



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

2019 Annual Report

30 April 2020

The Honourable Geoff Lee

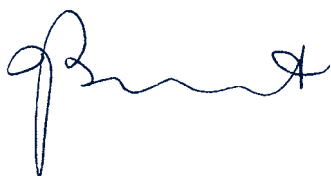
NSW Minister for Skills and Tertiary Education
C/- Higher Education and Tertiary Policy Directorate
Department of Education
Level 11
1 Oxford Street
Darlinghurst NSW 2010

Dear Minister,

The Council of the University of Wollongong has the honour of submitting to you the Annual Report of the proceedings of the University of Wollongong for the period 1 January to 31 December 2019.

The Annual Report has been prepared in accordance with the relevant legislation, particularly the *Annual Reports (Statutory Bodies) Act 1984* (NSW) and the *Public Finance and Audit Act 1983* (NSW).

Yours sincerely,



Ms Jillian Broadbent AC
Chancellor



Professor Paul Wellings CBE
Vice-Chancellor and Principal





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The UOW Purpose

OUR PURPOSE

UOW is a research-intensive university with an outstanding reputation for its learning environments across a broad range of disciplines.

Our commitment to our students is evident in our graduates, who are recognised for their capability, quality and success in the global workplace.

UOW is an international network of campuses and regional learning centres. Together with our partners, we make a strong and connected presence in our communities.

We are a young and vibrant university with undiminished ambitions. We value our research capacity to work on complex interdisciplinary problems. Our spirit of inquiry drives our research and learning environments and our objective of earning a place in the top 1% of the world's universities.

LEGISLATION

The University of Wollongong was established under its own legislation in 1975. The *University of Wollongong Act 1989* (NSW) and the *University of Wollongong By-law 2005* (NSW) are the primary legislative instruments.

To discover more about the legislation with which we work, see uow.edu.au/about/governance/legislation

SNAPSHOT

| | Rounded | Actual |
|---|---------|--------|
| Total Student Enrolments | 36,000 | 35,995 |
| Onshore Student Enrolments | 28,000 | 28,376 |
| Offshore Student Enrolments | 7,600 | 7,619 |
| International Students Enrolled in Australia and Abroad | 16,000 | 16,167 |
| Nationalities at UOW | 150 | 154 |
| Employees (Head Count)* | 2,670 | 2,671 |

*Excludes casual staff

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the lands on which the University of Wollongong is situated. We pay our respects to Aboriginal Elders past and present, who are the knowledge holders and teachers.

We acknowledge their continued spiritual and cultural connection to Country. As we share knowledge, teaching, learning and research within this University we also pay respect to the knowledge embedded forever within the Aboriginal Custodianship of Country.

Vice-Chancellor's Overview

It has been a year of impact at the University of Wollongong (UOW), highlighted by closer partnerships with communities and industry, acclaimed research which is finding solutions to society's most pressing challenges, and transformative student experiences.

As Vice-Chancellor, it is with pleasure that I present our 2019 Annual Report. This publication details our achievements in these areas along with advances in our initiatives that illustrate our ambitions.

The University was recognised in a wide variety of ways throughout the year and our rankings performance continued. We maintained our position in the top 250 in the major international league tables and we were ranked in the QS Top 20 in the Young Universities table.

The excellence of our social and economic impact through research was demonstrated in the Times Higher Education (THE) University Impact Rankings, where the University ranked equal 13th in the world and second in Australia. These rankings demonstrate the difference the University is making to the world we live in through the positive impact we are delivering to communities locally, nationally and globally.

UOW researchers secured significant funding to work with industry and end-users this year, earning considerable success in Australian Research Council (ARC) and National Health and Medical Research Council (NHMRC) funding. This included researchers from Molecular Horizons - UOW's molecular life sciences facility - being awarded \$1.5 million from the federal Medical Research Future Fund (MRFF) to address the growing medical concern regarding antimicrobial resistance.

With more than 270 academic and research collaborations across the world, our international research networks continue to expand. While in India this year, I announced a collaboration which will support India's freight rail corridor expansion and another to bring UOW's expertise in 3D bioprinting techniques to Indian medical device manufacturers.

In June, UOW co-hosted the Times Higher Education Young Universities Summit with the University of Surrey in Guildford, England.

I am proud that we are a successful global university of almost 36,000 students, committed to cultural diversity and the mobility of our students and teaching staff. This year we formally launched our third overseas campus, UOW Malaysia KDU, which affirms UOW as a significant international player among Australian universities.

We are preparing students for their roles in society and the global workplace by delivering exceptional standards of teaching and education and by further widening access and participation. UOW is consistently rated in the top 200 universities in the world by QS Graduate Employability Rankings for the quality of our graduates and we have a proud history of working closely with our communities to increase participation and attainment of underrepresented groups in higher education. Currently, 18.3% of our students are from a low socio-economic status background and 29.4% are from regional and remote areas.

Throughout the year, UOW prepared to offer a transformative new Bachelor of Arts in Western Civilisation in 2020. The development and delivery of this new course has been made possible by the largest philanthropic gift in the humanities in Australia. Generous funding from the Ramsay Centre for Western Civilisation will provide 30 UOW Ramsay Scholars



with five-year scholarships valued at \$30,000 per year to study some of the greatest works of thought and art ever produced. The course will also examine connections between western and non-western traditions of belief and thought.

A number of important building projects made rapid progress this year. The new University of Wollongong in Dubai campus is close to completion and fit-out will take place in the first quarter of 2020. In Hong Kong, there has been good progress on campus construction in Kowloon, where UOW has several floors. In Wollongong, the new Social Sciences and Law, Humanities and the Arts building (Building 29) is expected to be completed in May 2020, while an official opening of Molecular Horizons is also anticipated to be held in 2020. Commercial close with Lendlease on the Health and Wellbeing Precinct at the Innovation Campus was achieved early this year and we are also making excellent progress with the commercial steps associated with creating a new facility in Liverpool to support our expansion in South Western Sydney.

We continue to build on our excellent track record of prudent financial management and investment in areas that support our students and staff to succeed. There was reaffirmation of UOW's financial standing in the latest S&P Global Ratings announcement, which stated our AA rating, highlighting our solid market position, consistently sound operating margins, high level of financial resources, and relatively low annual debt service.

Our broad range of achievements are the result of the unwavering endeavours of our staff and the continued commitment of our partners, donors and supporters including alumni. I express my sincere thanks and appreciation to the hard work and support of the University's staff and the Senior Executive team. I am also grateful to Chancellor Jillian Broadbent AC and the University Council for their ongoing support and advice throughout the year. They have collectively made 2019 a great year for UOW.

The University is in an excellent position to achieve even more when we release our 2020-2025 Strategic Plan in 2020. This is supported by our 2030 and Beyond White Paper which was finalised this year.

We operate in challenging times but the University maintains fearlessness in confronting the challenges of tomorrow.

Professor Paul Wellings CBE
Vice-Chancellor and Principal

UOW Compliance Reporting

University Council Role and Function



2019 University Council Members
(Photograph taken February 2019)

Left to right: Mr David Groves, Ms Nieves Murray, Prof Wilma Vialle, A/Prof Rodney Vickers, Mr Greg West, Mr Robert Ryan (Deputy Chancellor), Prof Paul Wellings CBE, Ms Natasha Nankivell, Ms Jillian Broadbent AC (Chancellor), Prof Nan Seuffert, Ms Cathy Bale, Mr Yuxi Ruan, Dr Elizabeth Magassy (Deputy Chancellor), Mr Paul Ell, Mr Warwick Shanks, Ms Mia Watson, Mr Zlatko Todorovski

Under the *University of Wollongong Act 1989* (NSW) (the “Act”), the Council is the governing authority of the University. The Council acts for and on behalf of the University and controls and manages the University’s affairs and concerns. Section 16 (1B) of the Act states that, in exercising the University’s functions the Council is to:

- (a) monitor the performance of the Vice-Chancellor;
- (b) oversee the University’s performance;
- (c) oversee the academic activities of the University;
- (d) approve the University’s mission, strategic direction, annual budget and business plan;
- (e) oversee risk management and risk assessment across the University (including, if necessary, taking reasonable steps to obtain independent audit reports of entities in which the University has an interest but which it does not control or with which it has entered into a joint venture);
- (e1) without limiting paragraph (e), to enter into or participate in arrangements or transactions, or combinations of arrangements or transactions, to effect financial adjustments for the management of financial risks;
- (f) approve and monitor systems of control and accountability for the University (including in relation to controlled entities within the meaning of section 16A of the Act);
- (g) approve significant University commercial activities (within the meaning of section 21A of the Act);
- (h) establish policies and procedural principles for the University consistent with legal requirements and community expectations;
- (i) ensure that the University’s grievance procedures, and information concerning any rights of appeal or review conferred by or under any Act, are published in a form that is readily accessible to the public;

- (j) regularly review its own performance (in light of its functions and obligations imposed by or under this or any other Act);
- (k) adopt a statement of its primary responsibilities; and
- (l) make available for members of the Council a program of induction and of development relevant to their role as such a member.

Additionally, Section 16 (1) of the Act states that, in exercising the University’s functions the Council may:

- (a) provide such courses, and confer such degrees and award such diplomas and other certificates, as it thinks fit;
- (b) appoint and terminate the appointment of academic and other staff of the University;
- (d) obtain financial accommodation (including, without limitation, by the borrowing or raising of money) and do all things necessary or convenient to be done in connection with obtaining financial accommodation;
- (e) invest any funds belonging to or vested in the University;
- (f) promote, establish or participate in (whether by means of debt, equity, contribution of assets or by other means) partnerships, trusts, companies and other incorporated bodies, or joint ventures (whether or not incorporated);
- (h) establish and maintain branches and colleges of the University, within the University and elsewhere;
- (i) make loans and grants to students; and
- (j) impose fees, charges and fines.

