONSE

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

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

Complaints activity remains steady with only two complaints escalating to third party external bodies such as the NSW Ombudsman and the Australian Human Rights Commission. The University has not been found to have a case to answer at external review. The major themes in complaints continue to reflect concerns with communication difficulties including a failure to receive course advice and staff concerns about poor interpersonal communications.

The University Ombudsman provides regular training on complaints management and dealing with difficult people.

ITEM 17 ELECTRONIC SERVICE DELIVERY

Charles Sturt University continues to deliver high quality (ICT) services via:

- The most recent version of the enterprise-wide learning management system continues to provide access to all students, with a project instigated to enhance the current version to a leading edge version with implementation in 2012.
- The system incorporated a Mandatory Subject Information module from the beginning of 2010, ensuring quality assured information for students for their core subject material.
- An Online Admissions system, along with a module to allow students to better plan their progress towards graduation.
- The look and feel of the CSU public website was updated to ensure it included significant components to address prospective student need. A Content Management System is also being implemented to ensure better accuracy and currency of information.
- State-of-the-art wireless access to ICT services.
- A Customer Relationship Management (CRM) system to manage student and graduate interactions, including online updating of contact details, online purchasing and donations was implemented at the beginning of 2010.
- VoIP phone services were implemented in 2011, assisting students-in-residence.
- Speed of access to the Internet continues to be one of the fastest in regional Australia, with a range of additional redundancies added during 2011 to ensure access.
- A new student portal was released, additionally accessible via mobile devices, along with a series of 'apps'.
- Progress is being made on a range of facilities providing mobile access to learning environments.
- Imminent delivery of an online Timetable System (with mobile access).

ITEM 18 RISK STATEMENT

Risk Management and Internal Audit

Risk and opportunity is managed at CSU through comprehensive governance, planning, compliance and budgetary frameworks.

The University operates a highly competitive environment that requires it to be nimble and innovative, while its own circumstances require it to maintain a low tolerance for error. Reputation and profile must be developed in the face of real constraints on current income and available savings. Key identified areas of risk and opportunity for CSU include:

- enhancing the learning experience of all students
- developing an acceptable research profile across identified disciplines
- increasing student demand for places in a higher education market that is uncapped for Commonwealth Supported undergraduate students
- establishing and maintaining effective teaching and research partnerships at a time of global economic uncertainty
- maintaining workforce capability.

CSU's risk management policy and framework align to AS/NZS ISO 31000:2009, Risk Management – Principles and Guidelines (Standards Australia, November 2009). There is a policy expectation that individuals will act with regard to the wellbeing and safety of themselves and others. The University Auditor, on behalf of the Vice-Chancellor, shall co-ordinate an annual University-wide risk assessment. On behalf of the Audit and Risk Committee of University Council, the University Auditor conducts a program of audits that are prioritised on the basis of risk, internal capability and the operation of other assurance processes within the University.

Faculties and Divisions are required to be aware of and control risks within their areas of responsibility. Upward reporting of issues that constitute high residual risk (despite planned mitigating actions) remains a key expectation.

ITEM 19 ACCOUNTS PAYMENT PERFORMANCE

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

Charles Sturt University has developed a good relationship with many suppliers who accept the slight delay in payment without imposing any penalty as the majority of payments are made on time. The University is continually reviewing its policies and procedures, and with the full implementation of purchase cards has improved the payment process of small value transactions.

Table 23: Aged Payable Analysis at the end of each quarter

Quarter	Current (Within Due Date) $	Less than 30 Days Overdue $	Between 30 and 60 Days Overdue $	Between 60 and 90 Days Overdue $	More than 90 Days Overdue $
March	32,439,617	6,587,046	2,994,293	389,690	920,841
June	34,272,006	5,778,738	814,742	296,966	635,041
September	43,390,508	5,253,233	1,104,977	595,562	1,004,056
December	50,479,516	6,451,986	1,088,249	563,188	878,987

Table 24: Accounts paid on time within each quarter

Quarter	Total Accounts Paid on Time			Total Amount Paid
	Target %	Actual %	$	$
March	85.00%	74.86%	32,439,617	43,331,488
June	85.00%	82.00%	34,272,006	41,797,493
September	85.00%	84.50%	43,390,508	51,348,336
December	85.00%	84.89%	50,479,516	59,461,926

Table 25: Accounts on which interest has been paid

Organisation	Reason for Interest	Account amount
ACTEW/AGL Retail	Overdue account	$27.27
AGL Retail Energy Limited	Overdue account	$373.52
AGL Sales	Overdue account	$76.38
Cleanaway	Overdue charges	$160.00
Dubbo City Council	Overdue charges	$64.85
Energy Australia	Overdue charges	$2,433.51
Origin Energy Retail Ltd	Overdue charges	$12.00

ITEM 20 CREDIT CARD CERTIFICATION

The Vice-Chancellor certified that credit card use during 2011 was in accordance with established requirements and practices.

ITEM 21 FUNDS GRANTED

Charles Sturt University makes significant contributions to community activities and initiatives related to its core educational mission. Funding for non-government community organisations is drawn from resources made available for regional engagement under the University Strategy 2007-2011. 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 2011.

Table 26: Funds Granted Listing

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
Public Lecture Series	20,000	Provision of 21 public lectures within 14 local communities
Visiting Artists	12,000	Provision of specialist academic tuition within campus communities
2MCE-FM Radio Station	220,000	Support community broadcasting within the Bathurst community
Riverina Summer School for Strings	3,000	Support musical workshop in the Wagga Wagga community
Regional Consultative Committees	10,872	Provide a forum for identifying regional development interaction, opportunities and linkages between the University and its local communities
National Radio News	72,000	Support the provision of an hourly news service to community radio stations across Australia
Riverina Playhouse	25,000	Support the provision of performing arts in Wagga Wagga
Total	**$447,872**	

ITEM 22 CONSULTANTS

Table 27: Consultants paid > $50,000

Supplier	Expenditure	Description
Designinc Sydney Pty Ltd	109,973.17	Capital Development
Gardner Wetherill & Associates Pty	58,277.75	Capital Development
Noel Bell Ridley Smith & Partners Pty Ltd	92,050.00	Capital Development
Noel Bell Ridley Smith & Partners Pty Ltd	83,223.11	Capital Development
Noel Bell Ridley Smith & Partners Pty Ltd	79,118.06	Capital Development
Noel Bell Ridley Smith & Partners Pty Ltd	61,859.20	Capital Development
Savills Project Management Pty Ltd	93,044.52	Capital Development
Savills Project Management Pty Ltd	72,032.00	Capital Development
Total	**$649,577.81**	

Consultants paid < $50,000

528 payments made totalling $2,873,661.20

ITEM 23 LAND DISPOSALS

Albury Land Disposal

Stage 2 – Complete request for proposal and short listing of proponents.

Stage 3 – Endorsed proponent and commercial due diligence commenced December 2011. Disposal project non concluded

ITEM 24 LEGAL CHANGE

There were no changes to the University's enabling legislation.

ITEM 25 ECONOMIC OR OTHER FACTORS

The aftermath of the world-wide Global Financial Crisis in 2008 and more recently the debt position of the Euro zone is still impacting on financial markets and the general economic outlook. Domestically, interest rates that have been relatively stable are beginning to drop. The All Ordinaries Index dropped almost 15% and the inflation rate was 3.1%. Investment earnings have increased compared with 2010. In terms of investments, bond and debt based investments have remained stable or increased, while equity based investments have declined. This impact has been identified in the accompanying Financial Reports. These factors have not impacted on operational objectives being met in 2011.

ITEM 26 INVESTMENT PERFORMANCE FOR THE PARENT ENTITY

The average rate of return on all funds was 7.1%. Interest earnings were $4.76M while distributions from equity based managed funds totalled $2.44M. Charles Sturt University's investment strategy is overseen by a committee of the University Council and has been using the current strategy since 2002. Prior to this, funds were generally invested in interest bearing deposits and bank bills.

Table 28: Investment Performance results

The Treasury Corporate Hour Glass facility lists its 'Bond Market Facility', which are investments between two and four years, as below. Charles Sturt University's investments are for a range of terms – 38% mature in one year or less, 11% are for a term of one to five years, and 51% mature in more than five years. Included in the five year or more group is managed funds lodged with NSW Treasury Corporation.

Returns Net of Fees	1 Year p.a.	2 Years p.a.	3 Years p.a.	5 Years p.a.
Bond Market Facility	11.68	8.95	6.30	7.54
Benchmark	11.80	8.77	6.13	7.58

ITEM 27 INSURANCE

Table 29: Insurance Policy Listing

Class of Insurance	Insurer/Broker	Policy Number	Expiry Date
Contract Works - Joss Construction NaLSH Contract	Vero Insurance / Jardine Lloyd Thompson	12728	1 May 2012
Motor Vehicle – Canadian Vehicles	Dominion of Canada / Aon Reed Stenhouse	APC8579190	1 September 2012
Motor Vehicle – Australian Vehicles	CGU Insurance / Aon Risk Services	24F 2045359	31 October 2012
Corporate Travel/ Group Personal Accident	Chubb Insurance / Aon Risk Services	93123426	31 October 2012
Group Personal Accident [Council and Committees]	ACE Insurance / Aon Risk Services	01PP529154	31 October 2012
Contract Works – Annual Policy	Allianz Insurance / Aon Risk Services	22-0106949-CAR	31 October 2012
Public Liability – Post Offices [Bathurst and Wagga Wagga]	CGU Insurance & Others /Aon Risk Services	CPF7C024880NSW	31 October 2012
Casual Hirers Liability	QBE Insurance / Insurance House	41A209539PLB	31 October 2012
Equine Multi Cover – "Celtic Basil"	CGU Insurance / Aon Risk Services	EQMC21005633748	31 October 2012
Property – Material Damage and Business Interruption	Unimutual / Direct Placement	UL CSU 12	1 November 2012
Combined Liability – General and Products Liability, Professional Indemnity, Medical Malpractice & Veterinary Malpractice	Unimutual / Direct Placement	UL CSU 12	1 November 2012
Clinical Trials	Unimutual / Direct Placement	UL CSU 12	1 November 2012
Management Liability including Fidelity Guarantee [Formerly Directors and Officers Liability]	Chubb Insurance / Through Unimutual	UL CSU 12	1 November 2012
Occupational Accident Insurance – Canadian Students	ACE INA Life Insurance / Mercer Canada	SG 10402301	1 November 2012
Group Personal Accident – Students	Lloyds of London / ProRisk	PA00193	31 December 2012
Group Personal Accident – NSW Police College	ACE Insurance / Insurance House	02P0014230	31 December 2012
Workers Compensation NSW – Charles Sturt University	Employers Mutual / Direct Placement	MWR0024606033	31 December 2012
Workers Compensation NSW – Charles Sturt Campus Services Limited	Employers Mutual / Direct Placement	MWR0024618033	31 December 2012
Workers Compensation – ACT	QBE Insurance / Aon Risk Services	CA1899851GWC	31 December 2012
Workers Compensation – Northern Territory	Allianz Insurance / Aon Risk Services	TWY0008726-04	31 December 2012
Workers Compensation – Tasmania	Allianz Insurance / Aon Risk Services	LWL0007915-04	31 December 2012
Workers Compensation – Western Australia	Allianz Insurance / Aon Risk Services	WWH0050599-04	31 December 2012

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

NB [2]: Crop Insurance is arranged on a needs basis, generally through Peter L Brown & Associates, Wagga Wagga.

NB [3]: CTP “Green Slip” insurance is arranged by Transport.

NB [4]: Medical Insurance in respect of employees recruited overseas and entering Australia under Visa 457 is arranged on an individual basis by Human Resources, although accounting for same is attended through Travel Unit.

ITEM 28 COMPLIANCE STATEMENT

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

No.	Item	Compliance
1	A university should have its objectives and/or functions specified in its enabling legislation.	The objects and functions of the University are set out in section 7 of the Charles Sturt University Act 1989. The University complies with this standard.
2	A university's governing body should adopt a statement of its primary responsibilities to include: (a) appointing the Vice-Chancellor as the Chief Executive Officer of the university and monitoring his/her performance; (b) appointing other senior officers of the university as considered appropriate; (c) approving the mission and strategic direction of the university, as well as the annual budget and business plan; (d) overseeing and reviewing the management of the university and its performance; (e) establishing policy and procedural principles, consistent with legal requirements and community expectations; (f) approving and monitoring systems of control and accountability, including general overview of any controlled entities (as defined in s.50AA of the Corporations Act); (g) overseeing and monitoring the assessment and management of risk across the university, including commercial undertakings; (h) overseeing and monitoring the academic activities of the university; and (i) approving significant commercial activities of the university.	The primary responsibilities of the Council are set out in section 19 of the Charles Sturt University Act 1989 and the Charter of University Governance. The University last adopted a statement of its primary responsibilities in 2003 consistent with the previous National Governance Protocols. The University will incorporate a revised statement of its primary responsibilities in the Charter of University Governance during 2012. The Council appoints the Vice-Chancellor as Principal Executive Officer in accordance with section 12 of the Charles Sturt University Act 1989 . The Council appoints key senior officeholders in accordance with the delegations conferred under section 20 of the Charles Sturt University Act 1989 and as described in the Policy of Delegations and Authorisations approved by the Council. The University complies with this standard.
3	A university should have the duties of the members of its governing body and sanctions for the breach of these duties specified in its enabling legislation. Other than the Chancellor, the Vice-Chancellor and Presiding Member of the Academic Board each member should be appointed or elected ad personam. All members of the governing body should be responsible and accountable to the governing body. When exercising the functions of a member of the governing body, a member of the governing body should always act in the best interests of the University. Duties of members should include the requirements to: (a) act always in the best interests of the university as a whole, with this obligation to be observed in priority to any duty a member may owe to those electing or appointing him or her; (b) act in good faith, honestly and for a proper purpose; (c) exercise appropriate care and diligence; (d) not improperly use their position to gain an advantage for themselves or someone else; and (e) disclose and avoid conflicts of interest (with appropriate procedures for that purpose similar to those for public companies). There should be safeguards, exemptions and protections from members of a university's governing body for matters or things done or omitted in good faith in pursuance of the relevant legislation. Without limitation, this should include safeguards, exemptions and protections as are the equivalent of those that would be available were the member a director under the Corporations Act. A university (with the exception of those subject to the Corporations Act) should have a requirement included in its enabling legislation that its governing body has the power (by a two-thirds majority) to remove any member of the governing body from office if the member breaches the duties specified above. A member should be required, automatically, to vacate the office if he or she is, or becomes disqualified from acting as a Director of a company or managing corporations under Part 2D.6 of the Corporations Act.	The duties of members are specified in section 24F and Schedule 3 of the Charles Sturt University Act 1989. Sanctions for breach of a member's duties are set out in section 24G of the Charles Sturt University Act 1989. The Council may remove a member by a two-third majority under clause 24G of the Charles Sturt University Act 1989. Clause 5 of Schedule 1 of the Charles Sturt University Act 1989 provides that a member will not be personally liable for any act or omission done in good faith. The University complies with this standard.

No.	Item	Compliance
4	If permitted by its enabling legislation, a university should develop procedures; (a) to provide that the Chancellor and Deputy Chancellor hold office subject to retaining the confidence of the governing body; and (b) to deal with removal from office if the governing body determines such confidence is no longer held.	Section 11A of the Charles Sturt University Act 1989 provides for the removal of the Chancellor and/or Deputy Chancellor if they have lost the confidence of the Council. The University complies with this standard.
5	Each governing body should make available a programme of induction and professional development for members to build the expertise of the governing body and to ensure that all members are aware of the nature of their duties and responsibilities.	A comprehensive induction process is undertaken for new members of Council. A number of resources, including an Induction Manual, are provided to members at the induction sessions for their records and future reference. Opportunities for professional development are identified annually and offered to members via an 'expression of interest' format. The University complies with this standard.
6	On a regular basis, at least once each two years, the governing body should assess its performance, the performance of its members and the performance of its committees. The Chancellor should have responsibility for organising the assessment process, drawing on external resources if required. On an annual basis, the governing body should also review its conformance with this Code of Best Practice and identify needed skills and expertise for the future.	The Council conducts a self assessment of its performance every two years. The next self-assessment will be conducted in 2012. The University reviews its compliance with the Code of Best Practice. The University has a defined process for identifying needed skills and expertise for the future. The University complies with this standard.
7	The size of the governing body should not exceed 22 members. There should be at least two members having financial expertise (as demonstrated by relevant qualifications and financial management experience at a senior level in the public or private sector) and at least one member with commercial expertise (as demonstrated by relevant experience at a senior level in the public or private sector). Where the size of the governing body is limited to less than 10 members, one member with financial expertise and one with commercial expertise would be considered as meeting the requirements. There should be a majority of external members who are neither enrolled as a student nor employed by the university. There should not be current members of any State or Commonwealth parliament or legislative assembly other than where specifically selected by the governing body itself.	Section 8 and 9 of the Charles Sturt University Act 1989 require that the Council not exceed 22 members; must have a majority of external members; and that two members must possess financial qualifications and expertise and one member must possess commercial expertise in conformance with the Code of Practice. The Council complies with this requirement with respect to its membership. The University complies with this standard.
8	A university should adopt systematic procedures for the nomination of prospective members of the governing body for those categories of members that are not elected. The responsibility for proposing such nominations for the governing body may be delegated to a nominations committee of the governing body that the Chancellor would ordinarily chair. Members so appointed should be selected on the basis of their ability to contribute to the effective working of the governing body by having needed skills, knowledge and experience, an appreciation of the values of a university and its core activities of teaching and research, its independence and academic freedom and the capacity to appreciate what a university's external community needs from it. To provide for the introduction of new members consistent with maintaining continuity and experience, members' terms should generally overlap and governing bodies should establish a maximum continuous period to be served. This should not generally exceed 12 years unless otherwise specifically agreed by the majority of the governing body.	The Council has systematic procedures for the nomination of prospective members to the Council. The Council has adopted selection criteria that require that members should be selected on the basis of their ability to contribute to the effective working of the governing body by having needed skills, knowledge and experience, an appreciation of the values of a university and its core activities of teaching and research, its independence and academic freedom and the capacity to appreciate what a university's external community needs from it. The Act requires that there must be a balance of new and experienced members, and that a member's term must not exceed 12 years unless otherwise specifically agreed by a majority of the Council. The Council complies with this requirement with respect to its membership. The University complies with this standard
9	A university should codify its internal grievance procedures and publish them with information about the procedure for submitting complaints to the relevant ombudsman or the equivalent relevant agency.	The University's Complaint Policy sets out the policy for the management of concerns, complaints and grievances and is supported by codified procedures for dealing with such grievances. The Complaints Policy and related procedures are published in the University's online Administration Manual at http://www.csu.edu.au/adminman/stu/student.htm. The University complies with this standard.

No.	Item	Compliance
10	The annual report of a university should be used for reporting on high level outcomes.	The Annual Report details high level outcomes and objectives achieved by the University during the reporting period. The University complies with this standard.
11	The annual report of a university should include a report on risk management within the organisation.	The Annual report includes a report on risk management within the University. The University complies with this standard
12	The governing body should oversee controlled entities by: (a) ensuring that the entity's board possesses the skills, knowledge and experience necessary to provide proper stewardship and control of the entity; (b) appointing some directors to the board of the entity who are not members of the governing body or officers or students of the university; (c) ensuring that the board of the entity adopts and regularly evaluates a written statement of its own governance principles; (d) ensuring that the board documents a clear corporate and business strategy which reports on and updates annually the entity's long-term objectives and includes an annual business plan containing achievable and measurable performance targets and milestones; and (e) establishing and documenting clear expectations of reporting to the governing body, such as a draft business plan for consideration and approval before the commencement of the financial year and at least quarterly reports against the business plan.	Section 19A of the Act requires that the Council oversight controlled entities consistent with the standards. Reports from controlled entities are a standing item on the Council agenda, and the financial operations of the entities are incorporated into monthly reports to the Council's Finance and Infrastructure Committee. The University has been in the process of winding down and reorganising its controlled entities during 2011 and a formal operational plan for the one remaining entity has consequently not be presented to the Council by the reporting date. This is expected to be presented by mid-year based on the review of its operations. The University partially complies with this standard.
13	A university should assess the risk arising from its involvement in the ownership of any entity (including an associated company as defined in the Accounting Standards issued by the Australian Accounting Standards Board), partnership and joint venture. The governing body of a university should, where appropriate in light of the risk assessment, use its best endeavours to obtain an auditor's report (including audit certification and management letter) of the entity by a State, Territory or Commonwealth Auditor-General or by an external auditor.	Refer: Statutory Guidelines for Commercial Activities at: http://www.csu.edu.au/adminman/leg/guid-stat-Comm-Activities-070809.pdf Assessment of risk and the value of the controlled entities of Charles Sturt University is monitored through the Finance and Infrastructure and the Audit and Risk Committees (of Council). The Audit Office of NSW is the appointed external auditor of Charles Sturt University and its controlled entities. It provides an audit opinion and certifies the annual financial statements of the University (and its controlled entities). A management is submitted annually to the University and is reviewed by the Audit and Risk Committee (of the Council). The University complies with this standard.
14	A university should disclose in its Annual Report it compliance with this Code of Best Practice and provide reasons for any areas of non-compliance.	Refer: Appendices Item 28 – Charles Sturt University Annual Report 2011. The University complies with this standard.

Facilities

ITEM 29 MAJOR WORKS

Table 30: Campus Projects

Campus	Project	Stage	Value
Albury-Wodonga	Services Precinct and Forestry Building Purchase and Settlement	Completed 2011	$2,165,000
	Campus Services (incl. external lighting)	Under Construction	$1,392,000
	Landscaping – Thurgoona site	Under Construction	$203,000
	Learning Commons	Completed 2011	$8,837,000
	Gordon Bevan Stage 2	Completed 2011	$3,423,000
	Disposal City Campus		$590,000
	Student Association – Bar and Social Space Extension (Better Universities Renewal Funding)	Completed 2011	$1,692,000
	Gums Café	Completed 2011	$45,000
	Community Engagement and Wellness Centre	Under Design	$4,998,000
	Recreation Facilities (half court basketball, beach volley ball, etc.)	Under Design	$500,000
	Cooling Intervention (Passive Buildings)	Under Design	$750,000
Bathurst	Building C2 Refurbishment and Better Universities Renewal Funding Refurbish C2	Completed 2011	$3,998,000
	Performing Arts Precinct (Incl Music Room)	Completed 2011	$535,000
	Public Health Building refurbishment	Completed 2011	$1,300,000
	Library Redevelopment – Learning Commons Stage 2	Under Construction	$3,833,000
	Dining Room Building C5 – structural repairs and Better Universities Renewal Funding Social Space Bathurst	Completed 2011	$1,600,000
	Purchase VC Residence	Completed 2011	$1,457,000
	Hatherly House Refurbishment	Under Construction	$97,500
	VSU/CSU Project	Completed 2011	$3,100,000
	Paramedical Simulation Centre	Completed 2011	$2,845,000
	Renovation of C4	Under Construction	$1,000,000
	W9 External Cladding and Painting	Under Construction	$500,000
Wagga Wagga	Department of Primary Industry Exit – Stage 2	Under Design	$3,073,000
	Veterinary Science – Stage II	Completed 2011	$12,013,000
	National Wine and Grape Industry Centre	Under Construction	$10,050,000
	Learning Commons – Teaching and Learning Capital Fund Grant	Under Construction	$6,050,000
	New Office Building for HR	Under Design	$2,500,000
	Campus Entrance	Under Design	$800,000
	Food Servery Joyes Hall and Social Space Refurbishment (Better Universities Renewal Funding)	Completed 2011	$1,350,000
	National Life Sciences Hub – NaLSH	Under Construction	$46,070,000
	Outside broadcast vehicle (Better Universities Renewal Funding)	Completed 2011	$500,000
	Morell Laboratory (Better Universities Renewal Funding)	Completed 2011	$2,130,000
	Teaching space refurbishment (Better Universities Renewal Funding)	Completed 2011	$2,745,000
Orange	Teaching and Learning Capital Fund - Physiotherapy	Under Construction	$7,700,000
	Sporting (Amenities) VSU	Completed 2011	$415,000
	Machinery complex	Under Design	$300,000
	Roof Replacement and Refurbishment of Banjos cafeteria/bar, etc.	Completed 2011	$1,000,000
Canberra	Signage	Completed 2011	$121,000
Dubbo	Campus Infrastructure	Under Construction	$1,200,000
	Indigenous Student Support Facility	Under Design	$790,000
	Campus Entrance	Under Design	$250,000
	Sports Facility (VSU) / CSU Matching Grant	Under Construction	$2,500,000
Ontario	Ontario Teaching Space	Completed 2011	$355,000
Homebush	New EFPI leased space fit out CSU Sydney	Completed 2011	$300,000
Manly	Manly Building Renovation / leased space fit out	Under Construction	$350,000
University Wide	Teaching and Learning Capital Fund – Contemporary classroom (digital)	Completed 2011	$3,923,000

Table 31: Student Residences

Campus	Project	Stage	Value
Wagga Wagga	Wagga Wagga Stage 3 (additional 200 beds)	Under Design	$16,800,000
Other	Residences – renovations to existing facilities	Under Design	$1,000,000

Table 32: Childcare

Campus	Project	Stage	Value
Wagga Wagga	70 place Childcare + Pre-school	Under Design	$4,000,000
Albury-Wodonga	70 Place Childcare	Under Design	$4,500,000

Note: Values given in Item 29 refer to the TOTAL funding allocated to the project. Where the project was completed in 2011, the final cost of the project has been quoted. A number of completed projects are still in defects liability period and may still incur further costs related to the project prior to Final Completion.

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Financials

Budgeted Statements for 2012

The budgeted statements for 2012 do not form part of the audited financial statements

CHARLES STURT UNIVERSITY
Budgeted Income Statement
for the year ended 31 December 2012

	Consolidated		Parent Entity	
	2012	**2011**	2012	**2011**
	$'000	**$'000**	**$'000**	**$'000**
Income from continuing operations				
Australian Government Financial Assistance				
Australian Government grants	183,000	191,434	183,000	191,434
HECS-HELP Australian Government payments	87,000	76,285	87,000	76,285
FEE-HELP	22,000	21,366	22,000	21,366
State and local Government financial assistance	-	-	-	-
HECS-HELP student payments	15,000	14,556	15,000	14,556
Fees and charges	76,000	75,135	75,500	75,135
Investment revenue	8,000	7,593	7,200	7,101
Royalties, trademarks and licences	-	114	-	114
Consultancies and contracts	11,000	11,899	11,000	11,899
Other Revenue	28,500	27,268	27,000	25,603
Total revenue from continuing operations	430,500	425,650	427,700	423,493
Gains on disposal of assets	-	1,281	-	1,447
Other investment income	-	4,915	-	4,915
Deferred Superannuation Contributions	15,000	82,400	15,000	82,400
Total income from continuing operations	445,500	514,246	442,700	512,255
Expenses from continuing operations				
Employee related expenses	262,000	234,306	262,000	229,382
Depreciation and amortisation	28,500	27,928	28,500	27,928
Repairs and maintenance	15,500	15,359	15,500	14,932
Borrowing costs	2,500	2,548	2,500	2,548
Impairment of assets	-	9,182	-	8,965
Losses on disposal of assets	-	44	-	44
Deferred Superannuation Expense	15,000	82,400	15,000	82,400
Other Expenses	110,000	103,791	108,000	107,933
Total expenses from continuing operations	433,500	475,558	431,500	474,132
Operating result for the year	12,000	38,688	11,200	38,123

CHARLES STURT UNIVERSITY
Budgeted Statement of Financial Position
as at 31 December 2012

	Consolidated		Parent Entity	
	2012	**2011**	2012	**2011**
	$'000	**$'000**	**$'000**	**$'000**
ASSETS				
Current Assets				
Cash and cash equivalents	28,000	28,717	27,500	27,197
Receivables	15,000	31,192	14,700	31,192
Inventories	4,500	4,732	4,500	4,732
Other financial assets	13,000	10,539	12,600	10,362
Non-current assets and disposal groups classified as held for sale	-	5,750	-	5,750
Total current assets	60,500	80,930	59,300	79,233
Non-current assets				
Receivables	265,000	252,814	264,600	252,814
Other financial assets	67,000	59,622	63,000	54,098
Property, plant and equipment	692,000	664,521	692,000	664,521
Intangible assets	1,500	1,589	1,500	1,589
Total non-current assets	1,025,500	978,546	1,021,100	973,022
Total assets	**1,086,000**	**1,059,476**	**1,080,400**	**1,052,255**
LIABILIITIES				
Current liabilities				
Trade and other payables	19,500	19,604	19,000	20,130
Provisions	48,000	44,500	47,500	44,194
Other liabilities	5,500	5,280	5,500	5,280
Total current liabilities	73,000	69,384	72,000	69,604
Non-current liabilities				
Borrowings	28,000	30,000	28,000	30,000
Provisions	279,000	262,675	278,500	262,435
Total non-current liabilities	307,000	292,675	306,500	292,435
Total liabilities	380,000	362,059	378,500	362,039
Net assets	706,000	697,417	701,900	690,216
EQUITY				
Reserves	252,000	254,808	251,500	254,500
Retained surplus	454,000	442,609	450,400	435,716
Total Equity	706,000	697,417	701,900	690,216

CHARLES STURT UNIVERSITY

Budgeted Statement of Cash Flows

for the year ended 31 December 2012

	Consolidated			Parent Entity	
	2011	**2011**	2010	**2011**	**2011**
	$'000	**$'000**	$'000	**$'000**	**$'000**
Cash flows from operating activities					
Australian Government Grants	292,000	273,085	236,036	292,000	273,085
OS-HELP (net)	-	152	249	-	152
State Government Grants	-	-	220	-	-
HECS-HELP Student payments	15,000	14,556	14,323	15,000	14,556
Receipts from students fees and other customers	121,860	124,303	111,916	121,860	121,860
Distributions Received	3,000	2,441	1,984	2,500	2,441
Interest Received	5,000	5,109	4,583	4,500	4,617
Payments to suppliers (inclusive of GST)	(136,800)	(131,510)	(120,253)	(136,000)	(134,521)
Payments to employees	(248,554)	(227,840)	(200,404)	(248,554)	(222,868)
Interest paid	(2,500)	(2,037)	(2,446)	(2,500)	(2,037)
Net cash provided by operating activities	49,006	58,259	46,208	48,806	57,285
Cash flows from investing activities					
Proceeds from sale of property, plant and equipment	10,000	5,546	5,414	10,000	5,550
Payments for property, plant and equipment	(65,000)	(77,470)	(57,288)	(65,000)	(77,470)
Proceeds from sale of financial assets	14,000	15,206	33,014	13,000	15,000
Payments for financial assets	(11,700)	(5,432)	(17,528)	(11,000)	(4,862)
Net cash (used in) investing activities	(52,700)	(62,150)	(36,388)	(53,000)	(61,782)
Net increase / (decrease) in cash and cash equivalents	**(3,694)**	**(3,891)**	**9,820**	**(4,194)**	**(4,497)**
Cash and cash equivalents at the beginning of the financial year	31,694	32,608	22,788	31,694	31,694
Cash and cash equivalents at the end of the financial year	28,000	28,717	32,608	27,500	27,197

Audited Statements for 2011

Charles Sturt University

ABN 83 878 708 551

Annual Financial Statements

for the Year Ended 31 December 2011

INDEPENDENT AUDITOR'S REPORT

Charles Sturt University

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of Charles Sturt University (the University) and its controlled entities (the consolidated entity), which comprise the statements of financial position as at 31 December 2011, the income statements, statements of comprehensive income, the statements of changes in equity and the statements of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information of the University and the consolidated entity. The consolidated entity comprises the University and the entities it controlled at the year's end or from time to time during the financial year.

Opinion

In my opinion, the financial statements:

- give a true and fair view of the financial position of the University and the consolidated entity, as at 31 December 2011, and of the financial performance and cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010
- comply with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2011 Reporting Period' (the DEEWR Guidelines), issued by the Australian Government Department of Education, Employment and Workplace Relations (now administered by the Department Industry, Innovation, Science, Research and Tertiary Education), pursuant to the *Higher Education Support Act 2003*, the *Higher Education Funding Act 1988* and the *Australian Research Council Act 2001*

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

University Council's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

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

My opinion does *not* provide assurance:

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

Independence

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

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

James Sugumar
Director, Financial Audit Services

23 April 2012
SYDNEY

CHARLES STURT UNIVERSITY

REPORT BY THE MEMBERS OF THE UNIVERSITY COUNCIL

The members of the Council present their report on the consolidated entity of Charles Sturt University and the entities it controlled at the end of, or during, the year ended 31 December 2011.

Members

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

Member	Position	Comment
Mr Lawrence Willett AO	Chancellor (s.9 (1) (a))	
Professor Ian Goulter	Vice-Chancellor (s.9 (1) (a))	Resigned 31 December 2011
Professor Andrew Vann	Vice-Chancellor (s.9 (1) (a))	Appointed 1 January 2012
Professor Ben Bradley	Presiding Officer, Academic Senate (s.	
Ms Kathryn Pitkin	Ministerial appointee (s.9 (1) (b))	
Mr Antonio Catanzariti	Ministerial appointee (s.9 (1) (b))	
Mr Richard Hattersley	Ministerial appointee (s.9 (1) (b))	
Mr Gerard Martin	Ministerial appointee (s.9 (1) (b))	
Ms Patricia Murphy	Ministerial appointee (s.9 (1) (b))	
Mr Christopher Hancock	Council appointee (s. 9 (1) (c))	Resigned 4 December 2011
Mr Angelos Frangopoulos	Council appointee (s. 9 (1) (c))	
Mr Neville Page	Council appointee (s. 9 (1) (c))	
Mr Peter Hayes	Council appointee (s.9 (1) (g))	
Dr David Tien	Elected member (s.9 (1) (d))	
Dr Patricia Logan	Elected member (s.9 (1) (d))	
Ms Carmen Frost	Elected member (s.9 (1) (e))	
Dr Rowan O'Hagan	Elected member (s.9 (1) (f))	
Mr David Bate	Elected member (s.9 (1) (f))	

Meeting of Members

The numbers of meetings of the members of Charles Sturt University's Council and of each committee held during the year ended 31 December 2011, and the number of meetings attended by each member were:

Member	Council Meetings		Committees											
			Executive		Audit & Risk		Finance & Infrastructure		Investment		Succession Planning		Honorary Awards & Naming	
	A	*B*	*A*	*B*	*A*	*B*	*A*	*B*	*A*	*B*	*A*	*B*	*A*	*B*
Mr Lawrence Willett, AO	6	6	24	24	N/A	N/A	N/A	N/A	0	0	5	5	2	2
Ms Kathryn Pitkin	6	6	24	24	N/A	N/A	4	4	N/A	N/A	4	5	2	2
Professor Ian Goulter	5	6	24	24	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	2
Professor Ben Bradley	5	6	24*	24	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	2
Mr Antonio Catanzariti	5	6	N/A	N/A	N/A	N/A	0	2	N/A	N/A	N/A	N/A	N/A	N/A
Mr Richard Hattersley	5	6	N/A	N/A	N/A	N/A	N/A	N/A	0	0	3	5	N/A	N/A
Mr Gerard Martin	6	6	N/A	N/A	N/A	N/A	0	2	N/A	N/A	N/A	N/A	N/A	N/A
Ms Patricia Murphy	4	6	N/A	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A	N/A	N/A
Mr Christopher Hancock	3	5	N/A	N/A	5	7	N/A	N/A	N/A	N/A	1	5	N/A	N/A
Mr Angelos Frangopoulos	4	6	N/A	N/A	6	7	N/A	N/A	N/A	N/A	4	5	N/A	N/A
Mr Neville Page	5	6	N/A	N/A	7	7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mr Peter Hayes	5	6	N/A	N/A	N/A	N/A	4	4	N/A	N/A	5	5	N/A	N/A
Dr David Tien	5	6	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dr Patricia Logan	5	6	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5	5	N/A	N/A
Ms Carmen Frost	6	6	N/A	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A	N/A	N/A
Dr Rowan O'Hagan	6	6	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mr David Bate	3	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

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

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

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

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

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

Review of Operations
The University recorded a net operating result of $38.8 million for the year ended 31 December 2011, an increase of $22.7 million or 58.6 percent from 2010.

Total assets for the year ended 31 December 2011 pushed into $1.059 billion a first for the University, largely due to the increased internal and Commonwealth-supported funding on capital projects to provide increased teaching and social spaces.

Significant Changes in the State of Affairs
There are no significant changes in the State of Affairs during the year ended 31 December 2011.

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

Likely Developments and Expected Results of Operations
There were no developments that were not finalised at the date of this report that would have any material impact on the expected results of operations.

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

Insurance of Officers
Members of Council are covered by the following insurance policy;
Management Liability Policy
Chubb Insurance Company of Australia Policy No 93306211
Expiry date 30 October 2012

Proceedings on Behalf of Charles Sturt University
The University is not aware of any proceedings.

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

L. Willett AO
Chancellor

Date: 23 April 2012

A. Vann
Vice-Chancellor

Date: 23 April 2012

CHARLES STURT UNIVERSITY

STATEMENT BY THE COUNCIL

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

1. The financial reports present a true and fair view of the financial position of the University at 31 December 2011 and the results of its operations and transactions of the University for the year then ended;

2. The financial reports have been prepared in accordance with the provisions of the *New South Wales Public Finance and Audit Act 1983,* the *Public Finance and Audit Regulation 2010* and the Financial Statement Guidelines for Australian Higher Education Providers for the 2011 Reporting Period;

3. The financial reports have been prepared in accordance with Australian Accounting Standards and Interpretations;

4. We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate;

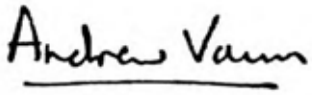
5. There are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due;

6. The amount of Commonwealth financial assistance expended during the reporting period was for the purposes for which it was granted; and

7. The University has complied in full with applicable legislation, contracts, agreements and program guidelines in making expenditure.

L. Willett AO
Chancellor

Date: 23 April 2012



A.Vann
Vice-Chancellor

Date: 23 April 2012

CHARLES STURT UNIVERSITY

Income Statement

for the year ended 31 December 2011

	Notes	Consolidated		Parent Entity	
		2011	2010	**2011**	2010
		$'000	$'000	**$'000**	$'000
Income from continuing operations					
Australian Government Financial Assistance					
Australian Government grants	3	191,434	155,906	191,434	155,906
HECS-HELP Australian Government payments	3	76,285	63,378	76,285	63,378
FEE-HELP	3	21,366	16,752	21,366	16,752
State and local Government financial assistance	4	-	220	-	220
HECS-HELP student payments		14,556	14,324	14,556	14,324
Fees and charges	5	75,135	72,521	75,135	72,521
Investment revenue	6	7,593	6,531	7,101	6,212
Royalties, trademarks and licences	7	114	8	114	8
Consultancies and contracts	8	11,899	10,582	11,899	10,582
Other Revenue	9	27,268	29,542	25,603	28,049
Total revenue from continuing operations		425,650	369,764	423,493	367,952
Gains on disposal of assets	10	1,281	476	1,447	636
Other investment income	6	4,915	3,379	4,915	3,379
Deferred Superannuation Contributions	34	82,400	18,777	82,400	18,777
Total income from continuing operations		514,246	392,396	512,255	390,744
Expenses from continuing operations					
Employee related expenses	11	234,306	203,042	229,382	202,724
Depreciation and amortisation	12	27,928	26,394	27,928	26,389
Repairs and maintenance	13	15,359	15,246	14,932	15,246
Borrowing costs	14	2,548	2,446	2,548	2,446
Impairment of assets	15	9,182	607	8,965	581
Losses on disposal of assets	10	44	303	44	303
Deferred Superannuation Expense	34	82,400	18,777	82,400	18,777
Other Expenses	16	103,791	109,595	107,933	107,920
Total expenses from continuing operations		475,558	376,410	474,132	374,386
Operating result for the year		38,688	15,986	38,123	16,358

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

CHARLES STURT UNIVERSITY
Statement of Comprehensive Income
for the year ended 31 December 2011

	Notes	Consolidated		Parent Entity	
		2011	2010	**2011**	2010
		$'000	$'000	**$'000**	$'000
Operating result for the year		38,688	15,986	38,123	16,358
Gain/(losses) on revaluation of land and buildings	28	6,039	(22,341)	6,039	(22,341)
Exchange differences on translation of foreign operations	28	(94)	(394)	(94)	(394)
Gain/ (Loss) on value of available for sale financial assets	28	(2,654)	(753)	(2,110)	(617)
Total comprehensive income		41,979	(7,502)	41,958	(6,994)

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

CHARLES STURT UNIVERSITY

Statement of Changes in Equity

for the year ended 31 December 2011

	Notes	2011 Reserves	2011 Retained Surplus	2011 Total	2010 Reserves	2010 Retained Surplus	2010 Total
		$'000	$'000	$'000	$'000	$'000	$'000
Consolidated							
Balance as at 1st January		251,517	403,921	**655,438**	275,008	389,071	**664,079**
Operating Result		-	38,688	**38,688**	-	15,986	**15,986**
Gain/(losses) on revaluation of land and buildings	28	6,039	-	**6,039**	(22,341)	-	**(22,341)**
Foreign Exchange Translation Reserve	28	(94)	-	**(94)**	(394)	-	**(394)**
Gain/ (Loss) on value of available for sale financial assets	28	(2,654)	-	**(2,654)**	(753)	-	**(753)**
Total Comprehensive Income		3,291	38,688	**41,979**	(23,489)	15,986	**(7,502)**
Transactions with Owners in their Capacity as Owners				**-**		(1,136)	**(1,136)**
Balance as at 31st December		**254,808**	**442,609**	**697,417**	**251,517**	**403,921**	**655,438**
Parent							
Balance as at 1st January		250,665	397,593	**648,258**	274,017	381,235	**655,251**
Operating Result		-	38,123	**38,123**	-	16,358	**16,358**
Gain/(losses) on revaluation of land and buildings	28	6,039	-	**6,039**	(22,341)	-	**(22,341)**
Foreign Exchange Translation Reserve	28	(94)	-	**(94)**	(394)	-	**(394)**
Gain/ (Loss) on value of available for sale financial assets	28	(2,110)	-	**(2,110)**	(617)	-	**(617)**
Total Comprehensive Income		3,835	38,123	**41,958**	(23,352)	16,358	**(6,994)**
Balance as at 31st December		**254,500**	**435,716**	**690,216**	**250,665**	**397,593**	**648,258**

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

CHARLES STURT UNIVERSITY
Statement of Financial Position
as at 31 December 2011

	Notes	Consolidated		Parent Entity	
		2011	2010	**2011**	2010
		$'000	$'000	**$'000**	$'000
ASSETS					
Current Assets					
Cash and cash equivalents	17	28,717	32,608	27,197	31,694
Receivables	18	31,192	12,891	31,192	12,279
Inventories	19	4,732	4,443	4,732	4,443
Other financial assets	20	10,539	13,690	10,362	13,485
Non-current assets and disposal groups classified as held for sale	21	5,750	-	5,750	-
Total current assets		80,930	63,632	79,233	61,901
Non-current assets					
Receivables	18	252,814	171,287	252,814	171,287
Other financial assets	20	59,622	70,129	54,098	64,072
Property, plant and equipment	22	664,521	621,342	664,521	621,342
Intangible assets	23	1,589	1,503	1,589	1,503
Total non-current assets		978,546	864,260	973,022	858,204
Total assets		**1,059,476**	**927,892**	**1,052,255**	**920,105**
LIABILIITIES					
Current liabilities					
Trade and other payables	24	19,604	17,069	20,130	17,000
Provisions	26	44,500	39,505	44,194	39,219
Other liabilities	27	5,280	6,293	5,280	6,293
Total current liabilities		69,384	62,867	69,604	62,512
Non-current liabilities					
Borrowings	25	30,000	30,000	30,000	30,000
Provisions	26	262,675	179,588	262,435	179,337
Total non-current liabilities		292,675	209,587	292,435	209,337
Total liabilities		362,059	272,454	362,039	271,849
Net assets		697,417	655,438	690,216	648,256
EQUITY					
Reserves	28	254,808	251,517	254,500	250,665
Retained surplus	28	442,609	403,921	435,716	397,593
Total Equity		697,417	655,438	690,216	648,258

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

CHARLES STURT UNIVERSITY
Statement of Cash Flows
for the year ended 31 December 2011

	Notes	Consolidated		Parent Entity	
		2011	2010	**2011**	2010
		$'000	$'000	**$'000**	$'000
Cash flows from operating activities					
Australian Government Grants	3 (h)	273,085	236,036	273,085	236,036
OS-HELP (net)	3 (h)	152	249	152	249
State Government Grants		-	220	-	220
HECS-HELP Student payments		14,556	14,323	14,556	14,323
Receipts from students fees and other customers		124,303	111,916	121,860	110,168
Distributions Received		2,441	1,984	2,441	1,709
Interest Received		5,109	4,583	4,617	4,544
Payments to suppliers (inclusive of GST)		(131,510)	(120,253)	(134,521)	(118,131)
Payments to employees		(227,840)	(200,404)	(222,868)	(200,404)
Interest paid		(2,037)	(2,446)	(2,037)	(2,446)
Net cash provided by operating activities	36	58,259	46,208	57,285	46,268
Cash flows from investing activities					
Proceeds from sale of property, plant and equipment		5,546	5,414	5,550	5,414
Payments for property, plant and equipment		(77,470)	(57,288)	(77,470)	(57,584)
Proceeds from sale of financial assets		15,206	33,014	15,000	32,686
Payments for financial assets		(5,432)	(17,528)	(4,862)	(16,880)
Net cash (used in) investing activities		(62,150)	(36,388)	(61,782)	(36,364)
Net increase / (decrease) in cash and cash equivalents		**(3,891)**	**9,820**	**(4,497)**	**9,904**
Cash and cash equivalents at the beginning of the financial year		32,608	22,788	31,694	21,790
Cash and cash equivalents at the end of the financial year	17	28,717	32,608	27,197	31,694

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

Charles Sturt University as a reporting entity
Charles Sturt University was established by Charles Sturt University Act 1989 No.76 in 1989. It is a not for profit entity. This consolidated financial report for the year ended 31 December 2011 has been authorised for issue by the University's Council on 20th April 2012.

Note 1 **Summary of significant accounting policies**
The principal accounting policies adopted in the preparation of these financial statements is set out below. These policies have been consistently applied to all the years reported, unless otherwise stated. The financial statements include separate statements for Charles Sturt University as the parent entity and the consolidated entity consisting of Charles Sturt University and its subsidiaries. The principle adddress of Charles Sturt University is Panaroma Avenue Bathurst New South Wales Australia.

(a) Basis of preparation
The annual financial statements represent the audited general purpose financial statements, which have been prepared on an accrual basis in accordance with Australian Accounting Standards, AASB Interpretations, the requirements of the Department of Education, Employment and Workplace Relations (DEEWR) (now administered by Department of Industry, Innovation, Science, Research and Tertiary Education) and with the *Public Finance and Audit Act 1983* , the Public Finance and Audit Regulation and and other State / Australian Government legislative requirements.

Compliance with IFRSs
The financial statements and notes of Charles Sturt University comply with Australian Accounting Standards, some of which contain requirements specific to not-for-profit entities that are inconsistent with IFRS requirements.

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 and loss, certain classes of property, plant and equipment and investment property.

Critical accounting estimates
The preparation of financial statements in conformity with Australian Accounting Standards require the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the University's accounting policies. The estimates and underlying assumptions are reviewed on an ongoing basis. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed where applicable in the relevant note to the financial statements, specifically:
*Note 20: Available for Sale Financial Assets
*Note 22: Property, Plant and Equipment
*Note 26: Provisions for Long Service Leave
*Note 34:Defined Benefit Plans

(b) Basis of consolidation
(i) Subsidiaries
The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Charles Sturt University ("parent entity") as at 31 December 2011 and the results of all subsidiaries for the year then ended. Charles Sturt University and its subsidiaries together are referred to in this financial report as the Group or the consolidated entity.

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

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

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

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

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

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

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

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

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

Note 1 Summary of significant accounting policies (continued)

(c) Foreign currency translation (continued)

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

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

(d) Revenue Recognition

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

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

Revenue is recognised for the major business activities as follows:

(i) Government grants

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

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

(ii) Student fees and charges

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

(iii) Human resources

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

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

(iv) Lease income

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

(e) Income Tax

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

(f) Leases

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

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

(g) Impairment of assets

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

(h) Cash and cash equivalents

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

(i) Trade receivables

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

Note 1 Summary of significant accounting policies (continued)

(i) Trade receivables (continued)

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

(j) Inventories

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

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

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

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

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

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

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

(l) Investments and other financial assets

Classification

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

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

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

(ii) Loans and receivables

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

(iii) Held-to -maturity investments

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

(iv) Available-for-sale financial assets

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

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

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

Subsequent measurement

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

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

Note 1 Summary of significant accounting policies (continued)

(l) Investments and other financial assets (continued)

Fair value

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

Impairment

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

(m) Fair value estimation

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

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

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

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

(n) Property, plant and equipment

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

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

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

Increases in the carrying amounts arising on revaluation of land and buildings are recognised in other comprehensive income and accumulated in equity under the heading of revaluation surplus. To the extent that the increase reversed a decrease previously recognised in profit or loss, the increase is first recognised in profit and loss. Decreases that reverse previous increases of the same asset class are also firstly recognised in other comprehensive income before reducing the balance of revaluation surpluses in equity, to the extent of the remaining reserve attributable to the assets, 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 there cost or revalued amounts, net of their residual value, over their estimated useful lives, as follows:

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

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

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

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

(o) Intangible assets

(i) Research and development

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

(ii) Software

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

Note 1 Summary of significant accounting policies (continued)

(p) Unfunded superannuation

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

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

Note 34 discloses specific treatment.