Section 16A of the Act also sets out Council functions in regard to controlled entities.

The Council meets six times per year.

Council Activities 2019

The University Council began the year by welcoming a new member, Ms Mia Watson who joined Council as the elected undergraduate student member. Throughout 2019, several re-appointments were carried out. Council was advised that NSW Cabinet had approved the re-appointment of Dr Elizabeth Magassy to her position on the University Council for a further two years. Dr Magassy, together with Mr Robert Ryan, were re-elected unopposed as Deputy Chancellors for a further two year term. The Chancellor's term of office was extended for up to twelve months, to conclude on or before 30 September 2020 whilst Council continued its search for a new Chancellor. The year 2019 also saw a change in Council Secretary with Ms Melva Crouch CSM resigning from her role at UOW and Mr Damien Israel taking on the role in October as Chief Operating Officer and Secretary to Council.

Council continued to actively monitor the refresh of the University's Strategic Plan. In February, Council received the annual Stocktake Report mapping the University's performance against the 2016-2020 Strategic Plan. Council members engaged in a planning workshop in February to discuss priority issues ahead of the refreshed 2020-2025 Strategic Plan being drafted, for consideration by Council in October and approval in December. The plan's development was an iterative process converging prior pieces of work undertaken including the development of a long term 2030 vision statement in the 2030 and Beyond White Paper. A review of the University's Key Performance Indicators (KPIs) Framework was undertaken resulting in a refreshed set of twelve KPIs. Council will continue to monitor the University's performance throughout the life of the new Strategic Plan via regular reports provided to Council on the KPIs.

In order to position the University with a Senior Executive structure more closely aligned to the implementation of the 2020-2025 Strategic Plan, Council approved changes to the structure of the Senior Executive and amendments to the Delegations of Authority Policy to enable the establishment and disestablishment of specific senior executive positions. Consequential amendments were further made to other University policy documents, committee terms of reference (including committee membership of Council committees) and related governance documents.

Council played an active role in its regular approval and monitoring of the strategic and financial direction of the University. In February, Council considered and approved the Capital Management Plan 2019-2023; in April it reviewed and approved the 2018 Financial Statements; in August it reviewed benchmarking data comparing the University to sector comparators and discussed the proposed performance-based funding model to be applied by the Federal Government from 2020; and in October, Council approved the 2020 Budget.

Council monitored the progress of major infrastructure projects including the construction of the Molecular Horizons facility, the Social Sciences and Arts facility, and the development of the Innovation Campus Health and Wellbeing Precinct.

Council continued to assess, approve and monitor key strategic activities of the University. It approved the UOW Online partnership agreement with a commercial partner to deliver the UOW Online Strategy 2019-2022, and approved an authorised signatory group to oversee and implement further development of the University's South Western Sydney Campus. Regular progress reports on these key strategic activities were provided to Council throughout the year.

Council continued to monitor the University's performance against the University's high-level KPIs via regular reporting to Council of KPI data and through associated presentations on the overarching KPI categories (Education; Research and Innovation; Finance; Internationalisation; Staff; Information Management and Technology; Campus; and Brand Positioning, Marketing and Communications). Council also received presentations from the Executive Deans of the Faculty of Business and the Faculty of Social Sciences.

Council carried out its responsibilities in relation to policy oversight, approving a number of new and amended policy documents including revised General Course Rules; consequential amendments to the Delegations of Authority Policy; the Student Conduct Rules; the Course Progress Policy; and approval of new Coursework Rules and Higher Degree Research (HDR) Award Rules, as a result of a review combining the previous Admission Rules and General Course Rules.

Throughout 2019, Council were kept informed of legislative and other higher education sector developments such as the *Independent Review of Freedom of Speech in Higher Education Providers* (the French Report); draft *Guidelines to Counter Foreign Interference in the University Sector*; and modern slavery legislation. The University undertook an internal review of the *Model Code for the Protection of Freedom of Speech and Academic Freedom in Australian Higher Education Providers* ("the Model Code") in response to the recommendations of the French Report. The University's response to the French Report will be presented to Council in early 2020.

Quarterly reports were submitted to Council from each of its two controlled entities, UOW Pulse Ltd and UOWGE Ltd (UOW Global Enterprises). Ms Sue Chapman, Chair of the UOW Pulse Ltd (UOW Pulse) Board, presented an overview of UOW Pulse activities, performance and strategies at the April Council meeting. Mr Peter Robson AO, Chair of the UOWGE Board and Ms Marisa Mastroianni, Group CEO and Managing Director of UOWGE, presented an overview of activities, performance and strategies for each of UOWGE's four entities at the December Council meeting. A report on the management of the delivery of UOW programs at UOW College Hong Kong (UOWCHK) was also provided to Council.

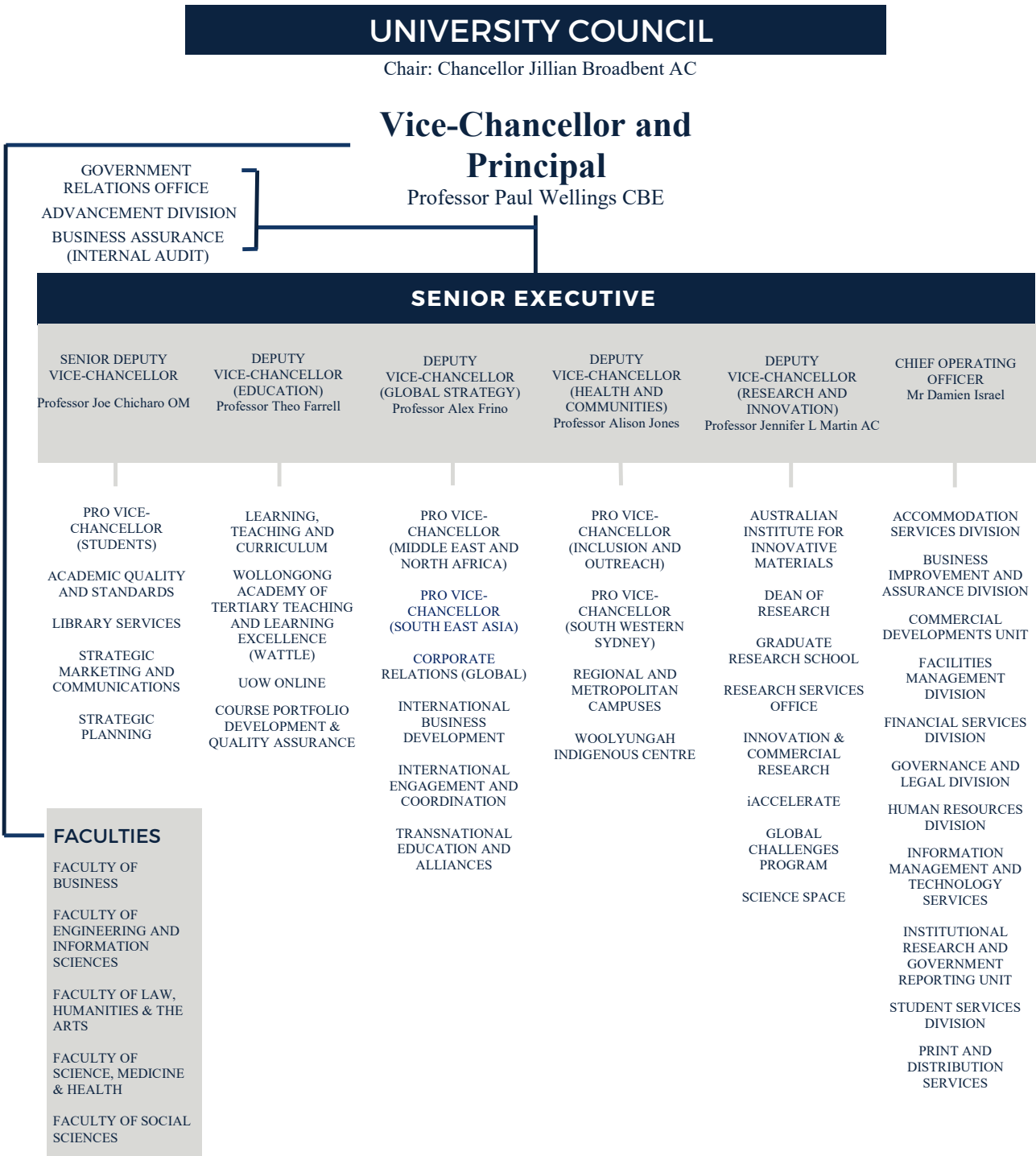
Council received reports on activities from the Student Advisory Council and from student associations, University of Wollongong Undergraduate Student Association (WUSA); and University of Wollongong Postgraduate Student Association (WUPA).

COMPLIANCE WITH THE VOLUNTARY CODE OF BEST PRACTICE FOR THE GOVERNANCE OF AUSTRALIAN UNIVERSITIES

The University has assessed its activities and is compliant with the Voluntary Code of Best Practice for the Governance of Australian Universities.

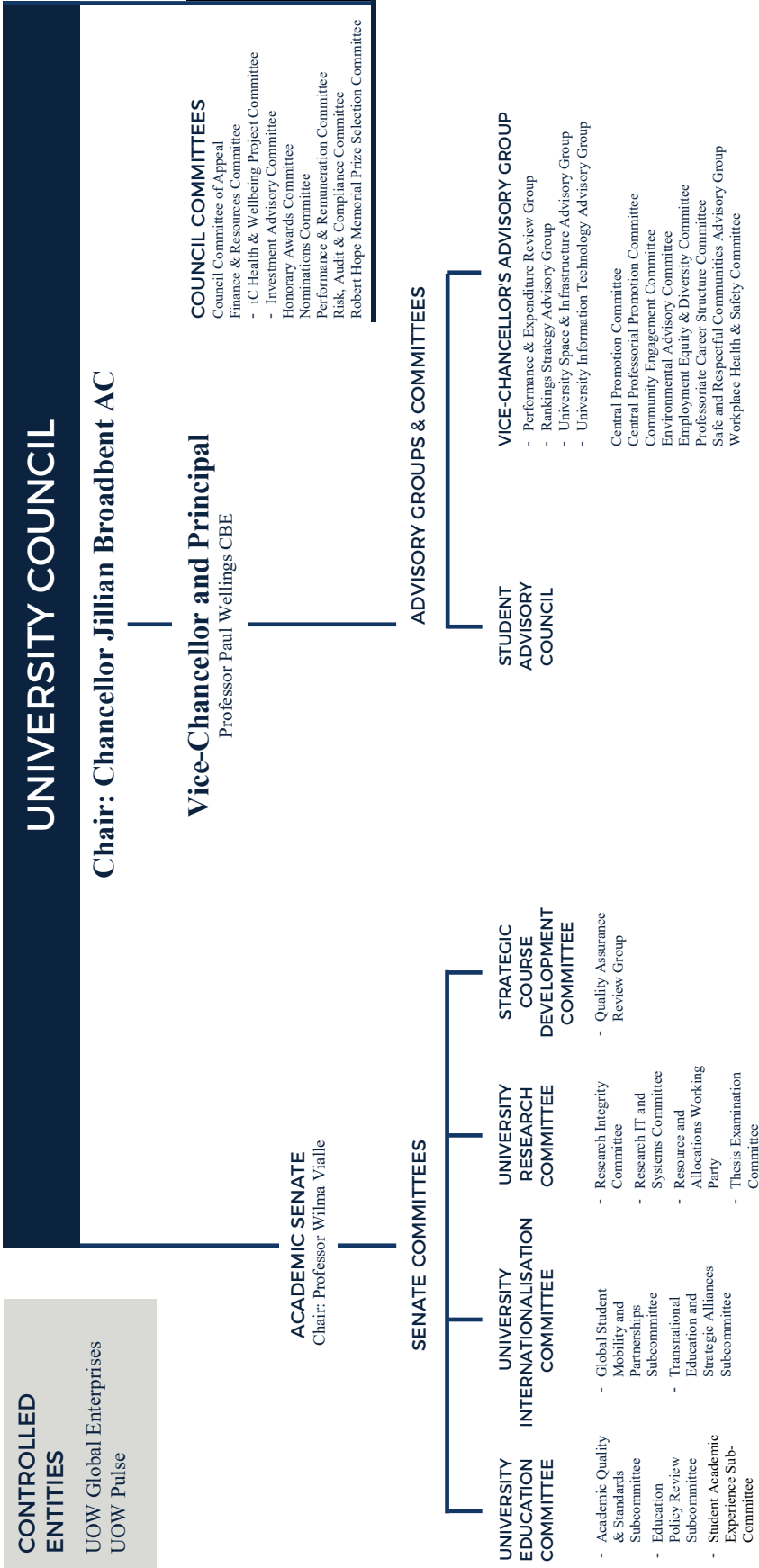
Organisational Chart

Figure 1: Organisational Chart as at 31 December 2019.



Governance Organisational Chart

Figure 2: Governance Organisational Chart as at 31 December 2019



Senior Executive

Table 1: Senior Officers of the University

| | |
|--|---|
| Chancellor | Ms Jillian Broadbent AC, BA <i>Syd</i> , Hon DLitt <i>UWS</i> |
| Deputy Chancellors | Dr Elizabeth Magassy, MBBS <i>Syd</i> , DipRACOG Mr Robert Ryan, BE <i>Syd</i> , MCL <i>Macq</i> , FCIS, FCIM, ACA, FTIA |
| Vice-Chancellor | Professor Paul Wellings CBE, BSc(JntHons) <i>Lond</i> , MSc <i>Dunelm</i> , PhD <i>East Ang</i> , Hon DSc <i>Lanc</i> , Hon DUniv <i>Surrey</i> |
| Senior Deputy Vice-Chancellor from 11 October 2019 Deputy Vice-Chancellor (Academic) to 11 October 2019 | Professor Joe Chicharo OM, BEng(Hons), PhD <i>W'gong</i> , FIEAust SMIEEE |
| Deputy Vice-Chancellor (Education) from 11 October 2019 Executive Dean, Faculty of Law, Humanities and the Arts | Professor Theo Farrell, BA(Hons) <i>UCD</i> , GradDipIR <i>Vienna</i> , MA <i>UCD</i> , PhD <i>Bristol</i> , FAcSS, FRSA, FRSN |
| Deputy Vice-Chancellor (Global Strategy) | Professor Alex Frino, BCOM, MCOM(Hons) <i>W'gong</i> , MPhil <i>CANTAB</i> , PhD <i>USyd</i> , CPA, CA |
| Deputy Vice-Chancellor (Health and Communities) and Executive Dean, Faculty of Science, Medicine and Health | Professor Alison Jones MD, FRCPE <i>Edin</i> , FRCP, CBiolFRSB <i>Lond</i> , FRACP <i>Aust</i> , FACMT <i>USA</i> , FAACT <i>USA</i> , GAICD |
| Deputy Vice-Chancellor (Research and Innovation) from 27 March 2019 | Professor Jennifer L Martin, BPharm, M Pharm, DPhil <i>Oxon</i> , FAA, FRACI, CChem |
| Acting Deputy Vice-Chancellor (Research and Innovation) from 2 January 2019 to 26 March 2019 Dean of Research | Professor Timothy Marchant BSc(Hons), PhD <i>Adel</i> , FAustMS |
| Chief Administrative Officer to 23 August 2019 | Ms Melva Crouch CSM, BBus <i>USQ</i> , GradDipAsSt <i>UNE</i> , GradDipMgmt <i>ACSC</i> , MAIR <i>Deakin</i> |
| Chief Finance Officer to 11 October 2019 Acting Chief Administration Officer from 23 August to 11 October 2019 Chief Operating Officer from 11 October 2019 | Mr Damien Israel, BBus, MAcc <i>CSU</i> , FCPA |
| Pro Vice-Chancellor (Inclusion and Outreach) | Professor Paul Chandler, BSc(Hons), DipEd <i>Syd</i> , MSc(Psych), PhD <i>UNSW</i> , MAICD |
| Pro Vice-Chancellor (Middle East and North Africa) and President UOW in Dubai (UOWD) | Professor Mohamed-Vall M. Salem Zein, BSc(CompSci) <i>Jeddah</i> , MSci PhD(CompSci) <i>Montreal</i> , Baccalaureate (major in Mathematics) <i>Mauritania</i> |
| Pro Vice-Chancellor (South East Asia) and Dean of Academic Programs at INTI-Laureate | Professor Paul Gollan , BA (Hons) <i>UNSW</i> , MBA (General) <i>Nott</i> , MSc <i>LSE</i> , PhD <i>LSE</i> , FCIPD, FAHRI |
| Pro Vice-Chancellor (South West Sydney) and Dean of Law | Professor Colin B. Picker, PhD <i>UNSW</i> , JD <i>Yale</i> , AB <i>Bowdoin</i> |
| Pro Vice-Chancellor (Students) | Professor Julia Coyle, MCSP GradCertUTL <i>CSturt</i> GradDipManipPhysio, MManPhysio <i>La Trobe</i> PhD <i>CSturt</i> GAICD |
| Executive Dean, Faculty of Business | Professor Charles Areni, BSci, PhD <i>UF</i> |
| Executive Dean, Faculty of Engineering and Information Sciences | Professor Valerie Linton, BEng <i>Sheff</i> MBA <i>La Trobe</i> PhD <i>Cantab</i> GAICD, FIEAust, CMP |
| Executive Dean, Faculty of Social Sciences | Professor Glenn Salkeld, BBus <i>UTS</i> , GDipHlthEcon <i>UiT</i> , MPH, PhD <i>USYD</i> |
| Dean of Medicine from 13 May 2019 | Professor Paul De Souza, BSc (Med), MBBS, MPH <i>USYD</i> , PhD <i>UNSW</i> , FRACP |
| Dean of Medicine to 13 May 2019 | Associate Professor Kylie Mansfield, BAppSc(Hons) <i>UTS</i> , PhD <i>W'gong</i> , SFHEA |
| Dean of University of Wollongong Sydney Business School | Professor Grace McCarthy, BA, MA <i>Cork</i> , MBA <i>Henley</i> , GradDipInfoLibStdts, PhD <i>Man</i> , GAICD |
| Chair, Academic Senate | Professor Wilma Vialle, BEd MED <i>UTas</i> , PhD <i>USF</i> |

Council Committees

Council committees provided important attention to and oversight of significant areas of the University's governing framework.

ACADEMIC SENATE

The Academic Senate is the peak body advising the University Council and the Vice-Chancellor on academic matters and broad issues which affect and promote the academic excellence of the University. Its role encompasses policies, structures and strategies that impact upon teaching and research, academic quality assurance, student experience and staff. Academic Senate is a key forum for academic staff to discuss matters of interest including those relating to the broader governmental, political or market environment. It also serves as a conduit for disseminating key information throughout the University.