(q) Trade and other payables

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

(r) Borrowings

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

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

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

(s) Borrowing Costs

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

(t) Employee Benefits

(i) Wages and salaries

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

(ii) Annual leave and sick leave

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

(iii) Long service leave

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

(iv) Retirement Benefit Obligations

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

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

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

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

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

Note 1 **Summary of significant accounting policies (continued)**

(t) Employee Benefits (continued)

(vi) Termination benefits

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

(u) Rounding of amounts

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

(v) Comparative amounts

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

(w) Goods and Services Tax (GST)

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

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

(x) New Accounting Standards and Interpretations

Certain new Accounting Standards and Interpretations have been published that are not mandatory for 31 December 2011 reporting periods. The University's assessment of the impact of these new Standards and Interpretations is set out below:

(i) The University did not early adopt any new accounting standards that are not yet effective.
(ii) The following new accounting Standards and Interpretations have not yet been adopted and are not yet effective:
AASB 9 Financial Instruments (1 January 2013)
AASB 10 Consolidated Financial Statements (1 January 2013);
AASB 11 Joint Arrangements (1 January 2013);
AASB 12 Disclosure of Interests in Other Entities (1 January 2013);
AASB 13 Fair Value Measurement (1 January 2013);
AASB 119 Employee Benefits (1 January 2013);
AASB 1053 Application of tiers of Australian Accounting Standards (1 July 2013);
AASB 1054 Australian Additional Disclosures (1July 2011);
AASB 2009 - 11 Amendments to Australian Accounting Standards arising from AASB 9 (1 January 2013)
AASB 2010 - 6 Amendments to Australian Accounting Standards - Disclosures on Transfers of Financial Assets (1 July 2011)
AASB 2011 - 3 Amendments to Australian Accounting Standards - Orderly Adoption of Changes to the ABS GFS Manual & Related Amendments [AASB 1049] (1 July 2012);
AASB 2011 - 4 Amendments to Australian Accounting Standards to Remove Individual Key Management Personnel Disclosure Requirements [AASB 124} (1 July 2013);
AASB 2011 - 5 Amendments to Australian Accounting Standards - Extending Relief from Consolidation, the Equity Method and Proportionate Consolidation [AASB 127, AASB 128 & AASB 131] (I July 2011);
AASB 2011 - 9 Amendments to Australian Accounting Standards - Presentation of Other Comprehensive Income [AASB 101] (1 July 2012);
The University has assesses the impact of these new Standards and Interpretations and considered the impact to be insignificant:
Interpretation 19 Extinguishing Financial Liabilities with Equity Instruments (1 July 2010).

Note 1.1 **Related Party transactions**

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

	Principal Activates	Country of Incorporation	Class of Shares	Ownership Interest	Net Equity 2011	Net Equity 2010
Charles Sturt Campus Services Ltd	Cleaning Services	Australia	Guarantee	100%	-	-
** Charles Sturt Services Ltd	Employment Services	Australia	Guarantee	100%	-	-
Charles Sturt Foundation Trust	Trustee Services	Australia	Guarantee	100%	7,202	7,181
* Western Research Institute Limited	Research Services	Australia	Guarantee	100%	-	-

	Total revenue 2011	Total revenue 2010	Operating Result 2011	Operating Result 2010	Contribution to Operating Result 2011	Contribution to Operating Result 2010
Charles Sturt Campus Services Ltd	5,406	5,370	-	-	-	-
** Charles Sturt Services Ltd	-	32	-	-	-	-
Charles Sturt Foundation Trust	2,157	1,464	564	85	564	85
* Western Research Institute Limited	-	349	-	(41)	-	(41)

* As at 30th June 2010, WRI ceased to be a controlled entity.
** As at 1st April 2010, CSS Ltd ceased to provide employment services.

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

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

The controlled entities do not own any fixed assets. Except for the Foundation, their operating expenses are fully funded by the University. Consequently these controlled entities always have NIL operating result for the year. The total expenditure of the controlled entities in 2011 was $6,616,102 ($7,170,000 in 2010).

Note 1.2 **Services received at no cost**

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

Note 1.3 **Infrastructure Levy**

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

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

Note 1.4 **Maintenance and repairs**

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

Note 1.5 **Insurance**

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

Note 1.6 **Presentation in Australian Currency**

All amounts are expressed in Australian currency.

Note 2. **Disaggregated information**

Geographical (Consolidated Entity)

	Revenue		Results		Assets	
	2011	**2010**	**2011**	**2010**	**2011**	**2010**
Australia	509,859	372,111	34,001	16,498	1,058,245	925,645
Canada	4,387	4,686	(1,168)	(511)	1,231	2,247
Total	514,246	376,797	32,833	15,987	1,059,476	927,892

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

		Consolidated		Parent Entity	
		2011	2010	**2011**	2010
	Notes	$'000	$'000	$'000	$'000
a) Commonwealth Grants Scheme and other grants	38.1				
Commonwealth Grants Scheme #1		138,475	135,044	138,475	135,044
Indigenous Support Program		1,492	1,354	1,492	1,354
Partnership & Participation Program #2		4,458	2,416	4,458	2,416
Disability Support Program		79	141	79	141
Workplace Reform Program		-	-	-	-
Workplace Productivity Program		-	-	-	-
Capital Development Pool		1,037	613	1,037	613
Diversity & Structural Adjustment Fund #3		438	-	438	-
Improving the Practical Component of Teacher Education Initiative		-	-	-	-
Transitional Cost Program		417	313	417	313
Total Commonwealth Grants Scheme and Other Grants		146,396	139,881	146,396	139,881
b) Higher Education Loan Programs	38.2				
HECS - HELP		76,285	63,378	76,285	63,378
FEE - HELP #4		21,366	16,752	21,366	16,752
Total Higher Education Loans Programs		97,651	80,130	97,651	80,130
c) Scholarships	38.3				
Australian Postgraduate Awards		1,292	1,058	1,292	1,058
International Postgraduate Research Scholarships		123	112	123	112
Commonwealth Education Costs Scholarships #5		1,356	400	1,356	400
Commonwealth Accommodation Scholarships #5		78	9	78	9
Indigenous Staff Scholarships		36	-	36	-
Indigenous Access Scholarships		143	89	143	89
Total Scholarships		3,028	1,668	3,028	1,668
d) DIISRTE - Research	38.4				
Joint Research Engagement Program #6		1,827	1,893	1,827	1,893
Research Training Scheme		3,587	3,504	3,587	3,504
Research Infrastructure Block Grants		1,235	1,285	1,235	1,285
Implementation Assistance Program		-	46	-	46
Commercialisation Training Scheme		44	40	44	40
Sustainable Research Excellence in Universities		863	782	863	782
Total DIISR - Research Grants		7,556	7,550	7,556	7,550
e) Other Capital Funding	38.5				
Education Investment Fund		31,000	-	31,000	-
Total Other Capital Funding		31,000	-	31,000	-
f) Australian Research Council	38.6				
(i) Discovery	38.6 (a)				
Project		637	686	637	686
Indigenous Researchers Development		-	-	-	-
Total Discovery		637	686	637	686

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

		Consolidated		Parent Entity	
		2011	2010	**2011**	2010
	Notes	$'000	$'000	$'000	$'000
(ii) Linkages	38.6 (b)				
Project		346	363	346	363
Total Linkages		346	363	346	363
(iii) Networks and Centres	38.6 (c)				
Fellowships		354	351	354	351
Total Networks and Centres		354	351	354	351
Total ARC		1,337	1,400	1,337	1,400
(g) Other Australian Government financial assistance					
ATAS and AFB Schemes		661	923	661	923
Other assistance		1,456	4,484	1,456	4,484
Total Other Australian Government financial assistance		2,117	5,407	2,117	5,407
Total Australian Government Financial assistance		**289,085**	**236,036**	**289,085**	**236,036**

#1 Includes the basic CGS grant amount, CGS-Regional Loading, Maths & Science Transition Loading & Full Fee Places Transition Loading.
#2 Includes Equity Support Program
#3 Includes Collaboration & Structural Adjustment Program
#4 Program is in respect of FEE-HELP for Higher Education only
#5 Includes Grandfathered Scholarships, National Priority and National Accommodation Priority Scholarships respectively
#6 Includes Institutional Grants Scheme

		Consolidated		Parent Entity	
		2011	2010	**2011**	2010
	Notes	$'000	$'000	$'000	$'000
Reconciliation					
Australian Government Grant [a+c+d+e+f+g]		191,434	155,906	191,434	155,906
HECS-HELP - Australian Government Payments		76,285	63,378	76,285	63,378
FEE- HELP Payments		21,366	16,752	21,366	16,752
Total Australian Government financial assistance		**289,085**	**236,036**	**289,085**	**236,036**

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
h) Australian Government Grants received - cash basis				
CGS and Other DEEWR Grants	146,396	139,881	146,396	139,881
Higher Education Loan Programmes	97,651	80,130	97,651	80,130
Scholarships	3,028	1,668	3,028	1,668
DIISR Research	7,556	7,550	7,556	7,550
Other Capital Funding	15,000	-	15,000	-
ARC Grants - Discovery	637	686	637	686
ARC Grants - Linkages	346	363	346	363
ARC Grants - Network and Centres	354	351	354	351
Other Australian Government Grants	2,117	5,407	2,117	5,407
Total Australian Government grants received - cash basis	273,085	236,036	273,085	236,036
OS-HELP (Net)	152	249	152	249
Total Australian Government funding received - cash basis	**273,237**	**236,285**	**273,237**	**236,285**

Note 4 State and Local Government financial assistance

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
NSW Department of Community Services (child care)	-	220	-	220
Total State and Local Government financial assistance	**-**	**220**	**-**	**220**

Note 5 Fees and charges

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Course fees and charges				
Fee paying overseas students	34,929	35,573	34,929	35,573
Continuing education	1,300	1,408	1,300	1,408
Fee paying domestic postgraduate students	6,416	5,592	6,416	5,592
Fee paying domestic undergraduate students	2,366	2,887	2,366	2,887
Total course fees and charges	45,011	45,460	45,011	45,460

Note 5 Fees and charges (continued)

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Other non-course fees and charges				
Parking fees	28	19	28	19
Student accommodation	19,916	19,119	19,916	19,119
Other student fees	1,821	1,680	1,821	1,680
Fees for services rendered	5,380	3,484	5,380	3,484
Conference / function charges	1,965	1,571	1,965	1,571
Overseas Health Cover	25	24	25	24
Memberships	204	168	204	168
Other fees	785	996	785	996
Total other fees and charges	30,124	27,061	30,124	27,061
Total Fees and Charges	**75,135**	**72,521**	**75,135**	**72,521**

Note 6 Investment revenue and income

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Interest	5,152	4,542	4,660	4,503
Distributions Received	2,441	1,989	2,441	1,709
Total investment revenue	7,593	6,531	7,101	6,212
Reversal of impairment losses on available for sale investments in debt instruments	4,915	3,379	4,915	3,379
Total other investment income	4,915	3,379	4,915	3,379
Net investment income	**12,508**	**9,910**	**12,016**	**9,591**

Note 7 Royalties, trademarks and licences

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Royalties, trademarks and licences	114	8	114	8
Total royalties, trademarks and licences	**114**	**8**	**114**	**8**

Note 8 Consultancies and contracts

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Consultancy	482	317	482	317
Contract research	109	2	109	2
NSW Police contract scholarships	6,400	10,189	6,400	10,189
Other contract revenue	4,908	74	4,908	74
Total consultancy and contracts	**11,899**	**10,582**	**11,899**	**10,582**

Note 9 Other revenue and income

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Other revenue				
Sale of trading stock	5,735	4,867	5,735	4,867
Donations and bequest	428	401	428	401
Scholarships and prizes	1,878	1,751	1,878	1,751
Non-government grants	10,941	14,146	10,941	14,146
Miscellaneous sales	2,345	1,733	2,345	1,733
Capital contributions	480	12	480	12
Subscriptions	163	168	163	168
Rental	1,090	589	1,090	589
Commissions	296	203	296	203
Reimbursements	1,524	1,756	1,524	1,756
Other revenue	2,388	3,917	723	2,424
Total other revenue	**27,268**	**29,542**	**25,603**	**28,049**

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

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Gain / (loss) on sale of property, plant and equipment	(44)	(303)	(44)	(303)
Gain / (loss) on sale of available-for-sale financial investments	1,281	476	1,447	636
Total net gain / (loss) on disposal of assets	**1,237**	**173**	**1,403**	**333**

Note 11 Employee related expenses

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
Academic	$'000	$'000	$'000	$'000
Salaries	85,854	74,012	85,854	74,012
Contributions to superannuation and pension schemes	12,993	11,810	12,993	11,810
Payroll tax	5,133	5,036	5,133	5,036
Worker's compensation	574	595	574	595
Long service leave expense	3,295	1,108	3,295	1,108
Annual leave	136	(108)	136	(108)
Total academic	107,985	92,453	107,985	92,453

Note 11 Employee related expenses (continued)

		Consolidated		Parent Entity	
		2011	2010	**2011**	2010
Non-academic		$'000	$'000	$'000	$'000
Salaries		99,362	88,899	95,112	88,614
Contributions to superannuation and pension schemes		14,580	13,260	14,239	13,243
Payroll tax		6,839	5,783	6,506	5,767
Worker's compensation		724	651	724	651
Long service leave expense		4,628	1,590	4,628	1,590
Annual leave		188	406	188	406
Total non-academic		126,321	110,589	121,397	110,271
Total employee related expenses		234,306	203,042	229,382	202,724
Deferred Superannuation expense	34	82,400	18,777	82,400	18,777
Total employee related expenses, including deferred government employee benefits for superannuation		**316,706**	**221,819**	**311,782**	**221,501**

Note 12 Depreciation and amortisation

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
Depreciation	$'000	$'000	$'000	$'000
Buildings	20,811	19,559	20,811	19,559
Plant and equipment	4,153	3,553	4,153	3,548
Motor Vehicles	1,132	1,044	1,132	1,044
Library collection	1,312	1,854	1,312	1,854
Total depreciation	27,408	26,010	27,408	26,005
Amortisation				
Intangibles - software	520	384	520	384
Total amortisation	520	384	520	384
Total depreciation and amortisation	**27,928**	**26,394**	**27,928**	**26,389**

Note 13 Repairs and maintenance

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Cleaning expenses	5,421	4,881	4,994	4,881
Other repairs and maintenance	9,938	10,365	9,938	10,365
Total repairs and maintenance	**15,359**	**15,246**	**14,932**	**15,246**

Note 14 Borrowing Costs

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Residence Building Loan	2,037	2,446	2,037	2,446
Less: Amount Capitalised	-	-	-	-
Interest Rate Swap	511	-	511	-
Total Borrowing Cost Expensed	**2,548**	**2,446**	**2,548**	**2,446**

Note 15 Impairment of assets

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Impairment of receivables	882	135	882	135
Impairment of investments	7,427	150	7,210	124
Impairments of SANCS	873	322	873	322
Impairment of fixed assets	-	-	-	-
Total impairment of assets	**9,182**	**607**	**8,965**	**581**

Note 16 Other expenses

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Scholarships, grants and prizes	19,632	22,018	19,632	22,018
Contract tuition services	15,171	15,599	15,171	15,599
Non-capitalised equipment	4,660	8,876	4,660	8,876
Utilities	6,252	6,324	6,252	6,324
Advertising, marketing and promotional expenses	1,749	2,318	1,749	2,318
Audit fees, bank charges, legal costs, insurance and taxes	2,890	2,668	2,890	2,660
General consumables and administration	2,548	3,781	2,548	3,675
Printing and stationery	952	3,934	952	3,934
Operating lease and rental expenses	2,179	2,989	2,179	2,989
Telecommunications	5,660	4,620	5,660	4,620
Travel and related staff development and training	9,908	10,650	9,908	10,650
Infrastructure levy	4,087	3,906	4,087	3,906
Cost of goods sold	8,381	7,842	8,381	7,842
Conference and Seminars	980	1,053	980	1,053
Equipment Service	2,069	1,901	2,069	1,901
Memberships	645	546	645	546
Publications and general resources	920	814	920	814
Electronic information resources	2,971	2,081	2,971	2,081
Consultants	2,964	3,954	2,964	3,954
Contracts	3,015	2,079	3,015	2,079
Other	6,158	1,640	10,300	80
Total other expenses	**103,791**	**109,595**	**107,933**	**107,920**

Note 17 Cash and cash equivalents

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Cash on hand	158	152	158	152
Cash at bank	5,469	6,876	3,949	5,962
Short term money market	23,090	25,580	23,090	25,580
Total cash and cash equivalents and balance per cash flow statement	**28,717**	**32,608**	**27,197**	**31,694**

(b) Cash at bank and cash on hand

Cash at bank and on hand are interest bearing at between 0.5% and 3.85% (2010 3.2% to 4.1%) and non-interest bearing respectively

(c) Short term money market

Term deposits with interest ranging from 1.4% to 6.05% (2010 6.1% to 6.6%) and an average maturity of 221 days (2010 180 days).

Note 18 Receivables

		Consolidated		Parent Entity	
		2011	2010	**2011**	2010
Current		$'000	$'000	$'000	$'000
Student debtors		2,914	2,944	2,914	2,944
Non-Student debtors		5,773	5,055	5,773	5,055
Less: Allowance for impairment		(801)	(176)	(801)	(176)
		7,886	7,823	7,886	7,823
Other Debtors		3,764	1,913	3,764	1,301
Total current debtors		11,650	9,736	11,650	9,124
Accrued interest		379	336	379	336
Other accrued income		16,310	258	16,310	258
Total accrued income		16,689	594	16,689	594
Prepaid salaries		13	16	13	16
Other prepayments		2,840	2,545	2,840	2,545
Total prepayments		2,853	2,561	2,853	2,561
Total current receivables		31,192	12,891	31,192	12,279
Non-current					
Deferred government contribution for superannuation	26	257,625	175,224	257,625	175,224
Less: Allowance for impairment		(4,087)	(3,213)	(4,087)	(3,213)
Nursing Superannuation received in advance		(724)	(724)	(724)	(724)
Total non-current receivables		**252,814**	**171,287**	**252,814**	**171,287**
Total receivables		**284,006**	**184,177**	**284,006**	**183,566**

(a) Impaired receivables

As at 31 December 2011 current receivables of the group with a nominal value of $1,312,271 (2010 $3,207,854) were impaired.The amount of the provision was $800,964 (2010 $175,807). The individually impaired receivables mainly relate to wholesalers which are in unexpectedly difficult economic situations. It was assessed that a portion of the receivables is expected to be recovered.

The ageing of these receivables is as follows:

	Consolidated	
	2011	2010
	$'000	$'000
0-3 months	241	2,011
3-6 months	39	314
Over 6 months	1,032	883
	1,312	**3,208**

As of 31 December 2011, receivables of $7,375,063 (2010 $4,791,849) were past due but not impaired. These relate to a number of students and non-students for whom there is no recent history of default.

The ageing analysis of these receivables is as follows:

	Consolidated	
	2011	2010
	$'000	$'000
0-3 months	5,995	4,534
3-6 months	1,214	43
Over 6 months	166	215
	7,375	**4,792**

Movements in the provision for impaired receivables are as follows:

	Consolidated	
	2011	2010
	$'000	$'000
At 1 January	3,388	3,120
Provision for impairment recognised during the year	1,756	457
Receivables written off during the year as uncollectable	(257)	(189)
	4,887	**3,388**

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

(b) Foreign exchange and interest rate risk

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

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Australian Dollars	284,006	184,177	284,006	183,566
	284,006	184,177	284,006	183,566
Current receivables	31,192	12,891	31,192	12,279
Non-current receivables	252,814	171,287	252,814	171,287
	284,006	184,177	284,006	183,566

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

Note 18 Receivables (continued)

(c) Fair value and credit risk

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

		Consolidated			
		Carrying Amount	Fair Value	Carrying Amount	Fair Value
		2011		2010	
		$'000	$'000	$'000	$'000
Deferred government contribution for superannuation	26	252,814	252,814	171,287	171,287
		252,814	252,814	171,287	171,287

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

Note 19 Inventories

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Current				
Winery stock held for sale	1,755	2,004	1,755	2,004
Mixed farm stock held for distribution	1,672	1,276	1,672	1,276
Cheese factory stock held for sale	42	53	42	53
Other stock on hand held for distribution	1,263	1,110	1,263	1,110
Total current inventories	4,732	4,443	4,732	4,443
Total inventories	4,732	4,443	4,732	4,443

Note 20 Other financial assets

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
Current	$'000	$'000	$'000	$'000
Financial Assets at fair value through profit or loss	177	205	-	-
Available for sale financial assets	10,362	13,485	10,362	13,485
Total current other financial assets	10,539	13,690	10,362	13,485
Non current				
Tcorp holdings - designated as available for sale	35,820	39,076	35,820	39,076
Available for sale financial assets	23,802	31,053	18,278	24,996
Total non-current other financial assets	59,622	70,129	54,098	64,072
Total other financial assets	**70,161**	**83,819**	**64,460**	**77,557**

(a) Movements	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
At the beginning of the year	83,818	95,622	77,557	89,470
Additions	4,862	17,844	4,862	16,881
Disposals (sale and redemption)	(14,485)	(32,538)	(14,485)	(32,050)
Transfers	(1,670)	-	(1,670)	-
Revaluation surplus transfer to equity	(2,365)	2,890	(1,804)	3,256
At end of year	**70,160**	**83,818**	**64,460**	**77,557**

(b) Fair value	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
Other financial assets are held at fair value and include the following:	$'000	$'000	$'000	$'000
Australian listed equity securities	5,267	5,752	-	-
Australian listed income and hybrid securities	93	93	-	-
Unlisted managed investments	340	417	-	-
Floating rate bank notes	24,116	26,923	24,116	26,923
Other long term cash deposits*	40,344	50,634	40,344	50,634
	70,160	**83,819**	**64,460**	**77,557**

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

Shares in Access Australia CMC Ltd, costing $150,000, revalued to nil

Shares in IDP Education Australia, costing $10,000, revalued to nil

Shares in Australian Centre for Advanced Computing (AC3), costing $120,000, revalued to nil.

$1 share in UniSuper Ltd

$1 share in Uniprojects Pty Ltd

$1 share in AARNET Pty Ltd

The fair values of available - for sale financial assets are based on prices quoted in an active market. Changes in fair value of available for sale financial assets are taken directly to equity and are recorded in the available-for-sale financial assets revaluation reserve (Note 28).

(c) Risk Exposure	Consolidated		Parent Entity	
Available-for-sale financial assets are denominated in the following currencies:	**2011**	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Australian dollars	70,160	83,819	64,460	77,557
	70,160	83,819	64,460	77,557

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

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

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
Current	$'000	$'000	$'000	$'000
Assets held for sale	5,750	-	5,750	-
Total assets held for sale	5,750	-	5,750	-

Note 22 Property, plant and equipment

Consolidated	Land $'000	Construction in Progress $'000	Buildings $'000	Property, plant, and equipment $'000	Library $'000	Other property, plant, and equipment $'000	Total $'000
At 1st January 2010							
At cost/valuation	41,554	54,236	494,613	43,142	42,196	12,743	688,483
Accumulated Depreciation	-	-	-	(27,130)	(36,676)	(3,593)	(67,399)
Net book amount	41,554	54,236	494,613	16,012	5,520	9,150	621,085
Year ended 31st December 2010							
Opening net book amount	41,554	54,236	494,613	16,012	5,520	9,150	621,085
Revaluation surplus	1,360	(33,700)	9,865	-	-	134	(22,341)
Additions	74	39,832	2	6,612	2,271	6,918	55,709
Transfers	-	(42,541)	41,638	29	-	(53)	(927)
Disposals	(130)	-	(1,298)	(33)	-	(4,718)	(6,179)
Depreciation charge	-	-	(19,559)	(3,547)	(1,854)	(1,044)	(26,005)
Closing net book amount	42,858	17,827	525,261	19,072	5,937	10,387	621,342
At 31st December 2010							
At cost/valuation	42,858	17,827	525,261	48,044	44,467	13,985	692,441
Accumulated Depreciation	-	-	-	(28,972)	(38,530)	(3,598)	(71,100)
Net book amount	42,858	17,827	525,261	19,072	5,937	10,387	621,342
Year ended 31st December 2011							
Opening net book amount	42,858	17,827	525,261	19,072	5,937	10,387	621,342
Revaluation surplus	(419)	-	6,406	-	-	-	5,987
Additions	-	63,631	-	3,262	2,351	7,620	76,864
Assets classified as held for sale and other disposals	(2,272)	-	(3,478)	-	-	-	(5,750)
Transfers	-	(9,196)	8,449	-	-	742	(5)
Disposals	-	-	-	-	-	(6,509)	(6,509)
Depreciation charge	-	-	(20,811)	(4,153)	(1,312)	(1,132)	(27,408)
Closing net book amount	**40,167**	**72,262**	**515,827**	**18,181**	**6,976**	**11,108**	**664,521**
At 31st December 2011							
At cost/valuation	40,167	72,262	515,827	50,511	25,384	14,689	718,840
Accumulated Depreciation	-	-	-	(32,330)	(18,408)	(3,581)	(54,319)
Net book amount	**40,167**	**72,262**	**515,827**	**18,181**	**6,976**	**11,108**	**664,521**

Parent Entity	Land $'000	Construction in Progress $'000	Buildings $'000	Property, plant, and equipment $'000	Library $'000	Other property, plant, and equipment $'000	Total $'000
At 1st January 2010							
At cost/valuation	41,554	54,236	494,148	43,142	42,196	12,743	688,018
Accumulated Depreciation	-	-	-	(27,130)	(36,676)	(3,592)	(67,397)
Net book amount	41,554	54,236	494,148	16,012	5,520	9,150	620,620
Year ended 31st December 2010							
Opening net book amount	41,554	54,236	494,148	16,012	5,520	9,150	620,620
Revaluation surplus	1,360	(33,700)	9,865	-	-	134	(22,341)
Additions	74	39,832	2	6,612	2,271	6,918	55,709
Transfers	-	(42,541)	41,638	29	-	(53)	(927)
Disposals	(130)	-	(833)	(33)	-	(4,718)	(5,714)
Depreciation charge	-	-	(19,559)	(3,548)	(1,854)	(1,044)	(26,005)
Closing net book amount	42,858	17,827	525,261	19,072	5,937	10,387	621,342
At 31st December 2010							
At cost/valuation	42,858	17,827	525,261	48,044	44,467	13,985	692,441
Accumulated Depreciation	-	-	-	(28,972)	(38,530)	(3,598)	(71,098)
Net book amount	42,858	17,827	525,261	19,072	5,937	10,387	621,342
Year ended 31st December 2011							
Opening net book amount	42,858	17,827	525,261	19,072	5,937	10,387	621,341
Revaluation surplus	(419)	-	6,406	-	-	-	5,987
Additions	-	63,631	-	3,262	2,351	7,620	76,864
Assets classified as held for sale and other disposals	(2,272)	-	(3,478)	-	-	-	(5,750)
Transfers	-	(9,196)	8,449	-	-	742	(5)
Disposals	-	-	-	-	-	(6,509)	(6,509)
Depreciation charge	-	-	(20,811)	(4,153)	(1,312)	(1,132)	(27,408)
Closing net book amount	**40,167**	**72,262**	**515,827**	**18,181**	**6,976**	**11,108**	**664,521**
At 31st December 2011							
At cost/valuation	40,167	72,262	515,827	50,511	25,384	14,689	718,840
Accumulated Depreciation	-	-	-	(32,330)	(18,408)	(3,581)	(54,319)
Net book amount	**40,167**	**72,262**	**515,827**	**18,181**	**6,976**	**11,108**	**664,521**

* Property, plant and equipment includes all operations assets.