Academic Senate met five times in 2019. It received regular reports from the chairs of its major subcommittees, from the Vice-Chancellor, and from members of the Senior Executive on major issues, initiatives and projects within their portfolios. Academic Senate approved 53 proposals relating to new or amended courses. It received reports relating to academic quality and also endorsed new, amended and rescinded academic policy documents prior to their submission to the relevant delegated authority for approval.

The Chair attended national and state meetings of the Chairs of Academic Senates and Boards throughout 2019, and continued to serve as Chair of the NSW/Territories Committee of Chairs of Academic Boards/Senates throughout the year.

FINANCE AND RESOURCES COMMITTEE

The Finance and Resources Committee has the delegation to act on behalf of Council on urgent matters between Council meetings. It has particular responsibility to assist and advise Council in fulfilling its corporate governance and independent oversight responsibilities in relation to the University's operational policies, projects and performance. The Committee comprises a Deputy Chancellor as Chair, the Vice-Chancellor, one staff member of Council, one student member of Council, two external members of Council and an optional co-opted member external to the University and the Council with relevant skills and experience. The Committee met four times in 2019, considering the University's response to the changing government funding landscape, reviewing the 2020 Budget and the 2020-2025 Capital Management Plan before submission to Council, as well as monitoring a range of operational activities.

RISK, AUDIT AND COMPLIANCE COMMITTEE

The Risk, Audit and Compliance Committee has responsibility in relation to the University's management of risk; compliance with legislation and standards; its internal control structure and audit requirements; and its external reporting responsibilities. The Risk, Audit and Compliance Committee comprises four external members of Council (one of whom is the Chair) plus an optional co-opted member external to the University and the Council with relevant skills and experience. In attendance, as non-voting attendees, are the Vice-Chancellor; the Chief Operating Officer (as Secretary of the Committee); representatives of the NSW Audit Office; representatives of the contracted internal audit provider; the Director, Business Improvement and Assurance Division and Director, Financial Operations as standing attendees; and the Manager, Business Assurance and other officers as required. The Committee met four times in 2019, receiving the 2018 Annual Financial Statements and recommending these to Council; reviewing the University's internal audit schedule; receiving and reviewing internal audit reports; monitoring emerging risks; and receiving reports across a range of risk and assurance areas.

PERFORMANCE AND REMUNERATION COMMITTEE

The Performance and Remuneration Committee is responsible for the processes relating to the appointment of the Vice-Chancellor, determining the Vice-Chancellor's performance targets, and for monitoring the Vice-Chancellor's performance. Additionally, the Performance and Remuneration Committee oversees succession planning for the Vice-Chancellor and the Senior Executive, as well as the remuneration of the Vice-Chancellor. The Committee is chaired by the Chancellor and its members include a Deputy Chancellor and two additional external Council members. The Committee met twice in 2019.

COUNCIL NOMINATIONS COMMITTEE

The Council Nominations Committee meets as required and makes recommendations to Council concerning suitable candidates for appointment to Council, by Council or the NSW Minister for Skills and Tertiary Education. Selection Criteria for the relevant membership categories are drawn from the *University of Wollongong Act 1989* (NSW) and from the Voluntary Code of Best Practice for the Governance of Australian Universities. In 2019 the Nominations Committee met twice to consider nominations and fill a vacancy arising for a Council appointed position.

HONORARY AWARDS COMMITTEE

The Honorary Awards Committee makes recommendations to Council, under approved procedures and criteria, on the award of honorary degrees, University fellowships and emeritus professorships, and determines the recipients of the UOW Alumni Awards. The Committee comprises the Chancellor as Chair, Vice-Chancellor, Chair of the Academic Senate, two senior members of the University's academic staff, two members of Council (other than a student or staff member) and the Director, Advancement Division. The Committee met twice in 2019 to consider and recommend honorary award recipients to Council and to approve UOW Alumni Award recipients.

COUNCIL COMMITTEE OF APPEAL

This Committee is the final appeal body at the University and deals with matters arising from the Student Conduct Rules, and any appeals against decisions taken by University officer(s) with regard to the application of University rules and policies. The Committee of Appeal comprises a Deputy Chancellor as Chair, a student member of Council (or, if not available, another student appointed by Council), a staff member of Council and one external member of Council, each of whom are appointed by Council when required. The Committee did not meet in 2019.

CHANCELLOR ROBERT HOPE MEMORIAL PRIZE COMMITTEE

This Committee considers nominations for the only student prize awarded by the University Council. The Chancellor Robert Hope Memorial Prize is awarded to individuals who are eligible to graduate from UOW with a bachelor's degree in the current year and who have made a substantial contribution to the University community and/or broader community with consistent excellent academic performance. The Committee comprises the Chancellor as Chair, the Chair of Academic Senate, an external Council member and the Director, Student Services Division. The Committee met prior to the final Council meeting of the year and recommended a nominee to Council for approval.

Council Membership and Attendance

Table 2: Council Membership and Attendance at Council Meetings in 2019

| | Attended | Possible | Current Term |
|---|----------|----------|-----------------|
| EX OFFICIO | | | |
| The Chancellor | | | |
| Ms Jillian Broadbent AC, BA <i>Syd</i> , Hon DLitt <i>UWS</i> | 6 | 6 | Ex officio role |
| The Vice-Chancellor and Principal | | | |
| Professor Paul Wellings CBE, BSc(JntHons) <i>Lond</i> , MSc <i>Dunelm</i> , PhD <i>East Ang</i> , Hon DSc <i>Lanc</i> , Hon DUniv <i>Surrey</i> | 6 | 6 | Ex officio role |
| The Chair of Academic Senate | | | |
| Professor Wilma Vialle, BEd MEd <i>Tas</i> , PhD <i>USF</i> | 5 | 6 | Ex officio role |
| NSW MINISTERIAL NOMINEES | | | |
| Deputy Chancellor | | | |
| Dr Elizabeth Magassy, MBBS <i>Syd</i> , Dip. RACOG | 6 | 6 | 2019-21 |
| Mr Warwick Shanks, BCom <i>Syd</i> , CIA, FCCA | 4 | 6 | 2018-21 |
| APPOINTED BY COUNCIL | | | |
| Deputy Chancellor | | | |
| Mr Robert Ryan, BE <i>Syd</i> , MCL <i>Macq</i> | 6 | 6 | 2018-21 |
| Mr David Groves, BCom <i>W'gong</i> , MCom <i>UNSW</i> , CA, FAICD | 3 | 6 | 2017-20 |
| Ms Nieves Murray, BA Grad Cert Public Health <i>W'gong</i> , GMP <i>Harv</i> | 4 | 6 | 2017-19 |
| Ms Natasha Nankivell BSc, <i>UNSW</i> | 5 | 6 | 2018-21 |
| Mr Zlatko Todorovski BCom <i>W'gong</i> , MBA <i>W'gong</i> | 3 | 4 | 2018-20 |
| Mr Greg West CA, MAICD | 6 | 6 | 2018-20 |
| ELECTED BY THE STUDENTS OF THE UNIVERSITY | | | |
| Ms Mia Watson | 5 | 6 | 2019-20 |
| Mr Yuxi Ruan BE (Hons) <i>W'gong</i> | 6 | 6 | 2017-20 |
| ELECTED BY GRADUATES | | | |
| Mr Paul Ell BCom-LLB, GDipLegPrac <i>W'gong</i> | 6 | 6 | 2018-21 |
| ELECTED BY THE FULL TIME ACADEMIC STAFF OF THE UNIVERSITY | | | |
| Associate Professor Rodney Vickers, BSc (Hons) MSc PhD <i>Cant</i> | 5 | 6 | 2020-21 |
| Professor Nan Seuffert, BA <i>Virginia</i> JD <i>Boston</i> LLM <i>Well</i> LLM JSD <i>Columbia</i> | 5 | 6 | 2019-20 |
| ELECTED BY THE FULL TIME GENERAL STAFF OF THE UNIVERSITY | | | |
| Ms Cathy Bale, MBA <i>W'gong</i> | 4 | 6 | 2018-19 |

Council Committee Membership and Attendance

Table 3: Council Committee Membership and Attendance at Meetings in 2019

| Finance and Resources Committee | Meeting Attended | Attendance Possible |
|--|-------------------------|----------------------------|
| Mr Robert Ryan (Chair) | 4 | 4 |
| Mr Yuxi Ruan | 1 | 4 |
| Mr Warwick Shanks | 4 | 4 |
| Professor Paul Wellings CBE | 3 | 3 |
| Associate Professor Rodney Vickers | 3 | 4 |
| Professor Jennifer L Martin (Acting Vice-Chancellor) | 1 | 1 |
| Risk, Audit and Compliance Committee | | |
| Mr Zlatko Todorovski (Chair) | 3 | 3 |
| Mr David Groves | 3 | 4 |
| Ms Nieves Murray | 2 | 4 |
| Mr Greg West | 4 | 4 |
| Mr Robert Ryan (Temporary Co-opted member) | 1 | 1 |
| Honorary Awards Committee | | |
| Ms Jillian Broadbent AC (Chair) | 1 | 2 |
| Professor Paul Wellings CBE | 2 | 2 |
| Ms Monique Harper-Richardson | 1 | 2 |
| Professor Valerie Linton | 1 | 2 |
| Dr Elizabeth Magassy | 2 | 2 |
| Professor Richard Roberts | 2 | 2 |
| Mr Warwick Shanks | 2 | 2 |
| Professor Wilma Vialle | 2 | 2 |
| Performance and Remuneration Committee | | |
| Ms Jillian Broadbent AC (Chair) | 1 | 2 |
| Dr Elizabeth Magassy | 2 | 2 |
| Mr Robert Ryan | 2 | 2 |
| Mr David Groves | 1 | 2 |
| Chancellor Robert Hope Memorial Prize Selection Committee | | |
| Dr Elizabeth Magassy (Acting Chair) | 1 | 1 |
| Ms Theresa Hoynes | 2 | 2 |
| Mr Warwick Shanks | 2 | 2 |
| Professor Nan Seuffert (Acting Chair of Academic Senate) | 1 | 1 |
| Council Nominations Committee | | |
| Ms Jillian Broadbent AC (Chair) | 1 | 2 |
| Dr Elizabeth Magassy | 2 | 2 |
| Ms Nieves Murray | 2 | 2 |
| Mr Zlatko Todorovski | 1 | 1 |
| Professor Paul Wellings CBE | 2 | 2 |

Legislative Compliance and Risk Management

LEGISLATIVE CHANGES

During 2019, a number of legislative changes and other legal developments relevant to the operations of the University occurred.