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

(a)Valuations of land and buildings

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

Freehold land revalued as at 31 December 2009 by independent valuation of Egan Valuers, 2010 and 2011 revaluation as per desk revaluation. Works of Art revalued as at 31 December 2010 by independent valuation of Digby Hayles Fine Art Service, who is approved to value objects for the Australian Government's Cultural Gifts and Bequests Programs.

Note 23 Intangible assets

	Consolidated		Parent	
	Computer Software	Total	Computer Software	Total
At 1st January 2010	**$'000**	**$'000**	**$'000**	**$'000**
At cost	3,762	3,762	3,762	3,762
Accumulated amortisation and impairment	(2,553)	(2,553)	(2,553)	(2,553)
Net book amount	1,209	1,209	1,208	1,209
Year ended 31st December 2010				
Opening net book amount	1,209	1,209	1,208	1,208
Additions	679	679	679	679
Amortisation charge	(384)	(384)	(384)	(384)
Closing net book amount	1,504	1,504	1,503	1,503
At 31st December 2010				
At cost	4,441	4,441	4,441	4,441
Accumulated amortisation and impairment	(2,938)	(2,938)	(2,938)	(2,938)
Net book amount	1,503	1,503	1,503	1,503
Year ended 31st December 2011				
Opening net book amount	1,503	1,503	1,503	1,503
Additions	606	606	606	606
Amortisation charge	(520)	(520)	(520)	(520)
Closing net book amount	**1,589**	**1,589**	**1,589**	**1,589**
At 31st December 2011				
At cost	5,047	5,047	5,047	5,047
Accumulated amortisation and impairment	(3,458)	(3,458)	(3,458)	(3,458)
Net book amount	**1,589**	**1,589**	**1,589**	**1,589**
Closing net book amount	**1,589**	**1,589**	**1,589**	**1,589**

Note 24 Trade and other payables

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Current				
Trade creditors	11,129	7,861	11,655	7,849
Accrued salaries	5,153	4,371	5,153	4,314
Other accrued expenses	3,322	4,837	3,322	4,837
Total current trade and other payables	19,604	17,069	20,130	17,000
Total trade and other payables	19,604	17,069	20,130	17,000

a) Foreign currency risk

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

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Australian dollars	19,604	17,069	20,130	17,000
	19,604	17,069	20,130	17,000

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

Note 25 Borrowings

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
Unsecured	$'000	$'000	$'000	$'000
Unsecured Loan: Student residential facilities	30,000	30,000	30,000	30,000
Total Unsecured Borrowings	30,000	30,000	30,000	30,000
Total Borrowings	30,000	30,000	30,000	30,000

(a) Assets pledged as security

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

(b) Financial arrangements

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

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
Bank Loan facilities	$'000	$'000	$'000	$'000
Total facilities	30,000	30,000	30,000	30,000
Used at balance date	30,000	30,000	30,000	30,000
Unused at balance date	-	-	-	-

(c) Class of Borrowings

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

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

Note 25 Borrowings (continued)

(d) Fair Value

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

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
On Balance Sheet				
Non-traded financial liabilities	30,000	30,000	30,000	30,000
Total	30,000	30,000	30,000	30,000

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

(e) Risk exposures

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

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
1-3 years	30,000	30,000	30,000	30,000
Total	30,000	30,000	30,000	30,000
The carrying amounts of borrowings are denominated in the following currencies:				
Australian dollars	30,000	30,000	30,000	30,000
Total	30,000	30,000	30,000	30,000

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

Note 26 Provisions

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
Current provisions expected to be settled within 12 months	$'000	$'000	$'000	$'000
Employee Benefits				
Annual Leave	14,430	14,226	14,124	13,940
Long Service Leave	4,895	3,494	4,895	3,494
Employee entitlement oncost	4,518	3,753	4,518	3,753
	23,843	21,473	23,537	21,187
Current provisions expected to be settled after more than 12 months				
Employee Benefits				
Long Service Leave	17,742	15,611	17,742	15,611
Employee entitlement oncost	2,915	2,421	2,915	2,421
	20,657	18,032	20,657	18,032
Total current provisions	44,500	39,505	44,194	39,219
Non-current				
Employee Benefits				
Long Service Leave	4,477	3,888	4,237	3,637
Employee entitlement oncost	573	476	573	476
Defined benefits obligation*	257,625	175,224	257,625	175,224
Total non-current provisions	262,675	179,588	262,435	179,337
Total provisions	**307,175**	**219,093**	**306,629**	**218,556**

*The estimate for the deferred superannuation liability is calculated on the basis of information provided by Pillar Administration in respect of the State Superannuation Scheme (SSS), the State Authorities Superannuation Scheme (SASS) and the State Authorities Non-Contributory Superannuation Scheme (SANCS). The provision for deferred superannuation of $257,624,855 (2010 $175,224,000) is the net unfunded liability of all schemes i.e. The gross liability less the funded liability and balances held in reserve accounts (refer Note 34).

Details of the deferred liability (where applicable), and the increase (/decrease) in unfunded liability are set in Note 34 for each superannuation scheme. The total of all schemes, $257,624,855 less $724,000 State Nursing grants already paid to the University, and $4,086,611 (2010 $3,213,000) of SANCS which is not recoverable from the Government is shown as $252,814 017 (2009 $171,286,000) due from the Australian Government in noncurrent receivables (refer Note 18).

Note 27 Other Liabilities

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
Current	$'000	$'000	$'000	$'000
Income received in advance				
Student fees received in advance	4,215	5,891	4,215	5,891
Total income received in advance	4,215	5,891	4,215	5,891
OS - HELP liability	554	402	554	402
Interest rate swap	511	-	511	-
Total current other liabilities	1,065	402	1,065	402
Total other liabilities	5,280	6,293	5,280	6,293

Note 28 Reserves and retained surplus

	Consolidated		Parent	
	2011	2010	**2011**	2010
(a) Reserves	**$'000**	**$'000**	**$'000**	**$'000**
Property, plant and equipment revaluation reserve	254,132	248,093	254,132	248,093
Foreign Exchange Translation Reserve	(602)	(508)	(602)	(508)
Available-for-sale financial assets revaluation reserve	1,278	3,932	970	3,080
Total reserves	**254,808**	**251,517**	**254,500**	**250,665**
Movements				
Property, plant and equipment revaluation reserve				
Balance 1 January	248,093	270,434	248,093	270,434
Revaluation - increment/ (decrement)	6,039	(22,341)	6,039	(22,341)
Balance 31 December	**254,132**	**248,093**	**254,132**	**248,093**
Available-for-sale financial assets revaluation reserve				
Balance 1 January	3,932	4,685	3,080	3,697
Revaluation - increment/ (decrement)	(2,654)	(753)	(2,110)	(617)
Balance 31 December	**1,278**	**3,932**	**970**	**3,080**
Foreign Exchange Translation reserve				
Balance 1 January	(508)	(115)	(508)	(115)
Currency translation differences arising during the year	(94)	(394)	(94)	(394)
Balance 31 December	**(602)**	**(508)**	**(602)**	**(508)**
(b) Retained Surplus				
Retained surplus	442,609	403,921	435,716	397,593
Total retained surplus	**442,609**	**403,921**	**435,716**	**397,593**
Movements				
Retained surplus at 1 January	403,921	389,071	397,593	381,235
Operating results for the year	38,688	15,986	38,123	16,358
Transactions with Owners in their capacity as Owners	-	(1,136)	-	-
Retained surplus at 31 December	442,609	403,921	435,716	397,593

Note 29 Financial risk management

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

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

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

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

(a) Market risk

(i) Foreign exchange risk

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

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

(ii) Price risk

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

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

The impact of the increase/decrease of the ASX 300 index on the Group's equity is as disclosed at 29(a)(iv).
The analysis is based on the assumption that the ASX 300 index increased / decreased by 10%, with all other variables held in constant, and the Group's equity portfolio moves according to the historical correlation with the index.

(iii) Cash flow and fair value interest rate risk

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

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

At 31 December 2011 if interest rates decreased/ increased by 1% with all other variables held constant, equity would have been $300,000 higher/ $300,000 lower (2010 $300,000 /$300,000) as a result of an increase/decrease in the fair value of the debt security.
In regards to the movement of the investment interest rate of 1%, equity would have been $387,000 higher / $387,000 lower (2010 $487,000 / $487,000) as a result of an increase/decrease in the fair value of the investment security.

Note 29 Financial risk management (continued)

(iv) Summarised sensitivity analysis
The following table summaries the sensitivity of the Group's financial assets and financial liabilities to interest rate risk, and other price risk.

At 31st December 2011		Interest rate risk				Other price risk			
		- 1 %		+ 1 %		- 10 %		+ 10 %	
	Carrying amount	Result	Equity	Result	Equity	Result	Equity	Result	Equity
Financial assets	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000
Cash and cash equivalents	28,717	(287)	(287)	287	287	-	-	-	-
Accounts Receivable	379	(4)	(4)	4	4	-	-	-	-
Available for sale investments	70,161	(702)	(702)	702	702	(7,016)	(7,016)	7,016	7,016
Financial liabilities									
Trade payables	19,604	-	-	-	-	-	-	-	-
Borrowings	30,000	(300)	(300)	300	300	-	-	-	-
Total increase / (decrease)		(693)	(693)	693	693	(7,016)	(7,016)	7,016	7,016

At 31st December 2010		Interest rate risk				Other price risk			
		- 1 %		+ 1 %		- 10 %		+ 10 %	
	Carrying amount	Result	Equity	Result	Equity	Result	Equity	Result	Equity
Financial assets	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000
Cash and cash equivalents	32,608	(256)	(256)	256	256	-	-	-	-
Accounts Receivable	10,330	(3)	(3)	3	3	-	-	-	-
Available for sale investments	83,819	(487)	(487)	487	487	(4,139)	(4,139)	4,139	4,139
Financial liabilities									
Trade payables	17,069	-	-	-	-	-	-	-	-
Borrowings	30,000	(300)	(300)	300	300	-	-	-	-
Total increase / (decrease)		(446)	(446)	446	446	(4,139)	(4,139)	4,139	4,139

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

(c) Liquidity risk
Liquidity risk refers to the risk that, as a result of operational liquidity requirements, the Group:
- will not have sufficient funds to settle a transaction on the due date;
- will be forced to sell financial assets at a value which is less than their worth;
- may be unable to settle or recover a financial asset at all.

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

(d) Fair value estimation
The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

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

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

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

Facility	Investment Sectors	Investment Horizon	2011 $'000	2010 $'000
Medium term growth facility	Cash, money market instruments, Australian and international bonds, listed property, Australian and international shares.	3 years to 7 years	3,839	3,741
Long-term growth facility	Cash, money market instruments, Australian and international bonds (international property, Australian and international shares.	7 years and over	6,209	6,464

Note 29 Financial risk management (continued)

Australian Shares (Active) Fund	Australian Shares	7 years and over	21,837	24,468
Australian Shares (Indexed) Fund	Australian Shares	7 years and over	3,936	4,403
			35,821	**39,076**

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

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

Investment in the Hour-Glass facilities limits the Group's exposure to risk, as it allows diversification across a pool of funds with different investment horizons and a mix of investments.
NSW Tcorp provides sensitivity analysis information for each o the investment facilities, using historically based volatility information collected over a ten year period, quoted at two standard deviations (i.e. 95% probability). The Tcorp Hour-Glass Investment facilities are designated as available-for-sale financial assets and therefore any changes in unit price impacts directly on equity. (rather than profit).

(e) Fair value recognised in the statement of financial position
The group uses the following hierarchy for disclosing the fair value of financial instruments by valuation technique:
Level 1 - Derived from quoted prices in active markets for identical assets / liabilities
Level 2 - Derived from inputs other than quoted prices that are observable directly or indirectly.
Level 3 - Derived from valuation techniques that include inputs for the asset / liability not based on observable market data (unobservable inputs)

	Parent Entity			2011	Parent Entity			2010
Financial assets at fair value	**Level 1 $'000**	**Level 2 $'000**	**Level 3 $'000**	**Total $'000**	**Level 1 $'000**	**Level 2 $'000**	**Level 3 $'000**	**Total $'000**
Available-for-sale	3,743	6,727	18,170	28,640	3,125	6,666	28,690	38,481
Tcorp Hour-Glass Facilities	-	35,821	-	35,821	-	39,076	-	39,076
Shares	-	-	-	-	-	-	-	-
Managed Funds	-	-	-	-	-	-	-	-
	3,743	42,548	18,170	64,461	3,125	45,742	28,690	77,557

	Consolidated			2011	Consolidated			2010
Financial assets at fair value	**Level 1 $'000**	**Level 2 $'000**	**Level 3 $'000**	**Total $'000**	**Level 1 $'000**	**Level 2 $'000**	**Level 3 $'000**	**Total $'000**
Available-for-sale	3,743	6,727	18,170	28,640	3,125	6,666	28,690	38,481
Tcorp Hour-Glass Facilities	-	35,821	-	- 35,821	-	39,076	-	39,076
Shares	5,360	-	-	5,360	5,547	-	-	5,547
Managed Funds	340	-	-	340	714	-	-	714
	9,443	42,548	18,170	70,161	9,386	45,742	28,690	83,818

The table above only includes financial assets, no financial liabilities were measured at fair value in the statements of financial position.
There were no transfers between level 1 and 2 during the period ended 31 December 2011.

(f) Reconciliation of level 3 fair value measurements

	2011		2010	
	Consolidated $'000	**Parent $'000**	**Consolidated $'000**	**Parent $'000**
Opening balance 1 January 2011	28,690	28,690	43,539	43,539
Total gains or losses in other comprehensive income	717	717	2,482	2,482
Sales	(11,237)	(11,237)	(17,331)	(17,331)
Closing balance 31 December 2011	18,170	18,170	28,690	28,690

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

(g) Maturity of Financial Assets and Liabilities

At 31st December 2011	**Average Interest Rate %**	**Variable Interest Rate $'000**	**Less than 1 Year $'000**	**1 to 5 Years $'000**	**5+ years $'000**	**Non Interest $'000**	**Total $'000**
Financial assets							
Cash and cash equivalents	5.35%	28,559				158	28,717
Receivables		-				28,339	28,339
Available for sale financial assets		-	10,362	9,870	44,229	5,699	70,160
Total financial assets		28,559	10,362	9,870	44,229	34,196	127,216
Financial liabilities							
Payables		-	19,604				19,604
Borrowings	7.65%	-		30,000			30,000
Total financial liabilities		-	19,604	30,000	-	-	49,604

Note 29 Financial risk management (continued)

At 31st December 2010	Average Interest Rate %	Variable Interest Rate $'000	Less than 1 Year $'000	1 to 5 Years $'000	5+ years $'000	Non Interest $'000	Total $'000
Financial assets							
Cash and cash equivalents	5.35%	32,456				152	32,608
Receivables						10,330	10,330
Available for sale financial assets			13,485	19,043	45,029	6,261	83,818
Total financial assets		32,456	13,485	19,043	45,029	16,743	126,756
Financial liabilities							
Payables			17,069				17,069
Borrowings	7.65%			30,000			30,000
Total financial liabilities		-	17,069	30,000	-	-	47,069

Note 30 Key management personnel disclosures

(a) Names of responsible persons and executive offices

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

Lawrence Willett, Kathryn Pitkin, Ian Goulter, Ben Bradley, David Tien, Tony Catanzariti, Richard Hattersley, Gerard Martin, Patricia Murphy, Christopher Hancock, Angelos Frangopoulos, Neville Page, Peter Hayes, Patricia Logan, Rowan O'Hagan, Jason Stuart, Carmen Frost and David Bates.

(b) Names of other key management personnel

Ian Goulter, Ross Chambers, Shirley Oakley, Sue Thomas, Paul Dowler, Michael Knight, James Hackett and Lyn Gorman

(c) Remuneration of Council members	**Consolidated**		**Parent**	
	2011	**2010**	**2011**	**2010**
	$'000	$'000	$'000	$'000
Aggregate remuneration of Council members	982	974	982	974
Remuneration of Council Members	Number		Number	
$0 to $14,999	13	3	13	3
$45,000 to $59,000		4		4
$75,000 to $89,999				
$90,000 to $104,999	2	1	2	1
$105,000 to $119,999	1		1	
$135,000 to $149,999				
$150,000 to $164,999	1		1	
$165,000 to $179,999		1		1
$300,000 and above	1	1	1	1

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

(d) Remuneration of Key Management Personnel	**Consolidated**		**Parent**	
	2011	**2010**	**2011**	**2010**
	$'000	$'000	$'000	$'000
Aggregate remuneration of key management personnel	1777	1762	1777	1762
Remuneration of Key Management Personnel	Number		Number	
$30,000 to $44,999	1		1	
$105,000 to $119,999	1		1	
$150,000 to $164,999	1		1	
$165,000 to $179,999	1		1	
$195,000 to $209,999		1		1
$210,000 to $224,999	1		1	
$240,000 to $254,999		1		1
$255,000 to $269,999	1	2	1	2
$285,000 to $299,999		1		1
$300,000 and above	2	1	2	1

Note 31 Remuneration of auditors

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

Assurance Services	**Consolidated**		**Parent Entity**	
	2011	2010	**2011**	2010
1. Audit Services	$'000	$'000	$'000	$'000
Fees paid to NSW Audit Office:				
Audit and review of financial reports and other audit work	314	264	301	230
Total remuneration for all audit services	314	264	301	230
2. Fees paid to other audit firms				
Fees paid to other Audit Firms:	22	40	22	40
Total remuneration for other assurance services	22	40	22	40
Total remuneration of auditors	336	304	323	270

Note 32 Contingencies

(a) Contingent Assets
There are no known contingent assets at balance date. (2010: Nil)

(b) Contingent Liabilities
There are no known contingent liabilities at balance date. (2010: Nil)

Note 33 Commitments

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
(a) Capital Commitments				
Capital expenditure contracted for all the reporting date but not recognised as liabilities is as follows:				
Capital commitments				
Commitments for the acquisition of plant and equipment and building works contracted for at the reporting date but not recognised as liabilities, payable:				
Within one year	33,307	61,670	33,307	61,670
Total capital commitments (including GST)	**33,307**	**61,670**	**33,307**	**61,670**
(b) Lease Commitments*				
Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities, payable:				
Within one year	1,300	925	1,300	925
Later than one year but not later than 5 years	2,935	1,758	2,935	1,758
Later than five years	-	-	-	-
Total lease commitments (including GST)	**4,235**	**2,683**	**4,235**	**2,683**
Representing:				
Non-cancellable operating leases	4,235	2,683	4,235	2,683
	4,235	**2,683**	**4,235**	**2,683**
(c) Other expenditure commitments				
Commitments for goods and services contracted for at the reporting date but not recognised as liabilities, payable:				
Within one year	3,436	24,196	3,436	24,196
Total other expenditure commitments (including GST)	**3,436**	**24,196**	**3,436**	**24,196**

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

Note 34 Defined Benefit Plans

The University contributes to the following superannuation schemes:
- State Superannuation Scheme (SSS)
- State Authorities Superannuation Scheme (SASS)
- State Authorities Non-Contributory Superannuation Scheme (SANCS)
- UniSuper

The University incurs an obligation for deferred contributions which become payable on and after retirement of staff. The deferred liability at 31 December 2011 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 Statement of Financial Position under Provisions with a corresponding asset recognised under Receivables. The recognition of both the assets and liability consequently does not affect the year end net position of the University and its controlled entity. The difference between the provision in Note 26 and the Receivable in Note 18 was previously funded by the State Government under an arrangement relating to nurse education, and also the unfunded component of SANCS. Information relating to the SSS, SASS and SANCS funds based on the latest actuarial assessment and financial statements of the Funds for the year ended 31 December 2011 is set out below.

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

The University expects to make a contribution of $2,326,280 (2010 $2,578,594) to the defined benefit plan during the next financial year.
The analysis of the plan assets and the expected rate of return at the balance sheet date is as follows:

	2011	2010
	%	%
Australian Equities	32.1%	33.1%
Overseas Equities	29.0%	26.8%
Australian Fixed Interest Securities	5.6%	5.8%
Overseas Fixed Interest Securities	2.6%	4.1%
Property 9.5%	9.5%	9.2%
Cash	6.6%	7.8%
Other	14.6%	13.2%
	100.0%	100.0%

Note 34 Defined Benefit Plans (continued)

The expected return on assets assumption is determined by weighting the expected long term return for each asset class by the target allocation of assets to each class. The returns used for each class are net of investments tax and investment fees.