HIGHER EDUCATION CHANGES

The *Higher Education Support Amendment (Charges) Act 2019* (Cth) and the *Higher Education Support Amendment (Cost Recovery) Act 2019* (Cth) together introduced a scheme for the charging, collection and recovery of a new annual charge for higher education providers as part of their ongoing approval under the *Higher Education Support Act 2003* (Cth). The charge is designed to help recover the cost to the Commonwealth of administering the Higher Education Loans Program, with the amount of the annual charge to be specified by regulation and collected as a tax.

A new version of the *Education Services for Overseas Students Regulations 2019* (Cth) commenced, though this was substantively in the same form as the 2001 regulations. Changes of note include additional reporting obligations concerning the use of education agents and in respect of student contact details in the event of a breach of visa conditions.

REGULATORY COMPLIANCE

As noted in UOW's 2018 Annual Report, the *Foreign Influence Transparency Scheme Act 2018* (Cth) commenced on 10 December 2018. It requires organisations, including universities, to report registrable activities relating to political lobbying involving foreign principals. In 2019, this legislation was subject to a number of minor changes, aimed at addressing issues arising from the early operation of the scheme, enacted by the *Foreign Influence Transparency Scheme Amendment Act 2019* (Cth). Although it is not anticipated that university activities will generally be captured by the legislation, UOW is working to ensure compliance with any potential obligations under the scheme.

The *Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019* (Cth) reformed whistleblowing protections in the private sector, including by making amendments to the *Corporations Act 2001* (Cth), providing protection in certain circumstances for employees and officers who make disclosures in relation to various corporate entities, including universities. UOW employees who make public interest disclosures concerning UOW are already subject to protections under the *Public Interest Disclosures Act 1994* (NSW), if those disclosures are made in accordance with the provisions of that legislation, and UOW is taking steps to ensure any additional protections are understood and implemented.

As foreshadowed in the 2018 Annual Report, the *Modern Slavery Act 2018* (Cth) commenced on 1 January 2019, imposing reporting requirements on various organisations. The term 'modern slavery' refers to a range of exploitative practices, including child labour, people trafficking and forced labour, and this legislation was introduced with the aim of assisting business to proactively address the risk of such practices occurring within Australia and in the supply chain of goods and services in Australian markets. UOW is undertaking preparatory steps to comply with its obligations under this legislation and will submit its first annual Modern Slavery Statement by 30 June 2021, as required.

New External Conduct Standards for Australian charities and not-for-profits, set out in new Division 50 of the *Australian Charities and Not-for-profits Commission Regulations 2013* (Cth), commenced in July 2019. These Standards govern how registered charities manage their activities and resources outside Australia and aim to ensure the funds sent or services provided overseas by

charities are reaching legitimate beneficiaries and are being used for legitimate purposes.

The *Treasury Laws Amendment (Consumer Data Right) Act 2019* (Cth) commenced in August 2019, amending the *Competition and Consumer Act 2010* (Cth), the *Australian Information Commissioner Act 2010* (Cth) and the *Privacy Act 1988* (Cth) to create the 'Consumer Data Right'. This gives individuals the right to access specified data held by businesses in relation to them, and authorise disclosure of this data to trusted and accredited third parties. These changes are initially being implemented in the banking sector, starting in 2020, giving effect to the notion of 'open banking'. The Government has committed to then applying the Consumer Data Right to the energy and telecommunications sectors, and eventually across the economy on a sector by sector basis. UOW is monitoring developments in this area.

INTELLECTUAL PROPERTY AND CONTRACTS

The *Competition and Consumer Act 2010* (Cth) prohibits companies from engaging in restrictive trade practices which impede competition, such as cartel conduct and exclusive dealing arrangements. There has been an exception to these prohibitions for conditional licensing or assignment of intellectual property rights (such as patents, registered designs or copyright), because of perceived conflicts between intellectual property rights and competition in business. However, following recommendations made by the Productivity Commission Review of Intellectual Property Arrangements in 2016 and by the 2015 Harper Competition Policy Review, this exemption was removed with effect from 12 September 2019 by the *Treasury Laws Amendment (2018 Measures No.5) Act 2019* (Cth). Significantly, the change applies to arrangements in place prior to the legislative change commencing, as well as those made subsequently. Although very few arrangements are likely to be affected, it has been noted by UOW as potentially relevant to any commercial contracts involving licencing or assignment of intellectual property to which UOW is a party.

A long running dispute concerning intellectual property and contract termination arising from work to commercialise a glaucoma testing technique developed by the University of Sydney was resolved in the University's favour in a judgment handed down on 2 October 2019: *University of Sydney v ObjectiVision Pty Limited* [2019] FCA 1625. The Court upheld the University of Sydney's termination of an exclusive licence it had granted to ObjectiVision after it failed to meet performance requirements and rejected a cross-claim that the University had breached ObjectiVision's copyright in software developed as part of the contract during subsequent work with a different commercial partner. The judgment canvassed a number of issues of potential relevance to commercial arrangements entered into by universities, including joint ownership of intellectual property and implied licencing.

FAIR WORK AMENDMENT

Workpac Pty v Skene [2018] FCAFC 131, decided in August 2018, gave rise to the introduction of the *Fair Work Amendment (Casual Loading Offset) Regulations 2018* (Cth) in December 2018, which prevents employees from claiming permanent entitlements in addition to casual loadings, where employees are not properly classified as casuals. The Construction Forestry Maritime Mining Energy Union (CFMEU) has commenced class action against Workpac in August 2019, pursuing unpaid annual leave and entitlements for "misclassified" casual employees, in the matter of *Ben Anthony William Renyard v Workpac Pty Ltd*, which is currently before the courts. Other organisations have commenced similar class actions.

PRIVACY

UOW is committed to protecting the privacy of each individual's personal and health information as required under the NSW *Privacy and Personal Information Protection Act 1998* (PPIPA) and the *Health Records and Information Privacy Act 2002* (HRIPA). In addition to these obligations, UOW is actively taking steps to comply with the principles of the *Privacy Act 1988* (Cth) and the European Union *General Data Protection Regulation* (GDPR) which may apply in certain circumstances in relation to UOW's activities.

The management of personal and health information by UOW is detailed in its Privacy Policy and Privacy Management Plan which are available on UOW's privacy homepage at www.uow.edu.au/privacy. These resources outline UOW's privacy obligations and explain the various ways that the privacy principles are applied to our functions and activities. Where appropriate, UOW's privacy requirements are also specifically included in other policies and procedures.

During 2019, UOW continued to promote privacy best practice by developing and updating privacy resources. These included:

- Development of a cookies web banner;
- Refreshment of the UOW's privacy webpage to provide improved navigation and ease of access to information. The webpage now includes dedicated sections to Privacy Collection Statements, Resources for Staff and avenues through which to lodge privacy complaints;
- Development of a UOW Data Breach Response Plan Flowchart to provide a quick snapshot of guidance and best practice when responding to a data breach; and
- Finalisation of a Privacy Impact Assessment Tool to facilitate a privacy by design approach to compliance.

Operationally, UOW also carried out the following activities to drive privacy compliance best practice:

- Privacy notices reviewed and updated, where applicable, to ensure transparent information handling practices are applied;
- Guidance and Advice on privacy issues was provided, including in the development or enhancement of systems, policies, procedures and guidelines;
- Privacy presentations were specifically tailored to the activities of individual business units;
- Facilitating access to personal information by individuals exercising their rights under privacy legislation; and
- Comprehensive privacy training sessions continued as part of UOW's staff induction as well as face to face specialised privacy refresher sessions available to all staff.

In 2019, UOW's Manager, Information Compliance was involved in dealing with 12 data breaches affecting some students. UOW took appropriate steps to safeguard the security of personal information in a timely, efficient manner and notified any potentially affected individuals (where appropriate) of the circumstances surrounding the breach and the actions taken by UOW.

UOW received one formal request for internal review under Part 5 of PPIPA. This matter was referred to the NSW Civil and Administrative Tribunal and was subsequently withdrawn by the applicant prior to its scheduled Hearing date.

Any enquiries relating to privacy can be directed to privacy-enquiry@uow.edu.au.

GOVERNMENT INFORMATION (PUBLIC ACCESS) ACT 2009 (NSW) (GIPAA)

REVIEW OF PROACTIVE RELEASE PROGRAM

Under GIPAA, agencies must review their programs for the release of government information to identify the kinds of information that can be made publicly available. This review must be undertaken at least once every 12 months.