The history of experience adjustments is as follows:

	2011	2010	2009	2008	2007
Present value of defined benefit obligation	358,849,064	290,961,250	282,293,141	321,889,311	249,263,404
Fair Value of Fund assets	(101,224,209)	(115,736,880)	(125,845,914)	(131,862,716)	(178,418,678)
Surplus / (Deficit) in Fund	257,624,855	175,224,371	156,447,136	190,026,504	70,841,940
Experience adjustment on plan liabilities	65,237,318	7,648,993	(38,964,548)	73,675,440	(15,645,965)
Experience adjustment on plan assets	11,147,456	5,393,621	2,248,856	44,161,929	(3,883,391)

Reconciliation of the present value of defined benefit obligation	**SSS $'000**	**SASS $'000**	**SANCS $'000**	**Total $'000**
2011				
Present value of defined benefit obligations at beginning of the year	250,862	32,925	7,175	290,962
Current service costs	455	1,183	312	1,950
Interest cost	13,639	1,767	374	15,780
Contributions by fund participants	832	550	-	1,382
Actuarial (gains)/losses	62,524	2,038	675	65,237
Benefits Paid	(11,445)	(3,798)	(1,219)	(16,462)
Present value of defined benefit obligations at end of the year	316,867	34,665	7,317	358,849
2010				
Present value of defined benefit obligations at beginning of the year	241,048	33,828	7,417	282,293
Current service costs	808	1,291	347	2,446
Interest cost	13,636	1,882	405	15,923
Contributions by fund participants	938	609	-	1,547
Actuarial (gains)/losses	7,562	(96)	183	7,649
Benefits Paid	(13,130)	(4,590)	(1,177)	(18,897)
Present value of defined benefit obligations at end of the year	250,862	32,924	7,175	290,961

Reconciliation of the fair value of fund assets	**SSS $'000**	**SASS $'000**	**SANCS $'000**	**Total $'000**
2011				
Fair value of fund assets at beginning of the year	80,790	30,986	3,961	115,737
Expected return on fund assets	6,357	2,552	400	9,309
Actuarial gains/(losses)	(7,801)	(2,868)	(479)	(11,148)
Employer contributions	722	1,116	567	2,405
Contributions by fund participants	832	550	-	1,382
Benefits Paid	(11,445)	(3,798)	(1,219)	(16,462)
Fair value of fund assets at end of the year	69,455	28,538	3,230	101,223
2010				
Fair value of fund assets at beginning of the year	88,463	32,858	4,525	125,846
Expected return on fund assets	7,056	2,702	461	10,219
Actuarial gains/(losses)	(3,292)	(1,834)	(267)	(5,393)
Employer contributions	756	1,241	419	2,416
Contributions by fund participants	938	609	-	1,547
Benefits Paid	(13,130)	(4,590)	(1,177)	(18,897)
Fair value of fund assets at end of the year	80,791	30,986	3,961	115,738

Reconciliation of the assets and liabilities recognised in the statement of financial position

	SSS $'000	**SASS $'000**	**SANCS $'000**	**Total $'000**
2011				
Present value of funded defined benefit obligations at end of year	316,867	34,665	7,317	358,849
Fair value of fund assets at end of the year	(69,455)	(28,538)	(3,230)	(101,223)
Net Asset recognised in statement of financial position at end of year	247,412	6,127	4,087	257,626
2010				
Present value of funded defined benefit obligations at end of year	250,862	32,924	7,175	290,961
Fair value of fund assets at end of the year	(80,791)	(30,986)	(3,961)	(115,738)
Net Liability /(Asset) recognised in statement of financial position at end of year	170,071	1,938	3,214	175,223

Reimbursement Rights

	SSS $'000	**SASS $'000**	**SANCS $'000**	**Total $'000**
2011				
Opening Value of reimbursement rights	169,348	1,939	-	171,287
Expected return on reimbursement rights	7,015	(718)	-	6,297
Actuarial losses / (gains) recognised in year	70,325	4,906	-	75,231
Closing value of reimbursement rights	246,688	6,127	-	252,815
2010				
Opening Value of reimbursement rights	151,861	971	-	152,832
Expected return on reimbursement rights	6,632	(770)	-	5,862
Actuarial losses / (gains) recognised in year	10,855	1,738	-	12,593
Closing value of reimbursement rights	169,348	1,939	-	171,287

Note 34 Defined Benefit Plans (continued)

Net Liability

	SSS $'000	SASS $'000	SANCS $'000	Total $'000
2011				
Defined Benefit Obligation	316,867	34,665	7,317	358,849
Fair Value of Plan Assets	(69,455)	(28,538)	(3,230)	(101,223)
Net Liability	247,412	6,127	4,087	257,626
Reimbursement Right	246,688	6,127	-	252,815
Total Net Liability / (Assets) in Statement of Financial Position	724	-	4,087	4,811

Total expense recognised in income statement (current and deferred)	SSS $'000	SASS $'000	SANCS $'000	Total $'000
2011				
Current service cost	455	1,183	312	1,950
Interest cost	13,639	1,767	374	15,780
Expected return on fund assets (net expenses)	(6,357)	(2,552)	(400)	(9,309)
Actuarial losses / (gains) recognised in year	70,325	4,906	1,154	76,385
Expense / (Income) recognised	78,062	5,304	1,440	84,806
2010				
Current service cost	808	1,291	347	2,446
Interest cost	13,636	1,882	405	15,923
Expected return on fund assets (net expenses)	(7,056)	(2,702)	(461)	(10,219)
Actuarial losses / (gains) recognised in year	10,855	1,738	450	13,043
Expense / (Income) recognised	18,243	2,209	741	21,193

Actual return on plan assets	SSS $'000	SASS $'000	SANCS $'000	Total $'000
2011				
Actual return on plan assets	(1,569)	(599)	(79)	(2,247)
2010				
Actual return on plan assets	3,729	1,400	194	5,323

Assumptions adopted by Pillar Administration for 2011:

	% p.a.
Discount rate at 31 December	3.70
Expected return on plan assets at 31 December	8.60
Expected salary increases	2.5
Expected rate of CPI increase	2.5

UniSuper

As at 30 June 2011 the assets of the Defined Benefits Division (DBD) in aggregate were estimated to be $906.5 million in deficiency of vested benefits. The vested benefits are benefits which are not conditional upon continued membership (or any other factor other than leaving the service of the participating institution) and include the value of CPI indexed pensions being provided by DBD.

As at 30 June 2011 the assets of the DBD in aggregate were estimated to be $426.7 million in excess of accrued benefits. The accrued benefits are calculated as the present value of expected future benefits payments to members and CPI indexed pensioners which arise from membership of UniSuper up to the reporting date.

The vested benefit and accrued benefit liabilities were determined by the Fund's actuary, Russell Employee Benefits, using the actuarial demographic assumptions outlined in their report dated 9 November 2011 on the actuarial of the DBD as at 31 June 2011.

The financial assumptions used were:	Vested Benefits % p.a.	Accrued Benefits % p.a.
Gross of tax investment return	7.25	8.50
Net of tax investment return	6.75	8.00
Consumer Price Index	2.75	2.75
Inflationary salary increases long term *	3.75	3.75
Inflationary salary increases next three years *	5.00	5.00

**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 of the UniSuper assets are considered by the Trustee to be insufficient to provide benefits payable under the Deed. At least four years notice that such a request may be made was required. If such a request was agreed to by all employers then members had to also contribute additional contributions. If all employers did not agree to increase contributions the Trustee had to reduce benefits on a fair and equitable basis. The Trustee notified employers during 2010 that such a request may be made in the future but it considered this was unlikely at that time.

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

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

The next actuarial review of the DBD is scheduled for 31 December 2011, with the results expected to be reported in May 2012.

Note 35 Events occurring after reporting date

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

Note 36 Reconciliation of operating result to net cash inflow from operating activities

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Operating result for the period	38,688	15,986	38,123	16,358
Depreciation and amortisation	27,928	26,394	27,928	26,389
Profit on the sale of available-for-sale investments	(1,281)	(476)	(1,447)	(636)
Net (gain) loss on sale of non-current assets	44	303	44	303
Gains transferred from available-for-sale investments revaluation reserve - sales				
Gain in Financial Assets through income statement	(4,915)	(3,395)	(4,915)	(3,379)
Loss on interest rate swap	511	-	511	-
Impairment of financial assets	9,182	151	8,965	124
Change in operating assets and liabilities				
(Increase)/ decrease in accrued interest	(43)	41	(42)	41
(Increase) decrease in other accrued income	(16,052)	(7)	(16,052)	(7)
(Increase) decrease in debtors and provision for doubtful debts	(1,914)	1,726	(2,526)	1,581
(Increase) decrease in prepaid salaries	3	2	3	2
(Increase) decrease in other prepayments	(295)	(1,714)	(295)	(1,714)
(Increase) decrease in inventory	(289)	(376)	(289)	(376)
Increase (decrease) in Student fees received in advance	(1,676)	(331)	(1,676)	(331)
Increase (decrease) in other income received in advance	152	246	152	246
Increase (decrease) in accrued salaries	782	746	-	746
Increase in accrued expenses	1,753	5,000	3,129	5,027
Increase (decrease) in provision for leave and employee entitlements	5,681	1,911	5,672	1,893
Net cash provided by operating activities	58,259	46,207	57,285	46,267

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

	Consolidated		Parent Entity	
	2011	2010	**2011**	2010
	$'000	$'000	$'000	$'000
Current assets				
Receivables	2,497	3,189	2,497	3,189
Investments	5	-	5	-
Total Current assets	2,502	3,189	2,502	3,189
Total assets	2,502	3,189	2,502	3,189
Current liabilities				
Provisions	306	344	306	344
Trade and other payables	79	148	79	148
Total Current liabilities	385	492	385	492
Non-Current liabilities				
Provisions	240	304	240	304
Total Non-Current liabilities	240	304	240	304
Total Liabilities	625	796	625	796

Note 38 Acquittal of Australian Government financial assistance

38.1 DEEWR - CGS and Other DEEWR Grants

	Commonwealth Grants Scheme #1		Indigenous Support Program		Partnership & Participation Program #2		Disability Support Program	
	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)	138,475	135,044	1,492	1,354	4,458	2,416	79	141
Net accrual adjustments								
Revenue for the period	138,475	135,044	1,492	1,354	4,458	2,416	79	141
Surplus / (deficit) from previous year								
Total Revenue including accrued revenue	138,475	135,044	1,492	1,354	4,458	2,416	79	141
Less Expenses including accrued expenses	138,475	135,044	1,492	1,354	4,458	2,416	79	141
Surplus / (Deficit) for reporting period	-	-	-	-	-	-	-	-

#1 Includes the basic CGS grants amount, CGS -Regional Loading and CGS-Enabling Loading, Maths and Science Transition Loading and Full Fee Places Transition loading
#2 Equity Support Program

38.1 DEEWR - CGS and Other DEEWR Grants (continued)

	Diversity & Structural Adjustment Fund #3		Capital Development Pool		Transitional Cost Program		Total	
	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)	438	-	1,037	613	417	313	146,396	139,881
Net accrual adjustments							-	-
Revenue for the period	438	-	1,037	613	417	313	146,396	139,881
Surplus / (deficit) from previous year							-	-
Total Revenue including accrued revenue	438	-	1,037	613	417	313	146,396	139,881
Less Expenses including accrued expenses	438	-	1,037	613	417	313	146,396	139,881
Surplus / (Deficit) for reporting period	-	-	-	-	-	-	-	-

#3 Includes Collaboration and Structural Adjustment Program

38.2 Higher Education Loan Programmes

	HECS - HELP (Aust Govt Payments Only)		FEE - HELP #4		Total	
	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)	76,285	63,378	21,366	16,752	97,651	80,130
Net accrual adjustments					-	-
Prior year over-enrolments						
Revenue for the period	76,285	63,378	21,366	16,752	97,651	80,130
Surplus / (deficit) from previous year					-	-
Total Revenue including accrued revenue	76,285	63,378	21,366	16,752	97,651	80,130
Less Expenses including accrued expenses	76,285	63,378	21,366	16,752	97,651	80,130
Surplus / (Deficit) for reporting period	-	-	-	-	-	-

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

38.3 Scholarships

	Australian Postgraduate Awards		International Postgraduate Research		Commonwealth Education Cost Scholarships #5		Commonwealth Accommodation Scholarships #5		Indigenous Access Scholarships	
	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)	1,292	1,058	123	112	1,356	400	78	9	143	89
Net accrual adjustments										
Revenue for the period	1,292	1,058	123	112	1,356	400	78	9	143	89
Surplus / (deficit) from previous year	399	31	(3)	(2)	-	-	-	-	21	21
Total Revenue including accrued revenue	1,691	1,089	120	110	1,356	400	78	9	164	110
Less Expenses including accrued expenses	1,029	690	148	113	1,356	400	78	9	164	89
Surplus / (Deficit) for reporting period	662	399	(28)	(3)	-	-	-	-	-	21

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

38.3 Scholarships (continued)

	Indigenous Staff Scholarships		Total	
	2011 $'000	2010 $'000	2011 $'000	2010 $'000
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)	36	-	3,028	1,668
Net accrual adjustments			-	-
Revenue for the period	36	-	3,028	1,668
Surplus / (deficit) from previous year	-	-	417	50
Total Revenue including accrued revenue	36	-	3,445	1,718
Less Expenses including accrued expenses	36	-	2,811	1,301
Surplus / (Deficit) for reporting period	-	-	634	417

38.4 DIISRTE Research

	Joint Research Engagement Program #		Research Training Scheme		Research Infrastructure Block Grants		Implementation Assistance Program		Commercialisation Training Scheme	
	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)	1,827	1,893	3,587	3,504	1,235	1,285	-	46	44	40
Net accrual adjustments										
Revenue for the period	1,827	1,893	3,587	3,504	1,235	1,285	-	46	44	40
Surplus / (deficit) from previous year										
Total Revenue including accrued revenue	1,827	1,893	3,587	3,504	1,235	1,285	-	46	44	40
Less Expenses including accrued expenses	1,827	1,893	3,587	3,504	1,235	1,285	-	46	-	40
Surplus / (Deficit) for reporting period	-	-	-	-	-	-	-	-	44	-

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

38.4 DIISR Research (continued)

	Sustainable Research Excellence in Universities		Total	
	2011 $'000	2010 $'000	2011 $'000	2010 $'000
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)	863	782	7,556	7,550
Net accrual adjustments			-	-
Revenue for the period	863	782	7,556	7,550
Surplus / (deficit) from previous year	348		348	-
Total Revenue including accrued revenue	1,211	782	7,904	7,550
Less Expenses including accrued expenses	1,211	434	7,860	7,202
Surplus / (Deficit) for reporting period	-	348	44	348

 # Includes Institutional Grants

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

38.5 Other Capital Funding

	Better Universities Renewal Fund		Education Investment Fund		Total	
	2011 $'000	2010 $'000	2011 $'000	2010 $'000	2011 $'000	2010 $'000
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)		-	15,000	-	15,000	-
Net accrual adjustments			16,000		16,000	-
Revenue for the period	-	-	31,000	-	31,000	-
Surplus / (deficit) from previous year	7,596	10,460	-	-	7,596	10,460
Total Revenue including accrued revenue	7,596	10,460	31,000	-	38,596	10,460
Less Expenses including accrued expenses	7,596	2,864	26,471	-	34,067	2,864
Surplus / (Deficit) for reporting period	-	7,596	4,529	-	4,529	7,596

38.6 Australian Research Council Grants
(a) Discovery

	Projects		Total	
	2011 $'000	2010 $'000	2011 $'000	2010 $'000
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)	637	669	637	669
Net accrual adjustments	-	16	-	16
Revenue for the period	637	685	637	685
Surplus / (deficit) from previous year	288	270	288	270
Total Revenue including accrued revenue	925	955	925	955
Less Expenses including accrued expenses	721	667	721	667
Surplus / (Deficit) for reporting period	204	288	204	288

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

38.6 Australian Research Council Grants (continued)
(b) Linkages

	Projects		Total	
	2011 $'000	**2010 $'000**	**2011 $'000**	**2010 $'000**
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)	346	363	346	363
Net accrual adjustments			-	-
Revenue for the period	346	363	346	363
Surplus / (deficit) from previous year	198	167	198	167
Total Revenue including accrued revenue	544	530	544	530
Less Expenses including accrued expenses	410	332	410	332
Surplus / (Deficit) for reporting period	134	198	134	198

(c) Networks and Centres

	Future Fellowship		Total	
	2011 $'000	**2010 $'000**	**2011 $'000**	**2010 $'000**
Financial assistance received in CASH during reporting period (total cash received from the Australian Government for the Programmes)	354	351	354	351
Net accrual adjustments			-	-
Revenue for the period	354	351	354	351
Surplus / (deficit) from previous year	235	174	235	174
Total Revenue including accrued revenue	589	525	589	525
Less Expenses including accrued expenses	389	290	389	290
Surplus / (Deficit) for reporting period	200	235	200	235

38.7 OS - HELP

	OS - HELP		Total	
	2011 $'000	**2010 $'000**	**2011 $'000**	**2010 $'000**
CASH recovered during the reporting period	152	249	152	249
CASH spent during the reporting period	-	-	-	-
Net Cash Recieved	152	249	152	249
Cash Surplus / (deficit from the previos period	402	153	402	153
Cash Surplus / (deficit for reporting period	554	402	554	402

END OF AUDITED FINANCIAL STATEMTENTS

Charles Sturt University Foundation Trust

ABN 31 158 135 157

Together with the trustee's report and independent Auditor's Report for the year ended 31 December 2011

Annual Financial Statements

For Year Ended 31 December 2011

INDEPENDENT AUDITOR'S REPORT

Charles Sturt University Foundation Trust

To Members of the New South Wales Parliament

Report on the Financial Statements

I have audited the accompanying financial statements of the Charles Sturt University Foundation Trust (the Trust), which comprise the statement of financial position as at 31 December 2011, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Trustees' statement.

Basis for Qualified Opinion

Donations are a significant source of fundraising revenue for the Trust. The Trust has determined that it is impracticable to establish control over the collection of donations prior to their entry into its financial records. Accordingly, as the evidence available to me regarding fundraising revenue from this source was limited, my audit procedures with respect to donations were restricted to the amounts recorded in the financial records. I am therefore unable to express an opinion on whether donations to the Trust as recorded are complete.

Qualified Opinion

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

- give a true and fair view of the financial position of the Trust as at 31 December 2011, its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2010
- are in accordance with the *Charitable Fundraising Act 1991* (CF Act) and the Charitable Fundraising Regulation 2008 (CF Regulation), including showing a true and fair view of the Trust's financial result of fundraising appeals for the year ended 31 December 2011.

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

The Trustees' Responsibility for the Financial Statements

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

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the Trust's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Trustees, as well as evaluating the overall presentation of the financial statements.

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

My qualified opinion does *not* provide assurance:

- about the future viability of the Trust
- that it has carried out its activities effectively, efficiently and economically
- about the effectiveness of its internal control
- that the Trust has complied with requirements and conditions of the CF Act, and CF Regulation that do not relate to the preparation of the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements.

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

In addition, I have audited the Trust's operations in order to express an opinion on the matters specified at sections 24(2)(b), 24(2)(c) and 24(2)(d) of the CF Act for the year ended 31 December 2011.

Basis for Qualified Opinion

Donations are a significant source of fundraising revenue for the Trust. The Trust has determined that it is impracticable to establish control over the collection of donations prior to their entry into its financial records. Accordingly, as the evidence available to me regarding fundraising revenue from this source was limited, my audit procedures with respect to donations were restricted to the amounts recorded in the financial records. I am therefore unable to express an opinion on whether donations to the Trust as recorded are complete.

Qualified Opinion

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

- the Trust has properly kept the ledgers and associated records during the year ended 31 December 2011 in accordance with the CF Act and CF Regulation (section 24(2)(b) of the CF Act)
- the Trust has, in all material respects, properly accounted for and applied money received as a result of fundraising appeals conducted during the year ended 31December 2011 in accordance with the CF Act and the CF Regulation (section 24(2)(c) of the CF Act)
- there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they fall due over the 12 month period from the date of this independent auditor's report (section 24(2)(d) of the CF Act).

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

The Trustee's Responsibility under the CF Act

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

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

Auditor's Responsibility

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

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

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

Inherent Limitations

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

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

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

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

Independence

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

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

Peter Achterstraat
Auditor-General

26 April 2012
SYDNEY

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Trustee's Report

for the year ended 31 December 2011

Trustee
The Trust was established by deed dated 17th March 1994. Under that deed the Charles Sturt Foundation Limited was appointed as Trustee until 2010 when Charles Sturt University became Trustee.

Review Of Operations
The surplus for the Trust for the year was $563,978 (2010 $85,233).

Significant Changes In The State Of Affairs
There were no significant changes in the state of affairs of the Trust.

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

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

Significant Post Balance Date Events

The Trustee is not aware of any matter or circumstance other than that reported in Note 19 that has arisen since the end of the financial year and that has significantly affected or may significantly affect:

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

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

Name	Andrew Vann	Name	Lawrie Willett, AO
Signed	Andrew Vann	Signed	
Date	23 April 2012	Date	23 April 2012

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Statement by Trustee

for the year ended 31 December 2011

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

1. The financial statements and notes present a true and fair view of the financial position of the Trust at 31 December 2011 and the results of its operations for the year then ended;

2. The financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983* and Public Finance and Audit Regulation 2010;

3. The financial statements and notes have been prepared in accordance with Australian Accounting Standards and Interpretations;

4. We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate; and

5. There are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

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

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

Name	Andrew Vann	Name	Lawrie Willett, AO
Signed	Andrew Vann	Signed	
Date	23 April 2012	Date	23 April 2012

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Declaration by Vice Chancellor and President of the Trustee in respect of Fundraising Appeals

I, Andrew Vann, being Vice Chancellor and President of the Charles Sturt University as Trustee of:

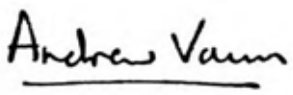
the Charles Sturt University Foundation Trust, declare that in my opinion:

(a) the accounts give a true and fair view of all income and expenditure of the Trust with respect to fund raising appeals;

(b) the statement of financial position gives a true and fair view of the state of affairs of the Trust with respect to fund raising appeals;

(c) the provisions of the *Charitable Fundraising Act 1991* and the Regulations under that Act and the conditions attached to the authority have been complied with; and

(d) the internal controls exercised by the Trust are appropriate and effective in accounting for all income received and applied by the Trust from any of its fundraising appeals.



Andrew Vann
Vice-Chancellor and President of the Trustee
Charles Sturt University

Date 23 April 2012

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Statement of Comprehensive Income
for the year ended 31 December 2011

	Note	2011 $	2010 $
Revenue			
Fundraising	2(a)	1,494,089	1,073,846
Investment income	2(b)	433,794	313,534
Other		170,837	76,897
Total revenue		2,098,720	1,464,277
Expenses			
Administrative expenses		109,312	59,134
Contributions	3	1,101,187	1,133,464
Fair value (losses) on financial assets at fair value through profit or loss	7	(27,904)	(16,304)
Impairment of Available-for-sale financial assets	4	216,700	26,383
Gain/(Loss) on disposal of investment	5	11,488	(143,759)
Total expenses		1,410,783	1,058,918
Surplus for the year		655,105	85,233
Other comprehensive income			
Net fair value gains/(losses) on available-for-sale financial		(573,226)	(235,114)
Gain/(loss) in fair value of available-for-sale financial asset transferred to profit or loss		(60,319)	156,908
Other Comprehensive income for the year		(633,545)	(78,206)
Total comprehensive income for the year		21,560	7,027

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

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Statement of Financial Position
as at 31 December 2011

	Note	2011 $	2010 $
Current Assets			
Cash and Cash Equivalents	6	1,519,662	913,979
Receivables		45,407	13,354
Financial Assets at fair value through profit or loss	7	176,394	204,298
Total Current Assets		1,741,463	1,131,631
Non-current Assets			
Available-for-sale financial assets	8	5,524,386	6,057,038
Total Non-Current Assets		5,524,386	6,057,038
Total Assets		7,265,849	7,188,670
Current Liabilities			
Payables	9	63,636	8,016
Total Current Liabilites		63,636	8,016
Total Non-Current Liabilities			
Total Liabilities		63,636	8,016
Net Assets		7,202,213	7,180,654
Equity			
Accumulated Funds		6,984,740	6,329,635
Financial assets revaluation reserve	10	217,473	851,019
Total Equity		7,202,213	7,180,654

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

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

Statement of Changes in Equity
for the year ended 31 December 2011

	Note	Accumulated Funds	Available-for-sale financial assets reserve	Total
		$	$	$
As at 1 January 2010		6,244,402	929,225	7,173,627
Surplus for the year		85,233	-	85,233
Other comprehensive income				
Net fair value gains/(losses) on available-for-sale financial assets		-	(235 114)	(235 114)
Gain/(loss) in fair value of available-for-sale financial asset transferred to profit or loss		-	156,908	156,907
Total Comprehensive income for the period		85,233	(78 206)	7,026
Transactions with Owners as at 31 December 2010		-	-	-
As at 31 December 2010		6,329,635	851,020	7,180,654
As at 1 January 2011		6,329,635	851,020	7,180,655
Surplus for the year		655,105	-	655,105
Other comprehensive income				
Net fair value gains/(losses) on available-for-sale financial assets		-	(573 226)	(573 226)
Gain/(loss) in fair value of available-for-sale financial asset transferred to profit or loss		-	(60 321)	(60 321)
Total Comprehensive income for the period		655,105	(633 547)	21,558
Transactions with Owners as at 31 December 2011		-	-	-
As at 31 December 2011		6,984,740	217,473	7,202,213

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

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Statement of Cash Flows
for the year ended 31 December 2011

	Note	2011 $	2010 $
Cashflows from operating activities			
Fundraising		1,533,519	1,118,407
Interest		55,151	33,082
Dividends and distributions		346,590	274,878
Other		170,837	76,897
Total Receipts		2,106,097	1,503,264
Payments			
Contributions		(1,101,187)	(1,133,464)
Suppliers		(68,151)	(60,690)
Australian Taxation Office		(24,971)	(36,697)
Total Payments		(1,194,309)	(1,230,851)
Net cash flow from Operating Activities	14	911,788	272,413
Cash flows from investing activities			
Disposals of financial assets at fair value through profit or loss		-	103,494
Disposals of available-for-sale financial assets		264,254	496,855
Disposal of Non-current assets held for sale		-	469,740
Purchases of financial assets at fair value through profit or loss		-	(10,213)
Purchases of available-for-sale financial assets		(570,359)	(962,534)
Net cash flow from Investing Activities		(306,105)	97,342
Net increase (decrease) in cash & cash equivalents		605,683	369,755
Cash & Cash Equivalents at the beginning of the year		913,979	544,224
Cash & Cash Equivalents at the end of the year	6	1,519,662	913,979

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

The Charles Sturt University Foundation Trust
ABN 31 158 135 157

Notes to and Forming Part of the Accounts
for the Year Ended 31 December 2011

Note 1. Summary of Significant Accounting Policies

1 (a) Reporting Entity

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

The Charles Sturt University Foundation Ltd was Trustee until 11th May 2010 and thenceforth, the Charles Sturt University acts as Trustee to the Trust. The Trust is for the benefit of the Charles Sturt University. The Trust holds authority to fundraise CFN 17910 under the provision of the Charitable Fundraising Act 1991.