UOW's current program for the proactive release of information involves:

- Reviewing the types of information requested by the public, both informally and formally, to assess whether it may be of interest to the public generally;
- Conducting and assessing responses from staff/student surveys; and
- Regularly promoting and actioning feedback from staff, students and members of the public.

In addition to the information made available under the Open Access requirements of GIPAA, UOW actively released information which may be of interest to the public, subject to any overriding public interest considerations against disclosure. The kinds of information released include details of UOW's major initiatives, projects, events and infrastructure developments, latest research/teaching strategies, community and international engagement and information to assist staff and students. For example, in 2019 UOW released information about its entry into a partnership with Lendlease to design, develop and deliver a state-of-the-art Health and Wellbeing Precinct as a key component of its health and wellbeing strategy.

In 2019, UOW continued to deliver on its Digital Presence Review project, resulting in a new website that better supports our strategic goal to provide real-world solutions in an ever-changing digital landscape to enrich all aspects of our academic and professional activities. The website greatly enhances public access to information. It also implements a strong foundation of quality for our digital presences now and into the future.

A review of requests for information received both formally and informally by UOW during 2019 confirmed that there were no identified categories of information which should be proactively released in addition to its current program of proactive release.

NUMBER OF ACCESS APPLICATIONS RECEIVED

During the reporting period, UOW received ten formal access applications. One application, which was initially deemed invalid, was not further pursued by the applicant. No applications for internal review were received during the reporting period.

NUMBER OF REFUSED APPLICATIONS FOR SCHEDULE 1 INFORMATION

During the reporting period, there were no refusals of formal access applications, either wholly or in part, under Schedule 1 to GIPAA.

STATISTICAL INFORMATION ABOUT FORMAL ACCESS APPLICATIONS

The tables below provide statistical information about the GIPAA formal access applications received by UOW during the reporting period.

In 2019, UOW was a consulted party to one request for information made under the *Freedom of Information Act 1982*, lodged with a Commonwealth government agency. UOW was consulted because the application included information relating to the business affairs of UOW.

Table 4: 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 | Total | % of Total |
|--|------------------------------|------------------------------|------------------------------|-------------------------|-------------------------------------|---------------------------------------|--|--------------------------|-------|------------|
| Media | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 30% |
| Members of Parliament | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| Private sector business | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| Not for profit organisations or community groups | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| Members of the public (by legal representative) | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 40% |
| Members of the public (other) | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 30% |
| Total | 5 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 10 | |
| % of Total | 50% | 20% | 0% | 30% | 0% | 0% | 0% | 0% | | |

* 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 5.

Table 5: 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 | Total | % of Total |
|---|------------------------------|------------------------------|------------------------------|-------------------------|-------------------------------------|---------------------------------------|--|--------------------------|-------|------------|
| Personal information applications* | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 5 | 50% |
| Access applications (other than personal information applications) | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 5 | 50% |
| Access applications that are partly personal information applications and partly other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| Total | 5 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 10 | |
| % of Total | 50% | 20% | 0% | 30% | 0% | 0% | 0% | 0% | | |

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

Table 6: Invalid applications

| Reason for invalidity | Number of applications | % of Total |
|---|------------------------|------------|
| Application does not comply with formal requirements (section 41 of the GIPAA) | 8 | 100% |
| Application is for excluded information of the agency (section 43 of the GIPAA) | 0 | 0% |
| Application contravenes restraint order (section 110 of the GIPAA) | 0 | 0% |
| Total number of invalid applications received | 8 | 100% |
| Invalid applications that subsequently became valid applications | 7 | 88% |

Table 7: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPAA

| | Number of times consideration used* | % of Total |
|--|-------------------------------------|------------|
| Overriding secrecy laws | 0 | 0% |
| Cabinet information | 0 | 0% |
| Executive Council information | 0 | 0% |
| Contempt | 0 | 0% |
| Legal professional privilege | 0 | 0% |
| Excluded information | 0 | 0% |
| Documents affecting law enforcement and public safety | 0 | 0% |
| Transport safety | 0 | 0% |
| Adoption | 0 | 0% |
| Care and protection of children | 0 | 0% |
| Ministerial code of conduct | 0 | 0% |
| Aboriginal and environmental heritage | 0 | 0% |
| Privilege generally - Sch 1(5A) | 0 | 0% |
| Information provided to High Risk Offenders Assessment Committee | 0 | 0% |
| Total | 0 | |

*More than one public interest consideration may apply in relation to a particular access application and if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table 8.

Table 8: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPAA

| | Number of times consideration used* | % of Total |
|--|-------------------------------------|------------|
| Responsible and effective government | 0 | 0% |
| Law enforcement and security | 0 | 0% |
| Individual rights, judicial processes and natural justice | 2 | 100% |
| Business interests of agencies and other persons | 0 | 0% |
| Environment, culture, economy and general matters | 0 | 0% |
| Secrecy provisions | 0 | 0% |
| Exempt documents under interstate Freedom of Information legislation | 0 | 0% |
| Total | 2 | |

Table 9: Timeliness

| | Number of applications* | % of Total |
|--|-------------------------|------------|
| Decided within the statutory timeframe (20 days plus any extensions) | 6 | 86% |
| Decided after 35 days (by agreement with applicant) | 1 | 14% |
| Not decided within time (deemed refusal) | 0 | 0% |
| Total | 7 | |

Table 10: Number of applications reviewed under Part 5 of the GIPAA (by type of review and outcome)

| | Decision varied | Decision upheld | Total | % of Total |
|--|-----------------|-----------------|-------|------------|
| Internal review | 0 | 0 | 0 | 0% |
| Review by Information Commissioner* | 0 | 0 | 0 | 0% |
| Internal review following recommendation under section 93 of Act | 0 | 0 | 0 | 0% |
| Review by NCAT | 0 | 0 | 0 | 0% |
| Total | 0 | 0 | 0 | |
| % of Total | 0% | 0% | | |

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

Table 11: Applications for review under Part 5 of the GIPAA (by type of applicant)

| | Number of applications for review | % of Total |
|---|-----------------------------------|------------|
| Applications by access applicants | 0 | 0% |
| Applications by persons to whom information the subject of access application relates (see section 54 of the GIPAA) | 0 | 0% |
| Total | 0 | |

Table 12: Applications transferred to other agencies.

| | Number of applications transferred | % of Total |
|---------------------------------|------------------------------------|------------|
| Agency - Initiated Transfers | 0 | 0% |
| Applicant - Initiated Transfers | 0 | 0% |
| Total | 0 | |

PUBLIC INTEREST DISCLOSURES

A key objective of the *Public Interest Disclosures Act 1994* (NSW) (PIDA) is to encourage public officials to report serious wrongdoing, and facilitate such reporting. UOW's Fraud and Corruption Prevention Policy and the accompanying Fraud and Corruption Internal Reporting Procedure, outline the University's framework for receiving, assessing and dealing with any reports of wrongdoing, including those received under the PIDA. These documents are made available to staff and the public via UOW's webpage and intranet.

Staff also receive information about fraud and corruption in their initial induction training sessions, both face-to-face and online.

UOW has a robust process around receiving feedback and general complaints or compliments from staff, students and the general public. To support and enhance this, an internal audit was conducted in 2019 which produced actions to be rolled out throughout 2020.

The table below provides an overview of the Public Interest Disclosures received by the University during the period January - December 2019 as per the requirements under Section 31 of the PIDA.

Table 13: Number of Public Interest Disclosures

| | |
|--|---|
| Number of public officials who have made a public interest disclosure (PID) to the University | 2 |
| (1) Public interest disclosures made by public officials in performing their day to day functions | 2 |
| (2) Public interest disclosures not covered by (1) that are made under a statutory or other legal obligation | 0 |
| (3) All other public interest disclosures | 0 |
| TOTAL number of PIDs received by the University | 2 |
| Number of PIDs finalised | 1 |

Table 14: Primary subject of Public Interest Disclosures received during the period January – December 2019:

| | |
|---|---|
| Corrupt conduct | 1 |
| Maladministration | 1 |
| Serious and substantial waste | 0 |
| Government information contraventions | 0 |
| Local government pecuniary interest contravention | 0 |

RISK MANAGEMENT AND INTERNAL AUDIT

UOW's risk management, compliance and internal audit functions are overseen by the Risk, Audit and Compliance Committee (RACC), a formally constituted committee of the University Council.

Each member of RACC completes an annual conflict of interest declaration in their capacity as a Council member, and, as with all Council committees, conflicts of interest are declared at the commencement of each RACC meeting and minuted accordingly. Should it be required, members are excused from deliberations where a conflict occurs.

The Committee has delegated responsibility for overseeing

risk reporting in all areas of University operations and receives regular updates on significant issues, including those relating to commercial activities; major projects; assurance activities; workplace health and safety; security risks and incidents; Tertiary Education Quality and Standards Agency (TEQSA) requirements; fraud and corruption; and student conduct.

From time to time, and as new members of RACC are introduced, internal and external training sessions are run and various members attend.

A survey is conducted biennially to rate the performance of the Committee and to gain insight and understanding of members and attendees' training and development requirements. The Terms of Reference of the Committee are also reviewed at least every three years to ensure they reflect the requirements and changing needs of the University.

RACC is supported by the Risk Management Group which met regularly throughout 2019. This group provides a forum for management to highlight emerging risk and compliance issues as well as planned mitigation and management actions. The information provided by this group, along with the risks identified in local risk registers on a regular basis, are used to inform and update the University's Organisational Risk Registers and to flow and report information through to the RACC.