The financial statements have been authorised for release by the Trustee on 20 April 2012.

1 (b) Basis of Preparation

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

(i) Australian Accounting Standards and Interpretations
(ii) *Public Finance and Audit Act 1983, Public Finance and Audit Regulation 2010*

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

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

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

1 (c) New Accounting Standards and Interpretations

The Trust has not early adopted any standard, interpretation or amendment that has been issued but is not yet effective. The adoption of these in future periods is not expected to have a material impact on the financial position or performance of the Trust.

1 (d) Revenue Recognition

(i) The Trust receives a principal part of its income from donations by way of cheques, direct deposits and electronic fund transfer. Amounts donated are recognised as revenue when the Trust gains control, economic benefits are probable and the amounts can be measured reliably.

(ii) Interest revenue is recognised on an accrual basis.

(iii) Dividends and distributions are recognised as revenue when the Trusts' right to receive payment is established. Refunds of imputation credits arising from investment income received, are recognised as revenue when the application for refund is lodged with the Australian Taxation Office.

(iv) Gains and losses on realisation of investments are taken to the statement of comprehensive income when the investment is disposed of. The gain or loss is the difference between the net proceeds of disposal and the carrying value of the investment.

Note 1. Summary of Significant Accounting Policies (Cont)

1 (e) Financial Instruments

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

In accordance with AASB 132 "Financial Instruments: Presentation" and AASB 7 "Financial Instruments: Disclosure" information is disclosed in Note 14 in respect of the risks associated with and financial instruments. All such amounts are carried in the accounts at fair value unless otherwise stated. The specific accounting policy in respect of each class of such financial instrument is stated hereunder:

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

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

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

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

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

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

Note 1. Summary of Significant Accounting Policies (Cont)

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

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

The Trust has determined that the decline in value for certain Available-for-sale investments was considered significant or prolonged. The Trust had incurred an impairment loss of $216,700 ($26,383 in 2010) being the transfer of the accumulated fair value adjustments recognised in equity on the impaired available-for-sale financial assets to the statement of comprehensive income. In making this judgement the Trust assessed the duration and extent to which the fair value is less than cost.

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

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

1 (f) <u>Payables</u>

Payables represent liabilities for goods and services provided to the Trust prior to the end of the financial year and which are unpaid. These amounts are unsecured and are usually paid within 30 days of recognition. Payables are carried at amortised cost and due to their short term nature they are not discounted.

1 (g) <u>Receivables</u>

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

1 (h) <u>Non-current assets held for sale</u>

The Trust has certain non-current assets classified as held for sale where their carrying amount will be recovered principally through a sale transaction not through continuing use. Non-current assets held for sale are recognised at the lower of carrying amount and fair value less reasonable costs to sell. These assets are not depreciated while they are classified as held for sale.

1 (i) <u>Income Tax</u>

The Trust is exempt from income tax, being designated as a registered charity.

	Note	2011 $	2010 $
Note 2 Income			
(a) Fundraising			
Donations		999,199	491,842
Annually funded Scholarships		389,890	405,790
Other programs		105,000	176,214
		1,494,089	1,073,846
(b) Investment income			
Interest		55,151	33,082
Dividends		319,562	235,664
Distributions		59,081	44,788
		433,794	313,534
Note 3 Contributions			
Scholarships - annually funded		542,613	485,381
Scholarships - other		385,254	403,733
Grants		173,320	244,350
		1,101,187	1,133,464
Note 4 Impairment of Available-for-sale financial assets			
Impairment of investments		216,700	26,383
Note 5 Other gains/losses			
(Loss) on sale of financial assets at fair value through profit or loss		-	(246)
(Loss) on sale of available-for-sale investments		(48,832)	(95,857)
(Loss) realised from Available-for-sale financial assets reserve		60,320	(52,396)
Gain on Sale of Asset		-	4,740
		11,488	(143,759)

	Note	2011 $	2010 $
Note 6 Cash and Cash Equivalents			
Cash at bank		1,117,962	663,979
Term Deposit		401,700	250,000
		1,519,662	913,979
Note 7 Financial Assets at fair value through profit or loss			
At fair value:			
Australian listed equity securities		176,394	204,298
Reconciliation			
At beginning of year		204,298	313,881
Purchases		-	10,213
Disposals		-	(103,492)
Fair value Gain/(Loss) on financial assets at fair value through profit or loss		(27,904)	(16,304)
At end of year		176,394	204,298
classified as:			
Current		176,394	204,298
Note 8 Available-for-sale financial assets			
At fair value:			
Australian listed equity securities		5,091,074	5,547,231
Australian listed income and hybrid securities		92,842	92,904
Unlisted managed investments		340,470	416,903
		5,524,386	6,057,038
Reconciliation			
At beginning of the year		6,057,038	5,844,449
Purchases		570,359	962,534
Disposals		(313,086)	(488,445)
Gain/(Loss) in fair value of available-for-sale financial assets transferred to profit or loss		(789,925)	(261,500)
At end of year		5,524,386	6,057,038
classified as:			
Current		-	-
Non-current		5,524,386	6,057,038
		5,524,386	6,057,038
Note 9 Payables			
Creditors and accrued expenses		55,864	6,676
GST Payable		7,772	1,340
Total current payables		63,636	8,016

	Note	2011	2010
Note 10. Reserves		**$**	**$**
Available-for-sale Investment Revaluation Reserve Reconciliation:			
Balance at start of financial year		851,019	929,225
Revaluation (Decrement)		(789,926)	(261,500)
Impairment Available-for-sale financial assets		216,700	26,386
Transfer to Income Statement on disposal		(60,320)	156,908
Balance at end of financial year		217,473	851,019

Note 11. Auditor Remuneration

Fees payable in respect of the audit of the financial statements for the Trust to the Audit Office of NSW for the financial year ended 31 December 2011 was $20,000 ($15,000 in 2011). The auditors did not receive any other benefits.

Note 12. Related Parties

(a) Corporate Trustee

On the 11th May 2010 the corporate entity Charles Sturt Foundation Limited retired as Trustee and Charles Sturt University was appointed as Trustee

Council members who held office at the University during and after the year were:

Mr Lawrence Willett AO	Professor Ian Goulter	Professor Ben Bradley	Ms Kathryn Pitkin
Tony Catanzariti MLC	Mr Richard Hattersley	Mr Gerard Martin MP	Ms Patricia Murphy
Mr Christopher Hancock	Mr Angelos Frangopoulos	Mr Neville Page	Mr Peter Hayes
Dr Patricia Logan	Dr David Tien	Ms Carmen Frost	Dr Rowan O'Hagan
Mr David Bate	Professor Andrew Vann		

Council has delegated responsibility to the Vice Chancellor to act as Trustee of behalf of the University.
Directors of the Charles Sturt Foundation Limited who held office at any time during the financial year were:

HL Gardiner	PM Gissing	IC Goulter	L Willett
RH Hattersley	JB Hector	MA Kennedy	R Marris

(b) Related party – Controlling entity

Charles Sturt University is the Trustee of the Trust

Related Party Transactions

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

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

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

Note 13. Financial Instruments and Risk Management

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

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

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

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

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

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

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

(iii) Summarised sensitivity analysis

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

2011	Carrying Amount	Foreign exchange risk				Price risk				Interest rate risk			
		-1%		+1%		-10%		+10%		-1%		+1%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
Financial Assets													
Financial assets at fair value through profit or loss	176,393	0	0	0	0	(17,639)	(17,639)	17,639	17,639	0	0	0	0
Available for sale investments	5,524,388	(2,143)	(2,143)	2,143	2,143	(552,439)	(552,439)	552,439	552,439	(7,245)	(7,245)	7,245	7,245
Total increase/(decrease)	5,700,781	(2,143)	(2,143)	2,143	2,143	(570,078)	(570,078)	570,078	570,078	(7,245)	(7,245)	7,245	7,245

2010	Carrying Amount	Foreign exchange risk				Price risk				Interest rate risk			
		-1%		+1%		-10%		+10%		-1%		+1%	
		Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity
Financial Assets													
Financial assets at fair value through profit or loss	204,297	0	0	0	0	(20,430)	(20,430)	20,430	20,430	0	0	0	0
Available for sale investments	6,057,041	(2,475)	(2,475)	2,475	2,475	(605,704)	(605,704)	605,704	605,704	(6,236)	(6,236)	6,236	6,236
Total increase/(decrease)	6,261,338	(2,475)	(2,475)	2,475	2,475	(626,134)	(626,134)	626,134	626,134	(6,236)	(6,236)	6,236	6,236

Note 13. Financial Instruments and Risk Management (Cont.)

(iv) Cash flow and fair value interest rate risk

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

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

	Weighted av. interest rate (pa)	**Fixed interest rate**	**Floating interest rate**	**Non-interest bearing**	**Total**
2011		$	$	$	$
Financial assets					
Cash	*4.00%*	-	1,519,662	-	1,519,662
Receivables		-	-	45,407	45,407
Financial assets at fair value through profit or loss	-	-	-	176,394	176,394
Available-for-sale finanacial assets	*5.47%*	-	92,842	5,431,544	5,524,386
		-	1,612,504	5,653,345	7,265,849
Financial liabilities					
Payables		-	-	63,636	63,636

	Weighted av. interest rate (pa)	**Fixed**	**Floating**	**Non-interest**	**Total**
2010		$	$	$	$
Financial assets					
Cash	*3.86%*	250,000	663,979	-	913,979
Receivables		-	-	13,354	13,354
profit or loss	-	-	-	204,298	204,298
Available-for-sale finanacial assets	*4.96%*	-	92,904	5,964,134	6,057,038
		250,000	756,883	6,181,786	7,188,669
Financial liabilities					
Payables		-	-	8,016	8,016

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

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

Note 13. Financial Instruments and Risk Management (Cont.)

(d) Fair value
The Trust uses various methods in estimating the fair value of a financial instrument. The methods comprise;

Level 1 the fair value is calculated using quoted prices in active markets
Level 2 the fair value is estimated using inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices).
Level 3 the fair value is estimated using inputs for the asset or liability that are not based on observable market data.

The fair value of the financial instruments as well as the methods used to estimate the fair value are summarised in the table below.

	Year ended 31 December 2011				Year ended 31 December 2010			
	Quoted market price Level 1	Valuation technique - market obsevable inputs Level 2	Valuation technique - non market observable inputs Level 3	Total	Quoted market price Level 1	Valuation technique - market obsevable inputs Level 2	Valuation technique - non market observable inputs Level 3	Total
Financial assets at fair value through profit or loss	176,394	-	-	176,394	204,298	-	-	204,298
Available-for-sale financial assets				0				0
Listed investments	5,183,916	-	-	5,183,916	5,640,135	-	-	5,640,135
Unlisted managed funds	340,470	-	-	340,470	416,903	-	-	416,903
	5,700,780	0	0	5,700,780	6,261,336	0	0	6,261,336

Quoted market price represents the fair value determined based on quoted prices on active markets as at the reporting date without any deduction for transaction costs. The fair value of the listed equity investments and unlisted managed funds are based on quoted market prices.

Note 14. Reconciliation of Cash flows provided by Operating Activities to Surplus for the Year

	Note	2011 $	2010 $
Surplus for the year		655,105	85,233
(Gain)/Loss on sale of available-for-sale investments		48,832	(13,147)
Gain/(loss) in fair value of available-for-sale financial asset transferred to profit or loss		(60,320)	156,908
Fair value Gain/(Loss) on financial assets at fair value through profit or loss		27,904	16,304
Impairment of assets		216,700	26,383
Fundraising acquisition Land & Buildings		-	-
Decrease/ (increase) in receivables		(32,053)	(5,574)
Increase/ (decrease) in payables		55,620	6,306
Net cash provided by/ (used in) operating activities		911,788	272,413

Note 15. Charitable Fundraising Appeals

Donations and sponsorship are sought for various purposes and for general benefit of the Charles Sturt University and its campuses.

	2011 $	2010 $
Results of Fundraising Appeals		
Donations	999,199	491,842
Sponsorship revenue	494,890	582,004
Gross Proceeds from Fundraising Appeals	1,494,089	1,073,846
Cost of Fundraising Appeals	109,312	59,134
Net Surplus obtained from Fundraising Appeals	1,384,777	1,014,712

Comparisons of certain monetary figures and percentages in accordance with the requirements of the Charitable Fundraising Act, 1991 are set out below with clarifications.

Total cost of services represents the total contribution to the University and complies with the Charitable Fundraising Regulation 2008.

Ratios

(a) Total cost of fundraising/gross proceeds from fundraising	109,312		59,134	
	1,494,089	7%	1,073,846	6%
(b) Net surplus from fundraising / gross proceeds from fundrais	1,384,777		1,014,712	
	1,494,089	93%	1,073,846	94%
(c) Total cost of services / total expenditure	1,101,187		1,133,464	
	1,210,499	91%	1,192,598	95%
(d) Total cost of services / total income received	1,101,187		1,133,464	
	2,098,720	52%	1,464,277	77%

Note 17 Commitments

The Trust is not aware of any outstanding commitments as at 31 December 2011 (2010 $nil).

Note 18 Contingent Assets and Liabilities

The Trust is not aware of any contingent Assets or Liabilities (2010: No contingent Assets or Liabilities).

Note 19 Events after Reporting Date

The Trust has not identified any events after the reporting date that would require adjustment to the amounts recognised or disclosures in the financial statement
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END OF TRUST FINANCIAL STATEMENT

Charles Sturt Campus Services Limited

ABN 37 063 446 864

(a company limited by guarantee)

Annual Financial Statements

For Year Ended 31 December 2011

INDEPENDENT AUDITOR'S REPORT

Charles Sturt Campus Services Limited

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

I have audited the accompanying financial statements of Charles Sturt Campus Services Limited (the Company), which comprise the statement of financial position as at 31 December 2011, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the directors' declaration.

Opinion

In my opinion the financial statements:

- are in accordance with the *Corporations Act 2001*, including:
  - giving a true and fair view of the Company's financial position as at 31 December 2011 and its performance for the year ended on that date
  - complying with Australian Accounting Standards and the Corporations Regulations 2001
- are in accordance with section 41C of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010.

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

Directors' Responsibility for the Financial Statements

The directors of the Company are responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards, the PF&A Act and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

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

My opinion does *not* provide assurance:

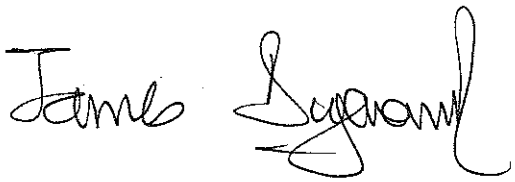
- about the future viability of the Company
- that it has carried out its activities effectively, efficiently and economically
- about the effectiveness of its internal control
- about the security and controls over the electronic publication of the audited financial statements on any website where they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

Independence

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards, *Corporations Act 2001* and other relevant ethical pronouncements. The PF&A Act further promotes independence by:

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

I confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of the Company on 3 April 2012, would be in the same terms if provided to the directors as at the date of this auditor's report.



James Sugumar
Director, Financial Audit Services

5 April 2012
SYDNEY

CHARLES STURT CAMPUS SERVICES LIMITED

(a company limited by guarantee)

Statement by Members of the Board for the Year Ended
31 December 2011

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

1. The accompanying financial statements and notes exhibit a true and fair view of the financial position of Charles Sturt Campus Services Limited as at 31 December, 2011 and the transactions for the year then ended.

2. The financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act, 1983* as amended, and its accompanying regulations.

Further, we are not aware of any circumstances which would render any particulars included in the financial statements and notes to be misleading or materially inaccurate.

Dated this 4th April 2012

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

Signed: _____ Signed: _____

CHARLES STURT CAMPUS SERVICES LIMITED

(a company limited by guarantee)

Directors' Declaration for the Year Ended
31 December 2011

In accordance with a resolution of the Directors of Charles Sturt Campus Services Limited and pursuant to the *Corporations Act 2001*, we state that:

1. The financial statements and notes present a true and fair view of the financial position and performance of the Company at 31 December 2011 and the results of its operations and transactions of the Company for the year then ended;

2. The financial statements and notes have been prepared in accordance with the provisions of the *Corporations Act 2001*;

3. The financial statements and notes have been prepared in accordance with Australian Accounting Standards and Interpretations;

4. There are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

Dated this 4th April 2012

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

Name	Mr Paul Dowler	Name	Mr James Kelly
Signed		Signed	

CHARLES STURT CAMPUS SERVICES LIMITED

(a company limited by guarantee)

Directors' Report for the Year Ended
31 December 2011

The Directors of the Company present their report on the Company for the year ended 31 December 2011.

1. The directors in office during or since the end of the financial year are:

   Directors:

   Mr J F Hackett, FCIS, FCIM, MNIA,
   Executive Director, aged 60, joined the Board in 1995, ceased 18th May 2011
   Dr G A Walker, MCom, DipEd *UNSW*, PhD *Macquarie*
   Head of Campus, aged 64, joined the Board in 2001
   Mr B Cameron, Trainer & Consultant, aged 58, joined the Board in 2007
   Mr J Kelly, Manager, aged 41, joined the Board in 2008
   Ms S Cohalan Manager, Employer Relations, aged 51, joined the Board in 2009
   Mr S Butt, GradDipEng *Monash*, MEngMgt *TechnolSyd*, Executive Director, Aged 50, joined the Board in 2010, appointed 20th April 2010
   Mr P W Dowler, BBus *Mitchell CAE,* CPA, MBA *Charles Sturt,* Executive Director, Aged 47, appointed 18th May 2011
   Mr D P Griffin BBus(Acc) *Charles Sturt*, MBA *Charles Sturt*, Grad Cert University Leadership & Management *Charles Sturt*, Director, Student Life, age 44, appointed 18th May 2011

   The directors have been in office since the start of the financial year unless otherwise indicated.

   Company Secretary:

   Miss C M von Brockhusen, B Bus (Acc), Grad Dip BA, CPA, Accountant, appointed on 20 October 2011.

2. The principal activities of Charles Sturt Campus Services Limited in the course of the financial period were cleaning and courier services to Charles Sturt University. There was no change in the nature of these activities during the financial year.

   The long term and short term objectives of the company are to provide cleaning and courier services to Charles Sturt University in a cost effective manner. In order to achive this objective, the company has implemented controls to monitor its services provided to the University by effective monthly reporting to the board of directors of its financial and operational performances. The financial performances are measured in relation to the approved budget. The operational performances are measured in relation to the timely performances of its services, quality and complaints received from the University. The University has the full control of the Board.

3. The operating result for the year was $nil.

4. Charles Sturt Campus Services Limited did not pay any dividends during the year.

5. No significant change in the state of affairs of the Company has occurred during the financial year.

6. There have not been any significant matters affecting the Company which have arisen subsequent to the end of the financial year and to the date of this report.

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

8. There are no known environmental issues affecting the Company.

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

   Management Liability Policy
   Chubb Insurance Company of Australia Limited
   Policy No: 93306211
   Expiry Date: 1 November 2012

10. During the year ended 31 December 2011 four (4) Directors' meetings were held. The number of meetings at which Directors were in attendance is as follows:

Name of Director	No. of meetings held while in Office	Meetings Attended
Mr J F Hackett, ceased 18th May 2011	1	0
Mr D P Griffin, appointed 18th May 2011	3	3
Mr B Cameron	4	3
Mr S Butt	4	4
Mr P W Dowler, appointed 18th May 2011	3	3
Dr G A Walker	4	3
Mr J Kelly	4	4
Ms S Cohalan	4	2

11. The Company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the company or related corporate:

    (a) Indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings; or
    (b) Paid or agreed to pay a premium in respect of a contract insuring against a liability incurred as an officer for the costs or expenses to defend legal proceedings.

12. No person has applied for leave of the court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the

purpose of taking responsibility on behalf of the Company for all or part of any proceedings.The Company was not a party to any such proceedings during the year.

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

14. Charles Sturt Campus Services Limited, a not for profit entity, incorporated in Australia as a company limited by guarantee on 11 February 1994 (ABN number 37 063 446 864). In accordance with the Constitution, the liability of each member, in the event of the company winding up, is limited to $20.00.

Dated this 4th April 2012

Signed in accordance with a resolution of the Board of Directors.

Name	Paul Dowler	Name	James Kelly
Signed		Signed	

To the Directors
Charles Sturt Campus Services Limited

Auditor's Independence Declaration

As auditor for the audit of the financial statements of Charles Sturt Campus Services Limited (the Company) for the year ended 31 December 2011, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

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

James Sugumar
Director, Financial Audit Services

3 April 2012
SYDNEY

CHARLES STURT CAMPUS SERVICES SERVICES LIMITED
(a company limited by guarantee)

ABN 37 063 446 864

STATEMENT OF COMPREHENSIVE INCOME
for the Year Ended 31 December 2011

	Note	2011 $	2010 $
Revenue	2a	5,416,653	5,369,859
Expense	2b	5,416,653	5,369,859
Profit from continuing operations before income tax		-	-
Income Tax Expense		-	-
Loss from discontinued operations after income tax		-	-
Profit for the period		-	-
Other comprehensive income		-	-
Total comprehensive income for the year, net of tax		-	-

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

CHARLES STURT CAMPUS SERVICES LIMITED
(a company limited by guarantee)
ABN 37 063 446 864
STATEMENT OF FINANCIAL POSITION
As at 31 December 2011

	Note	2011 $	2010 $
CURRENT ASSETS			
Receivables	5e	608,380	593,818
TOTAL CURRENT ASSETS		608,380	593,818
NON CURRENT ASSETS		-	-
TOTAL ASSETS		608,380	593,818
CURRENT LIABILITIES			
Payables	7	63,251	56,656
Provisions	8	305,514	286,497
TOTAL CURRENT LIABILITIES		368,765	343,153
NON CURRENT LIABILITIES			
Provisions	8	239,615	250,665
TOTAL NON CURRENT LIABILITIES		239,615	250,665
TOTAL LIABILITIES		608,380	593,818
NET ASSETS		-	-
EQUITY			
Accumulated Funds		-	-
TOTAL EQUITY		-	-

The above Statement of Financial Position should be read in conjunction with the accompanying notes

CHARLES STURT CAMPUS SERVICES LIMITED
(a company limited by guarantee)
ABN 37 063 446 864

STATEMENT OF CASH FLOWS
For the Year Ended 31 December 2011

	Note	2011 $	2010 $
Cash Flows from Operating Activities			
Receipts from Customers		5,439,245	5,277,417
Payments to Employees		(4,915,594)	(4,957,263)
Payment to Suppliers		(523,651)	(320,154)
Net Cash flows from Operating Activities	9	-	-
Net Cash flows from Investing Activities		-	-
Net Cash Flows from Financing Activities		-	-
Net Increase/(Decrease) in cash and cash equivalents		-	-
Net foreign exchange differences		-	-
Cash and cash equivalents at 1 January 2011		-	-
Cash and cash equivalents at 31 December 2011		-	-

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

CHARLES STURT CAMPUS SERVICES LIMITED
(a company limited by guarantee)
ABN 37 063 446 864

STATEMENT OF CHANGES IN EQUITY
for the Year Ended 31 December 2011

	2011 $	2010 $
Equity at the 1 January 2011	-	-
Total comprehensive income for the year	-	-
Transactions with the owners in their capacity as owners	-	-
Equity at the 31 December 2011	-	-

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

CHARLES STURT CAMPUS SERVICES LIMITED

(a company limited by guarantee)

Notes to the Financial Statements
For the Year Ended 31 December 2011

Note 1 **Summary of significant Accounting Policies**

(a) Reporting Entity

Charles Sturt Campus Services Limited, a not for profit entity, incorporated in Australia as a company limited by guarantee on 11 February 1994 (ABN number 37 063 446 864). In accordance with the Constitution, the liability of each member, in the event of the company winding up, is limited to $20.00.

The registered office for Charles Sturt Campus Services Limited is Phillips Building, Charles Sturt University, Panorama Avenue, Bathurst. The principal activities of Charles Sturt Campus Services Limited in the course of the financial period were cleaning and courier services to Charles Sturt University at the Bathurst Campus, Albury-Wodonga Campus, Orange Campus and Wagga Wagga Campus.

The financial statements have been authorised for issue by the Board of Directors on 4th April 2012.

(b) Basis of Preparation

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

(i) The *Corporatoins Act, 2001;*

(ii) Australian Accounting Standards and Australian Accounting Interpretations;

(iii) The requirement of the *NSW Public Finance and Audit Act 1983*; and

(iii) *The NSW Public Finance and Audit Regulation 2010.*

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

The financial statements have been prepared on the basis of accrual accounting and in accordance with historical cost convention. All amounts are expressed in Australian dollars and rounded to the nearest whole dollar.

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

(c) Going Concern

The financial statements have been prepared on a going concern basis. The ability of the Company to continue its activities is dependent on the continued financial support of Charles Sturt University. The university has undertaken to provide financial support for at least twelve months from the date these financial statements were approved by the Directors.