During 2019, training on identifying and mitigating risks was conducted with the Senior Executive and senior management across the University. The University's Organisational Risk Register underwent a complete review, and the Register will continue to be reviewed on a six-monthly basis.

The internal audit program aims to provide an independent and objective review designed to test risk controls, assure the University, improve process, and ensure best practice and compliance where relevant. Where also relevant, the University's controlled entities are included in the scope of internal audits.

Outcomes of the audits are reported to the RACC for review of findings and proposed management actions, including content, appropriateness and timeliness. Ongoing monitoring of outstanding audit actions also occurs with subsequent reporting to the RACC.

INTERNAL AUDIT PROGRAM

Internal Audits for 2019 covered the following:

- Follow up of Severe/Major findings from previous year's internal audits
- Management of payments for casual academic staff in faculties
- Corporate credit card management and policy compliance
- Faculty of Business risk review
- Insurance management process
- Management of investigations and Public Interest Disclosures
- Management of students' mental health and wellbeing
- Research integrity.

CYBER SECURITY

IMTS has developed and implemented a continuous process improvement program to progressively mature our Cyber Security practice and capability. This has involved architectural

changes and the introduction of new security tools at the firewall, server, and desktop (computer) layers.

UOW's Cyber Security strategy is based on an international best practice framework and the principle of Defence in Depth, which uses a layered approach to protecting our systems and data. Interactions on the network are now classified by function segmenting them virtually, while providing the best tool to protect the underlying services.

The Cyber Security Team has increased from one staff member in 2014 to three staff in 2019, who are involved in the delivery of Cyber Security assurance activities and education programs. This continuous process improvement program will continue and expand to address the changing nature of Cyber Security threats. A flexible approach is required, given the constraints associated with UOW's business and the evolving nature of technology.

RISK MANAGEMENT AND REVIEWS OF ACADEMIC ACTIVITIES

The Academic Quality and Standards Unit conducts audits and reviews to ensure that UOW maintains academic standards by operating in a manner consistent with its own policy requirements, as well as with externally mandated standards.

In 2019, the University conducted annual reviews of its third party (collaborative delivery) arrangements, including a review of UOW pathway courses offered through UOW College Australia (UOWCA). The University reviewed all seven collaborative partnership arrangements in Singapore (two), Malaysia, China, Hong Kong, the United Arab Emirates and Australia in accordance with the Collaborative Delivery Review Procedures. The findings of these reviews were reported to the Transnational Education and Strategic Alliances Subcommittee; Academic Quality and Standards Subcommittee; and to the Academic Senate. In 2019, a total of 13 course clusters (comprising 56 courses) underwent a comprehensive review and were, where recommended, re-approved by the Academic Senate.

A new process to monitor student performance across locations and between student cohorts, trialled in 2018, was continued in 2019. The Comparative Student Outcomes (CSO) and Interim Course Monitoring process involves the issuing of key data reports targeted to key roles, a summary of key findings from an analysis of faculty and school level data, including 'courses of interest' and 'subjects of interest' reports for each faculty, followed by a meeting with the Deputy Vice-Chancellor (Education), Pro Vice-Chancellor (Students) and each faculty's academic leadership team to discuss issues emerging from this data. Agreed actions are recorded and a half yearly follow-up meeting is held with the Associate Dean of Education to discuss progress in implementing improvements. In 2019 these meetings resulted in 44 improvement actions being identified across the five faculties.

ACADEMIC POLICY REVIEWS

Seven major academic policy reviews were completed in 2019. These include a review of rules and policies relating to Admissions, Credit for Prior Learning, Enrolment, Course Progress, Finalisation of Grades, Student Placements and International Student Compliance. Reviews of policy relating to Academic Complaints and Honours Programs were well advanced by year's end and are expected to be completed in early 2020.

In addition, work commenced on a number of new policy areas

covering mandatory recording of lectures and use of third party providers of online educational tools and resources. This work will continue into 2020.

An important focus in 2019 was the development of policy resources for subject coordinators to help them understand the key policies that impact their work and the myriad of responsibilities they hold. This work is expected to be completed in early 2020.

MAINTAINING ACADEMIC INTEGRITY STANDARDS

The University continued to invest significant time and resources into improving its approach to academic integrity and misconduct management with the rollout of the Academic Misconduct Management System to offshore locations completed in 2019. All teaching locations are now using the system. This system has made the reporting of misconduct cases less onerous for faculty staff and has, as expected, led to a further increase in the number of cases reported in 2019. A total of 1,041 cases of suspected misconduct were lodged during the year. Of these, 97 cases were dismissed, 550 cases resulted in a finding of 'Poor Academic Practice' and a further 394 cases resulted in an 'Academic Misconduct' finding (343 low-level outcomes, 50 medium-level outcomes and 1 high-level outcome). This data excludes UOW Dubai which has its own separate reporting.

UOW's Office of Academic Integrity, located within the Academic Quality and Standards Unit, had its first full year of operation. The Office, which provides support to faculties on matters of academic integrity, hosted a number of forums and workshops for staff and students throughout the year, including Academic Integrity Week held 14-18 October. The University also hosted a TEQSA-sponsored Academic Integrity Workshop in early November. This workshop explored current practices available to institutions to combat contract cheating and the challenges they face implementing these practices.

UOW's Academic Integrity Advisory Group contributed feedback to the Federal Government's consultation on its draft legislation to outlaw providers of contract cheating websites and services. The legislation is expected to be enacted in 2020.

HIGHER EDUCATION REGULATION

UOW was once again rated 'low' on all risk indicators in the 2019 annual risk assessment conducted by the TEQSA. UOW continued to monitor compliance with the Higher Education Standards Framework via an annual progress report against a Quality Improvement Plan. This report was provided to the Academic Quality and Standards Subcommittee in September and to Academic Senate in November.

UOW revised its Educational Services to Overseas Students (ESOS) Compliance Policy and procedures in 2019 and undertook an internal audit against one of the standards that form part of the ESOS National Code (Standard 4: Education Agents). While UOW was found to be compliant in all requirements, a number of improvement opportunities were identified. In particular, it was identified that detailed Standard Operating Procedures around the processes for reviewing agent performance and managing complaints against agents would be beneficial. Student Services Division has been charged with developing these procedures.

Responding to Feedback and Complaints

UOW FEEDBACK

UOW works collaboratively across business units to improve services and provide issue resolution for its community. The University's feedback portal, UOW Feedback, where the community can provide insight into UOW's operations, is managed by business units across UOW and its campuses.

Feedback is recorded from four contributor types, current students, future students, UOW staff and the broader community, and is mapped against the University's nine major locations (Innovation Campus, Shoalhaven, UOW Sydney Business School, Bega, Batemans Bay, South Western Sydney, Southern Sydney, Southern Highlands and Wollongong), as well as 'Other'.

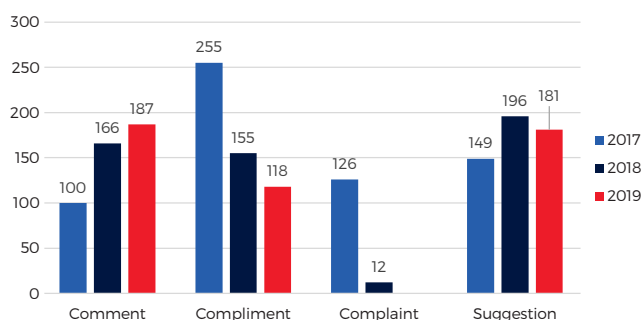
2019 FEEDBACK

In 2019 UOW implemented a complaints management system separate to the UOW Feedback process.

As depicted in Figure 3, the University recorded 486 feedback submissions in 2019, a decrease of approximately 8% from 2018 (n=529). The decline in feedback may be attributed to the development of the UOW complaints management system.

Feedback in 2019 comprised 38% comments (n=187), 37% suggestions (n=181) and 24% compliments (n=118).

Figure 3: Volume of Feedback by Type – 2017 to 2019



Of the four contributor types, current students and UOW staff members submitted the highest amount of feedback (60%, n=291 and 33%, n=159 respectively). Of locations, Wollongong campus received the highest amount of feedback (85%, n=411).

The top five areas in receipt of feedback (comprising n=351) were 'Other' (n=95, 20%), 'Information Technology' (n=69, 14%), 'Facilities and Buildings' (n=47, 10%), 'Library' (n=43, 9%), with 'Campus Life, Sport and Fitness', 'Law, Humanities and the Arts', 'Engineering and Information Sciences' and 'Student Central' reporting 5% each (n=26, n=25, n=23 and n=23 respectively).

As in 2018, 'Information Technology' received the highest number of compliments in 2019 (n=29) regarding the range of Information Technology services available, and the exceptional Information Technology support provided to students and staff at the University.

Feedback trends to note in 2019 involved University parking spaces (and staff allocations), major works observations and student timetable matters.

GOVERNMENT STUDENT EXPERIENCE QUESTIONNAIRE

UOW once again participated in the national Student Experience Survey (SES) in August 2019. The University again saw improvements in its student participation rate, which was 46.9%, an increase of 3.4% on last year's results. In total, 8,860 undergraduate and postgraduate coursework students responded to the survey.

Students' overall satisfaction with the educational experience at UOW decreased by 1.1% in 2019, with 77.7% of students rating their overall educational experience positively. Satisfaction with teaching quality (81.6%) and learning resources (86.6%) was largely consistent with 2018 results. Students in 2019 were more satisfied with UOW's student support services, which saw a 1.1% improvement to 77%.