Note 1 **Summary of significant Accounting Policies (continued)**

(d) Revenue Recognition

Revenue is recognised to the extent it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured, regardless of when the payment is made. Revenue is measured at the fair value of the consideration received or receivable, taking in account contractually defined terms of payment and excluding taxes or duty. The Company assesses its revenue arrangements against specific criteria to determine if it is acting as principal or agent. The Group has concluded that it is acting as a principal in all of its revenue arrangements.

Rendering of Services
Revenue from employment services is recognised by reference to the stage of completion. Stage of completion is measured by reference to labour hours incurred to date as a percentage of total estimated labour hours for each contract. When the contract outcome cannot be measured reliably, revenue is recognised only to the extent that the expenses incurred are eligible to be recovered.

(e) Employee Benefits and Other Provisions

(i) Salaries and Wages, Annual Leave, Sick Leave and On-Costs

Liabilities for salaries and wages (including non-monetary benefits), annual leave and paid sick leave that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when liabilities are settled.

Long-term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with AASB 119 *Employee benefits*.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

(ii) Long Service Leave and Post Employment Benefits

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

All employees of the company are entitled to benefits on retirement, disability or death from the Company's superannuation plan. The employees of the company are all members of the defined contributions section of the company's plan.

Contributions to the defined contribution fund are recognised as an expense as they become payable. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

Note 1 **Summary of significant Accounting Policies (continued)**

(e) Employee Benefits and Other Provisions (continued)

(iii) Other Provisions

Other provisions exist when there is a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation. The expense relating to any provision is presented in the Statement of Comprehensive Income net of any reimbursement.

(f) Cash and cash equivalents

The Company did not have any cash or cash equivalents.

(g) Income Tax

The Company is exempt from income tax under *Income Tax Assessment Act 1997* s11.5 and accordingly no provision for income tax liability has been included in the Company's financial statements.

(h) Goods and services tax

Revenues, expenses, assets and liabilities are recognised net of the amount of goods and services tax (GST) except;

- when the GST incurred on a purchase of goods and services is not recoverable from the taxation authority. In which case the GST is recognised as part of the acquisition of the asset or as part of the expense item as applicable; and

- Receivablees and payables, which are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the statement of financial position. Cash flows are included in the statement of cash flows on a gross basis and the GST component of cash flows arising from investing and financing activities, which is recoverable from, or payable to, the taxation authority is classified as part of operating cash flows.

(i) Financial Instruments

Financial instruments give rise to a financial asset of either the Company or its counterparty and a financial liability (or equity instrument) of the other party. For the Company's financial assets comprise of receivables and financial liabilities comprising of payables. Information is disclosed in Note 6 in respect of the risks associated with financial instruments.

(j) Equity

Based on an agreement with Charles Sturt University, the Company earns neither any surplus nor deficit from its operations. In addition, its members contributed no equity, as it is a company limited by guarantee. Therefore, there is no equity balance at the balance date.

Note 1 **Summary of significant Accounting Policies (continued)**

(k) Receivables

Receivables represent the amount owing from the University. Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are recognised on an accrual basis. After initial measurement at fair value, they are subsequently measured at amortised cost using effective interest rate (EIR) method, less impairment. The Company will assess whether objective evidence of impairment exists on an ongoing basis.

(l) Payables

Payables represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. These amounts are unsecured and are usually paid on creditor payment terms. After initial measurement at fair value, the are subsequently measured at amortised cost. Due to their short term nature they are not discounted.

(m) Comparative amounts

Where the presentation or reclassification of items in the financial statements is amended, comparable amounts shall be reclassified unless reclassification is impracticable.

(n) New Australian Accounting Standards and Interpretations

The accounting policies adopted are consistent with those of the previous financial year except as follows:

- AASB 124 Related Party Disclosures (amended) effective 1 January 2011. The AASB issued an amendment to AASB 124 that clarifies the definitions of a related party. The new definitions emphasise a symmetrical view of related party relationships and clarifies the circumstances in which persons and key management personnel affect related party relationships of an entity. In addition, the amendment introduces an exemption from the general related party disclosure requirements for transactions with government and entities that are controlled, jointly controlled or significantly influenced by the same government as the reporting entity. The adoption of the amendment did not have any impact on the financial position or performance of the Company.

  The Company has not early adoption of any standard, interpretation or amendment that has been issued but is not yet effective. The adoption of these in future periods is not expected

Note 2a **Revenue**

	2011	2010
	$	$
Fees for Services	5,381,496	5,327,242
Reimbursements	23,367	42,617
Long Service Leave	11,050	0
Other	740	-
Total Revenue	5,416,653	5,369,859

Note 2b **Expenses**

	2011 $	2010 $
Salaries	4,241,675	4,355,627
Annual Leave	19,017	29,256
Long Service Leave	0	13,029
Superannuation	341,146	325,786
Payroll Tax	247,062	240,281
Workers Compensation	85,711	35,570
Buildings Grounds Services	43,962	0
Motor Vehicle Expenses	2,130	2,938
Audit Fees	8,500	6,500
Fees for Services Rendered	14,262	7,166
Stores and Provisions	376,448	331,512
Insurance	1,092	1,055
Communication	14,224	9,919
Maintenence of Equipment	7,100	1,962
Travel	14,324	6,160
Other	0	3,098
Total Expenses	5,416,653	5,369,859

Note 3 **Remuneration of Auditors**

Audit fees payable in respect of the audit of the financial statements to the Audit Office of NSW for the financial year ended 31 December 2011 was $8,500 ($6,500 in 2010). The auditors did not receive any other benefits.

Note 4 **Remuneration of Directors**

No Directors of the Company had during the financial period received income from the Company in connection with the management of the affairs of the Company, whether as Executive Officer or otherwise. Detail of Directors salary from a related entity, as at the date of this report, is:-

			No. of Directors 2011	2010
50,000	to	59,999	-	1
60,000	to	69,999	-	-
70,000	to	79,999		2
80,000	to	89,999	1	-
90,000	to	99,999	1	1
130,000	to	139,999	1	1
170,000	to	179,999	2	1
240,000	to	249,999	-	-
250,000	to	259,999	-	1

Note 5 Related Parties

(a) Names of Directors

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

Name	Appointments and Cessations
Mr J F Hackett	Ceased 18th May 2011
Mr P W Dowler	Appointed 18th May 2011
Mr B Cameron	
Ms S Cohalan	
Mr D P Griffin	Appointed 18th May 2011
Dr G A Walker	
Mr J Kelly	
Mr S Butt	

(b) Remuneration

Information on remuneration of Directors is disclosed in Note 4.

(c) Controlling Entity

Charles Sturt University is the controlling entity of Charles Sturt Campus Services Limited.

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

The University meets the expenses of the Company principally in return for cleaning services provided to the University. The Company does not have a separate bank account. Its transactions are processed through inter entity accounts with the University in a manner similar to a bank account. These are treated as payments and receipts for the purpose of the statement of cash flows.

The following table provides the total amount of transactions that have been entered into with related parties year ended 31 December 2011:

	Sales to related parties	**Purchases from related parties**	**Amounts owed by related parties***	**Amounts owned to related parties***
	$	**$**	**$**	**$**
Charles Sturt University	5,416,653	-	608,380	-

**The amounts are classified as receivables or payables, respectively.*

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

	2011 $	2010 $
Receivables		
Controlling Entity	608,380	593,818
	608,380	593,818

Note 5 **Related Parties (continued)**

(f) Charles Sturt University provided Charles Sturt Campus Services Limited with a range of administrative support services. The value of services has not been recognised in the financial statements:

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

Note 6 **Financial Risk Management Objectivies and Policies**

The Company's principal financial instruments are outlined below. These financial instruments arise directly from the Company's operations or are required to finance the Company's operations. The Company does not enter into or trade financial instruments for speculative purposes.

The Company's main risks arising from financial instruments are outlined below together with the Company's objectives, policies and processes for measuring and managing risk. The Board of Directors has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Compliance with policies is reviewed on a continuous basis.

(a) Categoties of financial Instruments

Financial Assets	Notes	Category	Carrying amount	Carrying amount
			2011	2010
			$	$
Class				
Receivables	5(e)	Loans and receivables (at amortised cost)	608,380	593,818
Financial Liabilities	Notes	Category	Carrying amount	Carrying amount
			2011	2010
			$	$
Class				
Payables	7	Financial liabilities measured at amortised cost	63,251	56,656

Notes

1. Excludes statutory receivables and prepayments (i.e. not within the scope of AASB 7)
2. Excludes statutory payables and unearned revenue (i.e. not within the scope of AASB7)

Note 6 **Financial Risk Management Objectivies and Policies (continued)**

(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 statement of financial position.

The entire concentration of credit risk arises in respect of receivables due from Charles Sturt University.

(c) Liquidity risk

Liquidity risk is the risk that the Company will be able to meet its payment obligations when they fall due. The Company manages risk through its parent entity's cash flows.

(d) Interest Rate Risk

Maturity analysis and interest rate exposure of financial liabilities

	Weighted Average Effective interest rate	Nominal amount	$ Interest rate exposure			Maturity dates		
			Fixed Interest rate	Variable Interest rate	Non interest bearing	<1 year	1-5 yrs	>5 yrs
2011								
Payable:								
Creditors	N/A	63,251	-	-	63,251	-	-	-
2010								
Payable:								
Creditors	N/A	56,656	-	-	56,656	-	-	-

(e) Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Company's exposure to market risks is minimal as it has no borrowings or other price risks. The Company has no exposure to currency risk.

Note 7 **Payables**

	2011 $	2010 $
Accrued salaries, wages and on-costs	53,901	56,656
Other payables	9,350	-
Total Payables	63,251	56,656

Note 8 **Provisions**

	2011 $	2010 $
Current		
Recreation Leave	305,514	286,497
Non Current		
Long Service Leave	239,615	250,665
Total Provisions	545,129	537,162

Note 9 **Reconciliation of Net Result Provided by Operating Activities to Result for the year**

Result for the year	-	-
(Increase)/Decrease in Receivables	(14,562)	(92,442)
Increase/ (Decrease) in Provision for Annual Leave	19,017	29,257
Increase/ (Decrease) in Provision for Long Service Leave	(11,050)	13,029
Increase/ (Decrease) in Payables	6,595	50,156
Net Cash Provided from Operating Activities	-	-

Note 10 **Commitments**

The Company has no commitments at 31 December 2011 (2010: Nil).

Note 11 **Contingencies**

(a) Contingent Assets
There are no known contingent assets at balance date. (2010: Nil)

(b) Contingent Liabilities
There are no known contingent liabilities at balance date. (2010: Nil)

Note 12 **Events after the Reporting Period**

There have not been any significant events in the interval between the end of the financial year and the date of this report that may affect the operations, the result of the company, or require disclosure in the financial statements or their accompanying notes.

END OF AUDITED FINANCIAL STATEMENTS

Charles Sturt Services Limited

ABN 64 085 727 288

(a company limited by guarantee)

Annual Financial Statements

For Year Ended 31 December 2011

INDEPENDENT AUDITOR'S REPORT

Charles Sturt Services Limited

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

I have audited the accompanying financial statements of Charles Sturt Services Limited (the Company), which comprise the statement of financial position as at 31 December 2011, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the directors' declaration.

Opinion

In my opinion the financial statements:

- are in accordance with the *Corporations Act 2001*, including:
  - giving a true and fair view of the Company's financial position as at 31 December 2011 and its performance for the year ended on that date
  - complying with Australian Accounting Standards and the Corporations Regulations 2001
- are in accordance with section 41C of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010

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

Directors' Responsibility for the Financial Statements

The directors of the Company are responsible for the preparation of the financial statements that give true and fair view in accordance with Australian Accounting Standards, the PF&A Act and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

Level 15, 1 Margaret Street, Sydney NSW 2000 | GPO Box 12, Sydney NSW 2001 | t 02 9275 7101 | f 02 9275 7179 | e mail@audit.nsw.gov.au | audit.nsw.gov.au

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

My opinion does *not* provide assurance:

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

Independence

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards, *Corporations Act 2001* and other relevant ethical pronouncements. The PF&A Act further promotes independence by:

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

I confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of Charles Sturt Services limited on 1 March 2012, would be in the same terms if provided to the directors as at the date of this auditor's report.

James Sugumar
Director, Financial Audit Services

8 March 2012
SYDNEY

CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

Statement by Board of Directors for the Year Ended
31 December 2011

Pursuant to Section 41C(1B) and (1C) of the *Public Finance and Audit Act, 1983*, and in accordance with a resolution 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 exhibits a true and fair view of the financial position and financial performance of Charles Sturt Services Limited as at 31 December 2011.

2. The financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act, 1983* as amended, and its accompanying regnlations.

Further, we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.

Dated at Wagga Wagga this 2nd day of March 2012.

Signed in accordance with a resolution of the Board of Directors.

Name: A. K. Lindner
Director (Chair)

Signed

Name: Professor J. Pratley
Director

Signed

CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

Directors' Declaration for the Year Ended
31 December 2011

In accordance with a resolution of the Directors of Charles Sturt Services Limited we state that:

1. the attached general purpose financial statements and notes present a true and fair view of the financial position and performance of the Company at 31 December 2011 and the results of its operations and transactions of the Company for the year then ended;

2. the financial statements and notes have been prepared in accordance with the provisions of the *Corporations Act 2001*;

3. the financial statements and notes have been prepared in accordance with Australian Accounting Standards and Interpretations;

4. we are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate; and

5. there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

Dated at Wagga Wagga this 2nd day of March 2012.

Signed in accordance with a resolution of the Board of Directors.

Name: A.K. Lindner
Director (Chair)

Signed

Name: Professor J Pratley
Director

Signed

CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

Directors' Report for the Year Ended
31 December 2011

The Directors present their report on the Company for the year ended 31 December 2011:

1. The Officers at the date of this report are:

Directors

The directors in office during or since the end of the financial year are:

Mr AK Lindner	BBus Accountancy *RCAE*, BHA *UNSW*, Grad Cert Uni Leadership & Management *CSU*, FCPA Accountant, aged 53, joined the Board in 2011
Prof JE Pratley	PhD, *Uni NSW*, BSc (hons) (Uni NSW) Academic, aged 63, joined the Board in 1999
Mr J N C Hamilton,	BBus Accountancy *CSU,* CPA Accountant, aged 60, joined the Board in 2005
M/s B G Waites	BBus Accountancy/Public Administration, *CSU*, CPA Administrator, aged 35, joined the Board in 2009
Mr RW Seaman	FIPA, ACIS, ACIM, Manager, aged 57, joined the Board in 2011, resigned 23rd December 2011
Mr J F Hackett,	FCIS, FCIM, PNA, Accountant, aged 59, joined the Board in 2003, resigned 18 February 2011
Mr A J Callander,	GdipMan *C.Qld*, GdipHospMan *Sheff-Hall*, BBus *CSU*, AFCIA Manager, aged 50, joined the Board in 1999, resigned 4 January 2011

The directors have been in office since the start of the financial year unless otherwise indicated.

Company Secretary

The following person held the position of the Company Secretary at the end of the financial year.

Miss C von Brockhusen, BBus Accounting / Legal Studies, Grad Dip Business Administration, was appointed on 16th February 2011.

2. The principal activities of Charles Sturt Services Limited in the course of the financial period was to continue providing registered training organisational status for Charles Sturt University and employment services to the enterprise activities of Charles Sturt University predominately at the Wagga Wagga campus.

3. The operating result for the year was $Nil.

4. Charles Sturt Services Limited did not pay any dividends during the year.

5. The employment services provided by the Company ceased on 1 April 2010.

6. There have not been any significant matters affecting the Company which have arisen subsequent to the end of the financial year and to the date of this report.

7. No operating activities are planned for future reporting periods.

8. There are no environmental issues affecting the Company.

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

   Management Liability
   Unimutual Limited (underwrtitten Chubb Insurance Ltd)
   Policy No: 93306211
   Expiry Date: 1st November 2012

10. During the year ended 31 December 2011 three (3) Directors' meetings were held. The number of meetings at which Directors were in attendance is as follows:

Name of Director	No. of Meetings Held while in Office	Meetings Attended
Prof J E Pratley	3	1
Mr J N C Hamilton	3	3
Ms B Waites	3	-
Mr AK Lindner	3	2
Mr RW Seaman	1	1
Mr JF Hackett	3	2

11. The Company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the Company or related corporate:

    (a) indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings; or
    (b) paid or agreed to pay a premium in respect of a contract insuring against a liability incurred as an officer for the costs or expenses to defend legal proceedings.

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

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

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

Dated at Wagga Wagga this 2nd day of March 2012.

Signed in accordance with a resolution of the Board of Directors.

Name: A.K. Lindner
Director (Chair)

Signed

Name: Prof J Pratley
Director

Signed

To the Directors
Charles Sturt Services Limited

Auditor's Independence Declaration

As auditor for the audit of the financial statements of Charles Sturt Services Limited for the year ended 31 December 2011, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

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

James Sugumar
Director, Financial Audit Services
1 March, 2011
SYDNEY

CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

STATEMENT OF COMPREHENSIVE INCOME
for the Year Ended 31 December 2011

	Note	**2011** $	**2010** $
Revenue	2(a)	-	31,807
Expenses	2(b)	-	31,807
Results for the Year		-	-
Other Comprehensive Income for the year		-	-
Total Comprehensive Income for the year		-	-

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

CHARLES STURT SERVICES LIMITED
(a company limited by guarantee)

STATEMENT OF FINANCIAL POSITION
As at 31 December 2011

	Note	2011	2010
ASSETS		$	$
CURRENT ASSETS			
Trade and other receivables	5(e)	-	4,400
TOTAL CURRENT ASSETS		-	4,400
NON CURRENT ASSETS		-	-
TOTAL NON CURRENT ASSETS		-	-
TOTAL ASSETS		-	4,400
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	7	-	4,400
Provisions	8	-	-
TOTAL CURRENT LIABILITIES		-	4,400
NON CURRENT LIABILITIES			
TOTAL NON CURRENT LIABILITIES		-	-
TOTAL LIABILITIES		-	4,400
NET ASSETS		-	-
EQUITY			
Retained Surplus		-	-
TOTAL EQUITY		-	-

The above Statement of Financial Position should be read in conjunction with the accompanying notes

CHARLES STURT SERVICES LIMITED
(a company limited by guarantee)

STATEMENT OF CHANGES IN EQUITY
for the Year Ended 31 December 2011

	2011 $	2010 $
Equity at the beginning of the year	-	-
Total comprehensive income for the year	-	-
Transactions with owners in their capacity as owners	-	-
Total equity at the end of the year	-	-

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

CHARLES STURT SERVICES LIMITED
(a company limited by guarantee)

STATEMENT OF CASH FLOWS
For the Year Ended 31 December 2011

	Note	2011 $	2010 $
Cash Flows from Operating Activities			
Cash Receipts from Operations		-	167,545
Payments to employees		-	(160,690)
Other Payments		-	(6,855)
Net Cash from Operating Activities	9	-	-
Cash from Financing Activities		-	-
Cash from Investing Activities		-	-
Net Increase / (Decrease) in Cash and Cash Equivalents		-	-
Cash and Cash equivalents at the Beginning of the Year		-	-
Cash and Cash Equivalents at the End of the Year		-	-

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

CHARLES STURT SERVICES LIMITED

(a company limited by guarantee)

Notes to and Forming Part of the Financial Statements
For the Financial Year Ended 31 December 2011

Note 1 **Summary of Significant Accounting Policies**

(a) Reporting Entity

Charles Sturt Services Limited, a not for profit entity, incorporated in Australia as a company limited by guarantee on 4 January 1999 (ABN number 64 085 727 288). In accordance with the Constitution, the liability of each member, in the event of the company winding up, is limited to $20.00.

The registered office for Charles Sturt Services Limited is Building 8, Tooma Way, Charles Sturt University, Boorooma Street, Wagga Wagga.

The principal activities of Charles Sturt Services Limited in the course of the financial year were the provision of registered training organisation status for Charles Sturt University predominately at Wagga Wagga.

The financial statements are prepared on a going concern basis as the Board intends to continue the current status.

The financial report has been authorised for issue by the Board of Directors on 2nd March 2012.

(b) Basis of Preparation

The financial statements have been prepared on the basis of accrual accounting and in accordance with historical cost convention. All amounts are expressed in Australian dollars and rounded to the nearest whole dollar.

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

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

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

(i) Australian Accounting Standards and Interpretations;

(ii) The requirement of the *NSW Public Finance and Audit Act 1983*;

(iii) *The NSW Public Finance and Audit Regulation 2010*; and

(iv) *The Corporations Act, 2001*

(c) Going Concern

The Company's employment services ceased on 1 April 2010 and it does not expect to operate its services in the future. The financial statements have been prepared on this basis.
The ability of the Company to continue its activities is dependent on the continued financial support of Charles Sturt University. The University has provided a letter of financial support to the Company until 31 December 2012.

(d) Revenue Recognition

Revenue is measures at fair value of the consideration or contribution received or receivable. Revenue is recognised when the Company obtains control of the good or right to receive, or it is probable that economic benefits will flow to the Company and the amount of revenue can be measured reliably.

(e) Employee Benefits and Other Provisions

(i) Salaries and Wages, Annual Leave, Sick Leave and On-Costs

Liabilities for salaries and wages (including non-monetary benefits), annual leave and paid sick leave that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when liabilities are settled.

Long-term annual leave that is not expected to be taken within twelve months is measured at present value in accordance with AASB 119 *Employee benefits*.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

(ii) Long Service Leave and Superannuation

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

All employees of the company are entitled to benefits on retirement, disability or death from the Company's superannuation plan. The employees of the company are all members of the defined contributions section of the company's plan.

Contributions to the defined contribution fund are recognised as an expense as they become payable. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

(iii) Other Provisions

Other provisions exist when there is a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation. No circumstances exist that may give rise to such a provision.

(f) Cash and cash equivalents

The Company did not have any cash or cash equivalents.

(g) Income Tax

The Company is exempt from income tax under Subdivision 50-B of the Tax Administration Act 1997 and accordingly no provision for income tax liability has been included in the Company's financial statements. The Company has Charitable Institution Status.

(h) Goods and services tax

Revenues, expenses, assets and liabilities are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of an asset or as part of an item of expense. The Company is registered for Goods and Services Tax and is grouped with Charles Sturt University, the controlling entity, for GST purposes.

(i) Financial Instruments

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

In accordance with AASB 132 "Financial Instruments: Presentation" and AASB 7 "Financial Instruments: Disclosure" information is disclosed in Note 6 in respect of the risks associated with financial instruments. All such amounts are carried in the accounts at net fair value unless otherwise stated. The specific accounting policy in respect of each class of such financial instrument is stated hereunder.

Classes of instruments recorded at amortised cost comprise:

- Trade and other receivables
- Trade and other payables

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

(j) Equity

Due to the nature of the Company's operations there is no equity. On the basis of an agreement with Charles Sturt University, the Company does not earn or retain surplus from its operations.

(k) Trade and other Receivables

Receivables represent the amount owing from Charles Sturt University. Receivables are recognised on an accrual basis initially at fair value and subsequently measured at amortised cost using effective interest rate method, less allowance for impairment.

(l) Trade and other payables

Payables represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. These amounts are unsecured and are usually paid on creditor payment terms. Payables are carried at amortised cost and due to their short term nature they are not discounted.

(m) Comparative amounts

Where the presentation or reclassification of items in the financial report is amended, comparable amounts shall be reclassified unless reclassification is impracticable.

(n) New Australian Accounting Standards (AASB), Amendments and Interpretations issued but not yet effective at 31 December 2011

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

- AASB 2009-10 Amendments to Australian Accounting Standards – Classification of Rights Issues [AABB 132] (1 February 2010).

- AASB 2010-3 Amendments to Australian Accounting Standards arising from the Annual Improvements Project
  [AASB 3, AASB 7, AASB 121, AASB 128, AASB 131, AASB 132 & AASB 139]
  Limits the scope of the measurement choices of non-controlling interest to instruments that are present ownership interests and entitle their holders to a proportionate share of the entity's net assets in the event of liquidation. Other components of NCI are measured at fair value.
  Requires an entity (in a business combination) to account for the replacement of the acquiree's sharebased payment transactions (whether obliged or voluntarily), in a consistent manner i.e., allocate between consideration and post combination expenses.
  Clarifies that contingent consideration from a business combination that occurred before the effective date of AASB 3 Revised is not restated.
  Clarifies that the revised accounting for loss of significant influence or joint control (from the issue of IFRS 3 Revised) is only applicable prospectively.

- Interpretation 19 Extinguishing Financial Liabilities with Equity Instruments (1 July 2010);
  This interpretation clarifies that equity instruments issued to a creditor to extinguish a financial liability are "consideration paid" in accordance with paragraph 41 of IAS 39. As a result, the financial liability is derecognised and the equity instruments issued are treated as consideration paid to extinguish that financial liability.
  The interpretation states that equity instruments issued as payment of a debt should be measured at the fair value of the equity instruments issued, if this can be determined reliably. If the fair value of the equity instruments issued is not reliably determinable, the equity instruments should be measured by reference to the fair value of the financial liability extinguished as of the date of extinguishment.

- AASB 124 (Revised) Related Party Disclosures (December 2009) (1 January 2011);

The revised AASB 124 simplifies the definition of a related party, clarifying its intended meaning and eliminating inconsistencies from the definition, including:
(a) The definition now identifies a subsidiary and an associate with the same investor as related parties of each other
(b) Entities significantly influenced by one person and entities significantly influenced by a close member of the family of that person are no longer related parties of each other
(c) The definition now identifies that, whenever a person or entity has both joint control over a second entity and joint control or significant influence over a third party, the second and third entities are related to each other.
A partial exemption is also provided from the disclosure requirements for government-related entities. Entities that are related by virtue of being controlled by the same government can provide reduced related party disclosures.

- AASB 2009-12 Amendments to Accounting Standards [AASBs 5, 8, 108, 110, 112, 119, 133, 137, 139, 1023 & 1031 and Interpretations 2, 4, 16, 1039 & 1052] (1 January 2011);
  Makes numerous editorial changes to a range of Australian Accounting Standards and Interpretations.
  In particular, it amends AASB 8 Operating Segments to require an entity to exercise judgement in assessing whether a government and entities known to be under the control of that government are considered a single customer for the purposes of certain operating segment disclosures. It also makes numerous editorial amendments to a range of Australian Accounting Standards and Interpretations, including amendments to reflect changes made to the text of IFRS by the IASB.

- AASB 2009-14 Amendments to Australian Interpretation – Prepayments of a Minimum Funding Requirement (1 January 2011);
  Arise from the issuance of Prepayments of a Minimum Funding Requirement (Amendments to IFRIC 14). The requirements of IFRIC 14 meant that some entities that were subject to minimum funding requirements could not treat any surplus in a defined benefit pension plan as an economic benefit.
  The amendment requires entities to treat the benefit of such an early payment as a pension asset.
  Subsequently, the remaining surplus in the plan, if any, is subject to the same analysis as if no prepayment had been made.

- AASB 2010-4 Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project [AASB 1, AASB 7, AASB 101, AASB 134 and Interpretation 13] (1 January 2011);
  Emphasises the interaction between quantitative and qualitative AASB 7 disclosures and the nature and extent of risks associated with financial instruments.
  Clarifies that an entity will present an analysis of other comprehensive income for each component of equity, either in the statement of changes in equity or in the notes to the financial statements.
  Provides guidance to illustrate how to apply disclosure principles in AASB 134 for significant events and transactions.
  Clarifies that when the fair value of award credits is measured based on the value of the awards for which they could be redeemed, the amount of discounts or incentives otherwise granted to customers not participating in the award credit scheme, is to be taken into account.

- AASB 2010-5 Amendments to Australian Accounting Standards [AASB 1,3,4,5,101,107,112,118,119,121,132,133,134,137,139,140,1023 & 1038 and Interpretations 112, 115, 127, 132 & 1042] (1 January 2011);
  This Standard makes numerous editorial amendments to a range of Australian Accounting Standards and Interpretations, including amendments to reflect changes made to the text of IFRS by the IASB. These amendments have no major impact on the requirements of the amended pronouncements.

- AASB 1054 Australian Additional Disclosures (1 July 2011);
  This standard is as a consequence of phase 1 of the joint Trans- Tasman Convergence project of the AASB and FRSB.
  This standard, with AASB 2011-1 relocates all Australian specific disclosures from other standards to one place and revises disclosures in the following areas:
  (a) Compliance with Australian Accounting Standards
  (b) The statutory basis or reporting framework for financial statements
  (c) Whether the financial statements are general purpose or special purpose
  (d) Audit fees
  (e) Imputation credits

- AASB 2010-6 Amendments to Australian Accounting Standards – Disclosures on Transfers of Financial Assets [AASB 1 & AASB7] (1 July 2011);
  The amendments increase the disclosure requirements for transactions involving transfers of financial assets. Disclosures require enhancements to the existing disclosures in IFRS 7 where an asset is transferred but is not derecognised and introduce new disclosures for assets that are derecognised but the entity continues to have a continuing exposure to the asset after the sale.

- AASB 2011-5 Amendments to Australian Accounting Standards – Extending Relief from Consolidation, the Equity Method and Proportionate Consolidation [AASB 127, AASB 128 & AASB 131] (1 July 2011);

  This standard makes amendments to:
  - AASB 127 Consolidated and Separate Financial Statements
  - AASB 128 Investments in Associates
  - AASB 131 Interests in Joint Ventures

  To extend the circumstances in which an entity can obtain relief from consolidation, the equity method or proportionate consolidation, and relates primarily to those applying the reduced disclosure regime or not-for-profit entities.

- AASB 2011-3 Amendments to Australian Accounting Standards – Orderly Adoption of Changes to the ABS GFS Manual and Related Amendments [AASB 1049] (1 July 2012);
  This standard makes amendments including clarifying the definition of the ABS GFS Manual, facilitating the orderly adoption of changes to the ABS GFS Manual and related disclosures to AASB 1049.

- AASB 2011-9 Amendments to Australian Accounting Standards –Presentation of Other Comprehensive Income[AASB 101] (1 July 2012);
  This standard requires entities to group items presented in other comprehensive income on the basis of whether they are potentially reclassifiable to profit or loss subsequently (reclassification adjustments).

- AASB 2011-4 Amendments to Australian Accounting Standards to Remove Individual Key Management Personnel Disclosure Requirements [AASB 124] (1 July 2013);
  This standard makes amendments to remove individual key management personnel disclosure requirements from AASB 124.

- AASB 1053 Application of tiers of Australian Accounting Standards (1 July 2013);

  This standard establishes a differential financial reporting framework consisting of two Tiers of reporting requirements for preparing general purpose financial statements:

  (a) Tier 1: Australian Accounting Standards
  (b) Tier 2: Australian Accounting Standards – Reduced Disclosure Requirements

Tier 2 comprises the recognition, measurement and presentation requirements of Tier 1 and substantially reduced disclosures corresponding to those requirements.
The following entities apply Tier 1 requirements in preparing general purpose financial statements:

(a) For-profit entities in the private sector that have public accountability (as defined in this Standard)
(b) The Australian Government and State, Territory and Local Governments

The following entities apply either Tier 2 or Tier 1 requirements in preparing general purpose financial statements:

(a) For-profit private sector entities that do not have public accountability
(b) All not-for-profit private sector entities
(c) Public sector entities other than the Australian Government and State, Territory and Local Governments.

Consequential amendments to other standards to implement the regime were introduced by AASB 2010-2.

- AASB 9 Financial Instruments (1 January 2013);
  AASB 9 includes requirements for the classification and measurement of financial assets. It was further amended by AASB 2010-7 to reflect amendments to the accounting for financial liabilities.

  These requirements improve and simplify the approach for classification and measurement of financial assets compared with the requirements of AASB 139. The main changes are described below.

  (a) Financial assets that are debt instruments will be classified based on (1) the objective of the entity's business model for managing the financial assets; (2) the characteristics of the contractual cash flows.

  (b) (b) Allows an irrevocable election on initial recognition to present gains an losses on investments in equity instruments that are not held for trading in other comprehensive income. Dividends in respect of these investments that are a return on investment can be recognised in profit or loss and there is no impairment or recycling on disposal of the instrument.

  (c) (c) Financial assets can be designated and measured at fairvalue through profit or loss at initial recognition if doing so eliminates or significantly reduces a measurement or recognition inconsistency that would arise from measuring assets or liabilities, or recognising the gains and losses on them, on different bases.

  (d) Where the fair value option is used for financial liabilities the change in fair value is to be accounted for as follows:
  - The change attributable to changes in credit risk are presented in other comprehensive income (OCI)
  - The remaining change is presented in profit or loss

  If this approach creates or enlarges an accounting mismatch in the profit or loss, the effect of the changes in credit risk are also presented in profit or loss.

  Consequential amendments were also made to other standards as a result of AASB 9, introduced by AASB 2009-11

- AASB 10 Consolidated Financial Statements (1 January 2013);

AASB 10 establishes a new control model that applies to all entities. It replaces parts of AASB 127 Consolidated and Separate Financial Statements dealing with the accounting for consolidated financial statements and UIG-112 Consolidation – Special Purpose Entities.
The new control model broadens the situations when an entity is considered to be controlled by another entity and includes new guidance for applying the model to specific situations, including when acting as a manager may give control, the impact of potential voting rights and when holding less than a majority voting rights may give control. This is likely to lead to more entities being consolidated into the group. Consequential amendments were also made to other standards via AASB 2011-7 and amendments to AASB 127.

- AASB 11 Joint Arrangements (1 January 2013);
  AASB 11 replaces AASB 131 Interests in Joint Ventures and UIG- 113 Jointly-controlled Entities – Non-monetary Contributions by Ventures. AASB 11 uses the principle of control in AASB 10 to define joint control, and therefore the determination of whether joint control exists may change. In addition it removes the option to account for jointly controlled entities (JCEs) using proportionate consolidation. Instead, accounting for a joint arrangement is dependent on the nature of the rights and obligations arising from the arrangement. Joint operations that give the venturers a right to the underlying assets and obligations themselves is accounted for by recognising the share of those assets and obligations. Joint ventures that give the venturers a right to the net assets is accounted for using the equity method. This may result in a change in the accounting for the joint arrangements held by the group.

  Consequential amendments were also made to other standards via AASB 2011-7 and amendments to AASB128.

- AASB 12 Disclosure of Interests in Other Entities (1 January 2013);
  AASB 12 includes all disclosures relating to an entity's interests in subsidiaries, joint arrangements, associates and structures entities. New disclosures have been introduced about the judgements made by management to determine whether control exists, and to require summarised information about joint arrangements, associates and structured entities and subsidiaries with non-controlling interests.

- AASB 13 Fair Value Measurement (1 January 2013);
  AASB 13 establishes a single source of guidance under AASB for determining the fair value of assets and liabilities. AASB 13 does not change when an entity is required to use fair value, but rather, provides guidance on how to determine fair value when fair value is required or permitted. Application of this definition may result in different fair values being determined for the relevant assets.
  AASB 13 also expands the disclosure requirements for all assets or liabilities carried at fair value. This includes information about the assumptions made and the qualitative impact of those assumptions on the fair value determined.
  Consequential amendments were also made to other standards via AASB 2011-8.

- AASB 119 Employee benefits (1 January 2013);
  The main change introduced by this standard is to revise the accounting for defined benefit plans. The amendment removes the options for accounting for the liability, and requires that the liabilities arising from such plans is recognized in full with actuarial gains and losses being recognized in other comprehensive income. It also revised the method of calculating the return on plan assets. The definition of short-term benefits has been revised, meaning some annual leave entitlements may become long-term in nature with a revised measurement. Similarly the timing for recognising a provision for termination benefits has been revised, such that provisions can only be recognised when the offer cannot be withdrawn.
  Consequential amendments were also made to other standards via AASB 2011-10.

Note 2Revenue

	2011 $	2010 $
Employment Services to Charles Sturt University	-	27,807
Other contribution	-	4,000
Total Revenue	31,807	31,807

Note 2(b) **Expenses**

	2011 $	2010 $
Salaries	-	10,531
Superannuation	-	685
Payroll Tax	-	1,281
Workers Compensation	-	15,205
Audit Fees	-	4,000
Fees for Services	-	105
Total Expenses	-	31,807

Note 3 **Remuneration of Auditors**

Audit fees payable in respect of the audit of the financial report to The Audit Office of NSW for the financial year ended 31 December 2011 was $3,000 ($4,000 in 2010). The fee for 31 Dec 2011 is met by Charles Sturt University. The auditors did not receive any other benefits.

Note 4 **Remuneration of Directors**

No Directors of the Company had during the financial year received income from the Company in connection with the management of the affairs of the Company, whether as Executive Officer or otherwise. Detail of Directors remuneration from the parent entity CSU, as at the date of the report, is:-

$	No. of Directors
80,000 - 89,999	1
100,000 -109,999	4
200,000 -209,999	1

Note 5 **Related Parties**

(a) Names of Directors

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

Mr JF Hackett
Prof J Pratley
Mr AJ Callander
Mr JNC Hamilton

Ms BG Waites
Mr AK Lindner
Mr RW Seaman

(b) Remuneration

Information on remuneration of Directors is disclosed in Note 4.

(c) Controlling Entity

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

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

The Company's revenue represents reimbursement from the University for employment services. The Company does not have a separate bank account. Transactions are processed through inter entity accounts with the University in a manner similar to a bank account. These are treated as payments and receipts for the purpose of the cash flow statement.
Aggregate amounts transacted from related parties at balance date are as follows:

	2011 $	2010 $
Revenue	-	31,807
Expenses	-	31,807

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

	2011 $	2010 $
Current Receivables		
Controlling Entity	-	4,400
Other Assets	-	-
Controlling Entity		

(f) Charles Sturt University provided Charles Sturt Services Limited with a range of administrative support services. The value of services has not been recognised in the financial report:

- office accommodation and administrative services
- accounting services
- electricity and other utility services
- Audit fee
- Registration costs

Note 6 **Financial Instruments and Risk Management**

The Company's principal financial instruments are outlined below. These financial instruments arise directly from the Company's operations or are required to finance the Company's operations. The Company does not enter into or trade financial instruments for speculative purposes.

The Company's main risks arising from financial instruments are outlined below together with the Company's objectives, policies and processes for measuring and managing risk. The Board of Directors has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Compliance with policies is reviewed on a continual basis.

(a) Categories of financial instruments

Financial Assets	Notes	Category	Carrying amount	Carrying amount
			2011	2010
			$	$
Class				
Trade and other receivables	5e	Loans and receivables (at amortised cost)	Nil	4,400
Financial Liabilities	Notes	Category	Carrying amount	Carrying amount
			2011	2010
			$	$
Class				
Trade and other payables	7	Financial liabilities measured (at amortised cost)	Nil	4,400

Notes:
1. Excludes statutory receivables and prepayments (i.e. not within the scope of AASB 7)
2. Excludes statutory payables and unearned revenue (i.e. not within the scope of AASB7)

(b) Credit Risk

Credit risk is the risk of financial loss arising from another party to a contract or financial position failing to discharge a financial obligation thereunder. The Company's maximum exposure to credit risk is represented by the carrying amounts of the financial assets.

The entire concentration of credit risk arises in respect of receivables due from Charles Sturt University.

(c) Liquidity risk

Liquidity risk is the risk that the Company will be able to meet its payment obligations when they fall due. The Company continuously manages risk through monitoring future cash flows. The Company's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

(d) Interest risk

(Maturity Analysis and interest rate Exposure of financial Liabilities)

	Weighted Average Effective interest rate	Nominal amount	$ Interest rate exposure			Maturity dates		
			Fixed Interest rate	Variable Interest rate	Non interest bearing	<1 year	1-5 yrs	>5 yrs
2011								
Payable:	N/A	-	-	-	-	-		
Creditors								
2010								
Payable:	N/A	4,400	-	-	4,400	4,400		
Creditors								

(e) Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Company's exposure to market risks is minimal as it has no borrowings or other price risks associated investments. The Company has no exposure to foreign currency risk.

(f) Fair Value

The amortised cost of financial instruments recognised in the balance sheet approximates the fair value, because of the short-term nature of many of the financial instruments.

Note 7 **Trade and other payables**

	2011 $	2010 $
Current		
Salaries, wages and on-costs payable	-	-
Audit fee payable	-	4,400
Total trade and other payables	-	4,400

Note 8 **Provisions**

	2011 $	2010 $
Current	-	-
Non Current	-	-
Total Provisions	-	-

Note 9 **Reconciliation of Net Cash Provided by Operating Activities to Result for the year**

	2011 $	2010 $
Result for the year	-	-
(Increase)/Decrease in Receivables	-	135,738
Increase/ (Decrease) in Provision for Long Service Leave (26,999)	-	
Increase/ (Decrease) in Provision for Annual Leave	-	(105,989)
Increase/ (Decrease) in Payables	-	(2,750)
Net Cash provided from Operating Activities	-	-

Note 10 **Commitments**

The Company has not identified any significant commitments at 31 December 2011 (2010: Nil).

Note 11 **Contingencies**

(a) **Contingent Assets**
There are no known contingent assets at balance date (2010: Nil)

(b) **Contingent Liabilities**
There are no known contingent liabilities at balance date (2010: Nil)

Note 12 **Events after Balance Sheet Date**

There are no events after reporting date that requires reporting in the financial statements or the accompanying notes.

END OF AUDITED FINANCIAL STATEMENTS

Charles Sturt Foundation Limited

ABN 23 002 557 459

(a company limited by guarantee and deregistered on 4 January 2012)

Together with the trustee's report and independent Auditor's Report for the year ended 31 December 2011

Annual Financial Statements

For the Period 1 January 2011 to 4 January 2012

INDEPENDENT AUDITOR'S REPORT

Charles Sturt Foundation Limited

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of Charles Sturt Foundation Limited (the Company), which comprises the statement of financial position as at 4 January 2012, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the period 1 January 2011 to 4 January 2012, notes comprising a summary of significant accounting policies and other explanatory information.

Auditor's Opinion

In my opinion, the financial statements:

- give a true and fair view of the financial position of the Company as at 4 January 2012, and of its financial performance and its cash flows for the period then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010.

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

The Board's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

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

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My opinion does *not* provide assurance:

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

Independence

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

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

James Sugumar
Director

29 March 2012
SYDNEY

Charles Sturt Foundation Limited
(a company limited by guarantee & deregistered on 4 January 2012)
ABN 23 002 557 459

Statement under the Public Finance & Audit Act 1983

Pursuant to Section 41C (1B) and (1C) of the *Public Finance and Audit Act 1983*, we, declare that in our opinion that:

1. The attached accompanying financial statements exhibit a true and fair view of the financial position and performance of the Company at 4 January 2012;
2. The financial statements have been prepared in accordance with the provisions of the *Public Finance and Audit Act 198 and Public Finance and Audit Regulation 2010;*
3. The financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations;
4. We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate; and

Name	Paul Dowler	Name	Mark Burdack
Signed		Signed	
Date	26 March 2012	Date	26 March 2012

Charles Sturt Foundation Limited

(a company limited by guarantee & deregistered on 4 January 2012)
ABN 23 002 557 459

Director's Report

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

Review Of Operations
The company had no operations or transactions.

Significant Changes in the State Of Affairs
The Company has remained as a dormant entity and was deregistered on 4 January 2012.

Principal Activities
The Company had no activities for the period to the date of deregistration.

Share Options And Director's Shareholdings
The Company is a company limited by guarantee.

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

Management Liability
Unimutual Limited (underwrtitten Chubb Insurance Ltd)
Policy No: 93306211
Expiry Date: 1st November 2012

Proceedings On Behalf Of Company
The company was not a party to any legal proceedings during the period.

Charles Sturt Foundation Limited

(a company limited by guarantee & deregistered 4 January 2012)
ABN 23 002 557 459

Director's Report

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

Name	Other Information	Date appointed/ceased and other responsibilities	Number of meetings during the Period from 1 January 2011 to 4 January 2012	
			Held whilst a Director	Attended
In Office at the date of the Directors Report				
Directors				
Henry Lee GARDINER	Retired	09/12/1994 Chair, Wagga Wagga Campus Foundation Committee	1	1
Peter Morris GISSING	Retired Pharmacist	01/03/2004 Chair, Pharmacy Foundation Committee	1	1
Ian Charles GOULTER	Vice-Chancellor of Charles Sturt University	04/07/2001 Chairman	1	1
Richard Henry HATTERSLEY	Member of Charles Sturt University Council and Investment Advisor	23/7/07	1	0
Jennifer Beatrice HECTOR	Retired	03/12/2003 Chair, Bathurst Foundation Trust	1	1
Lawrie WILLETT	University Chancellor	Appointed 5/12/10	1	1
Richard MARRIS	Foundation Investment Committee Chair	Appointed 5/12/10	1	1
Company Secretary				
Paul DOWLER	Executive Director, Finance, Charles Sturt University	30-May-07	1	1
No longer in Office				

Charles Sturt Foundation Limited

(a company limited by guarantee & deregistered on 4 January 2012)
ABN 23 002 557 459

Statement of Comprehensive Income
For the period 1 January 2011 to 4 January 2012

	Period 1 Jan 2010 to 4 Jan 2012	Year ended 31/12/2010
Revenue	-	-
Expenses	-	-
Other Comprehensive Income for the period	-	-
Net Surplus for the period/year	-	-

Charles Sturt Foundation Ltd
Statement of Financial Position
As at 4 January 2012

	4/01/2012	31/12/2010
Assets		
Current Assets	-	-
Non Current Assets	-	-
	-	-
Liabilities		
Current Liabilities	-	-
Non Current Liabilities	-	-
	-	-
Net Assets	-	-
Equity		
Retained Surplus	-	-
Total Equity	-	-

Charles Sturt Foundation Ltd
Statement of Change in Equity
For the period 1 January 2011 to 4 January 2012

	Period 1 Jan 2010 to 4 Jan 2012	Year ended 31/12/2010
Total Equity at 1 January 2011	-	-
Operating result for the period	-	-
Total other Comprehensive Income for the period	-	-
Total comprehensive income for the period	-	-
Transaction with Owners	-	-
Total equity at 4 January 2012	-	-

Charles Sturt Foundation Ltd
Statement of Cash Flow
For the period 1 January 2011 to 4 January 2012

	Period 1 Jan 2010 to 4 Jan 2012	Year ended 31/12/2010
Cash Flows from Operating Activities	-	-
Cash Flows from Investing Activities	-	-
Cash Flows from Financing Activities	-	-
Net Increase (decrease) in Cash and Cash Equivalents	-	-
Cash and Cash Equivalents at 1 January 2011	-	-
Cash and Cash Equivalents at 4 January 2012	-	-

Charles Sturt Foundation Limited

(a company limited by guarantee & deregistered 4 January 2012)
ABN 23 002 557 459

Notes to and Forming Part of the Financial Statements

for the Period from 1 January 2011 to 4 January 2012

Note 1 Summary of Significant Accounting Policies

1 (a) Reporting Entity

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

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

The company was deregistered on 4 January 2012.

The Financial Statements have been authorised for issue on 26 March 2012.

1 (b) Basis of Preparation

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

(i) Australian Accounting Standards and Interpretations;
(iii) *Public Finance and Audit Act 1983* and *Regulations 2010*

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

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

1 (c) Going Concern

The Company ceased operations on 11 May 2010 and was deregistered on 4 January 2012. The Financial Statements have been prepared on this basis.

1 (d) New Accounting standards and Interpretations

The Company has not early adopted any new and amended Australian Accounting Standards issued but are not yet operative.

2. Auditors remuneration

	This Period	Last Year
Auditing the company's financial statement	$3,000	$1,000

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

3. Directors Remuneration

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

4. Related parties

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

HL Gardiner	PM Gissing	IC Goulter	L Willett
RH Hattersley	JB Hector	R Marris	

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

Related Party Transactions

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

Notes to and Forming Part of the Financial Statements
for the Period from 1 January 2011 to 4 January 2012

* Audit Fees
* office accommodation facilities
* electricity and other utility services
* subsidised travel

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

5. Commitments

There were no capital or expenditure commitments at 4 January 2012

6. Contingent Liabilities

The Company is not aware of any contingent liabilities that require disclosure in the Financial Statements

7. Events after Reporting Date

The Company was deregistered on 4 January 2012 with the Australian Securities and Exchange Commission.

END OF COMPANY FINANCIAL STATEMENT

CONTACT DETAILS

CHARLES STURT UNIVERSITY IN AUSTRALIA

Head Office

Charles Sturt University
The Grange Chancellery
Panorama Avenue
Bathurst NSW 2795

Telephone (Australia): 1800 334 733
(International): +61 2 6338 6077
Facsimile: +61 2 6338 6001
Web enquiry: www.csu.edu/contacts

Office Hours 9am to 5pm weekdays
(excluding public holidays)

Charles Sturt University in Albury-Wodonga

Ellis Street
THURGOONA NSW 2640

Charles Sturt University in Bathurst

Panorama Avenue
BATHURST NSW 2795

Charles Sturt University in Canberra

15 Blackall Street
BARTON ACT 2600

Charles Sturt University in Dubbo

Tony McGrane Place
DUBBO NSW 2830

Charles Sturt University in Goulburn

NSW Police College
McDermott Drive
GOULBURN NSW 2580

Charles Sturt University in Orange

Leeds Parade
ORANGE NSW 2800

Charles Sturt University in Sydney

Suite 1.01, Quad 3
102 Bennelong Parkway
SYDNEY OLYMPIC PARK NSW 2127

16 Masons Drive
NORTH PARRAMATTA NSW 2151

Charles Sturt University in Wagga Wagga

Boorooma Street
NORTH WAGGA WAGGA NSW 2650

Charles Sturt University Study Centres

MELBOURNE

399 Lonsdale Street
MELBOURNE VIC 3000

SYDNEY

Level 1, 61-65 Oxford Street
SYDNEY NSW 2000

Other Locations

MANLY

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

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8am to 4pm (Friday)
(excluding public holidays)