A large majority of students attending UOW campuses were satisfied with their physical and built environment, with 92.1% of students indicating they were satisfied with the physical environment, and 83.4% of students indicating they were happy with the buildings and facilities.

As in 2018, domestic students were happier with their overall educational experience than international students, with 79.3% of domestic students rating their overall experience positively, compared to 70.3% of international students. In contrast to 2018, however, international students were more likely to be satisfied with student support services than their domestic counterparts (78.4% and 76.6% respectively).

In 2019, students in their final year of study were less likely to be satisfied with the skills they developed from their course (a decrease of 2.2% to 84.2%). Commencing students were more satisfied with their overall educational experience (81.4%) than those in their middle years (76.3%) or final year (74%) of study.

FORMAL COMPLAINTS

In order to uphold the highest service standards, the University believes that its community should be confident in the knowledge that they can make a complaint and that it will be fairly investigated. To this end, the University has a Complaints Management Centre (CMC) that coordinates the resolution of general complaints from students, staff, members of the public and external organisations. The University also has a Student Ombudsman Office which responds to those complaints that involve escalated academic matters. During 2019 the CMC and the Student Ombudsman Office continued to work collaboratively to manage complaints. In 2018 the University introduced the UOW Complaints Management System for both general and academic complaints. Throughout 2019, the system was further enhanced to deliver a seamless user experience for complainants.

COMPLAINTS MANAGEMENT CENTRE

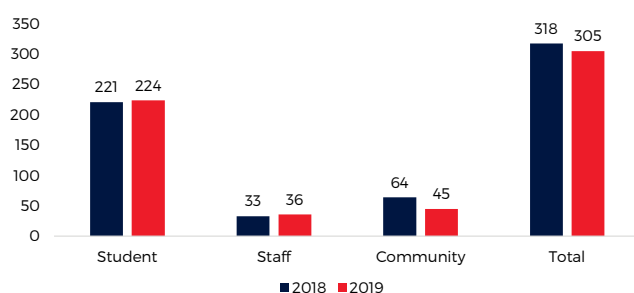
The CMC coordinates complaints from staff, students, community members and external organisations, which includes providing advice, receiving complaints and referring them to the appropriate area of the University for investigation and response. The CMC also case manages and coordinates certain complex and high-level complaints such as those received from external investigative agencies.

In 2019, the CMC continued to actively engage with internal complaint handlers to manage complaints via the UOW

Complaints Management System, in order to deliver improved management of the complaints process including complaints reporting, allowing for identification of trends and improvement opportunities. The system has been designed to align with the NSW Ombudsman best practice guidelines for complaints management and NSW records management legislation (*State Records Act 1998*) and ensures compliance with the Higher Education Standards Framework. During 2019, all key complaint handling staff were trained, either via face to face training or online self-paced training.

An analysis of the total number of formal complaints received by the CMC in 2019 shows a slight decrease of 4% compared to 2018. Of the 305 formal complaints received in 2019, 73% were from students, 12% from staff and 15% were from members of the public. There was a notable increase in the diversity and scope of complaints from members of the public as well as an increase in complexity of complaints from students and staff.

Figure 4: Formal Complaints Received - 2018 to 2019



The majority of formal complaints were in relation to student administration and the University's operations (31%). The second-largest category were matters related to staff conduct (30%) ranging from customer service to alleged unfair treatment. The third-largest category of complaints related to the application of University policies and procedures (22%).

During 2019, the CMC continued to be relied upon as the first point of contact for complaint-related matters, with a total of 201 complaint enquiries made to the centre. These enquiries are in addition to those that progress to a formal complaint. Complaint enquiries ranged from advice on University processes, to external agency enquiries and providing support and advice to key complaint handling staff.

The CMC continued to deliver its two training modules Introduction to Complaints Management and Managing Unreasonable Complainant Conduct during 2019 to assist in the professional development of staff who are responsible for managing complaints at local faculty or divisional levels.

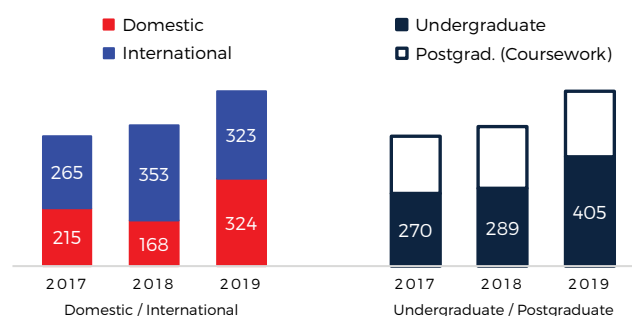
ACADEMIC COMPLAINTS AND APPEALS

UOW provides a three-stage formal review and appeal pathway for complaints and appeals that relate directly to a student's academic progress. Academic complaints are typically about an aspect of assessment practice (including exams and supplementary assessment); a specific mark or grade received; subject delivery; or the consideration given to special circumstances that have affected a student's academic outcomes.

The number of Stage 1 (faculty level) formal academic complaints (including review of grade requests) made by students undertaking coursework (excluding UOW Dubai) increased by 24% from 521

cases in 2018 to 647 cases in 2019. This also represents an overall 136% increase since 2015. This increase may, in part, be attributable to the introduction of an online system in late 2018, making the process of lodging an academic complaint more accessible and easier for students to complete. With the online system the University aimed to improve the visibility of the academic complaints process; reduce the potential for administrative error and mismanagement of cases; and enable better monitoring and analysis of academic complaint timeframes, data and outcomes.

Figure 5: 2017-2019 Distribution of Academic Complaints by Student Type

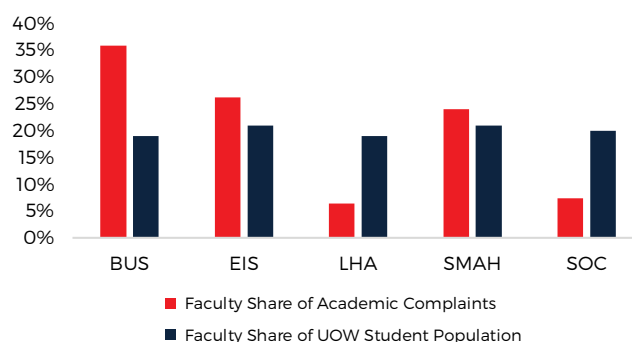


In 2019 the overall number of academic complaints increased with far more domestic and undergraduate students accessing the academic complaints resolution process than in previous years. Overall, postgraduate students were still more likely to submit an academic complaint (relative to their share of the UOW student population) and, similarly, onshore international students were more likely than domestic students to submit an academic complaint.

In 2019, a total of fifteen academic complaints were made by Higher Degree Research (HDR) students representing a 150% increase on 2018. Notably, HDR academic complaints are not managed in the online academic complaints system, though this will likely change in 2020.

Academic complaints figures vary significantly across faculties (figure 6) and, to some extent, this distribution accords with the faculty's percentage shares of international students and postgraduate students. Other factors contributing to a higher number of academic complaints in some faculties/schools are being examined at the school level, for example, the role of assessment type and delivery mode.

Figure 6: Distribution of Academic Complaints by Faculty (2019)



In response to a recommendation by TEQSA in 2018, UOW has committed to clearly communicating and monitoring the timeframes provided for the resolution of academic complaint matters. In 2019 the University resolved 94% of all Stage 1a (School level) academic complaints and reviews within the specified ten business day timeframe.

In 2019* 65% of all academic complaints dealt with at the School level were dismissed, with only 35% resolved in favour of the student. This represents a drop in the proportion of complaints resolved in favour of the student when compared with the previous two years (39% were upheld in 2018 and 47% in 2017). Further investigation at the school level will aim to understand the reasons behind this decline and inform the development of advice to students as well as academic decision-makers in the academic complaints resolution process.

* Excludes 18 cases, arising in 2019, that were still in progress at 5 March 2020.

THE STUDENT OMBUDSMAN

The work of the Student Ombudsman has a focus on the independent and impartial review of academic complaints for coursework and higher degree research students. Students refer their complaint to the Student Ombudsman if they are not satisfied with the Stage 1 (faculty level) outcome of their complaint, or because they wish to appeal against the decision of a Faculty Investigation Committee. In addition, the Academic Complaints and Appeals Administrator manages the Coursework Exclusion Appeals Committee which is chaired by the Student Ombudsman. The Student Ombudsman also provides advice to students and staff in relation to academic complaints procedures and related matters.

Table 15: Student Academic Complaints referred to Student Ombudsman (2019)

| Coursework Student Academic Complaints | |
|---|-----------|
| Complaints fully upheld | 0 |
| Complaints fully dismissed | 7 |
| Alternative outcomes negotiated | 1 |
| Total Coursework Academic Complaints | 8 |
| Higher Degree Research Student Academic Complaints | |
| Complaints fully upheld | 3 |
| Complaints fully dismissed | 3 |
| Alternative outcomes negotiated | 5 |
| Total HDR Academic Complaints | 11 |
| Total Formal Complaints received 1 January 2019 – 31 December 2019 | 19 |

STUDENT ADVOCACY SERVICE

The Student Advocacy Service (SAS) is an independent support service available to current UOW students. The SAS provides free and confidential advice to students who seek guidance on grievances, appeals, disputes and conduct matters relating to the University. The SAS's independence also enables it to observe and report on the way UOW's decision-making processes affect students. The SAS is increasingly recognised as a key support service and an important risk-identifier by the University and students alike.

The SAS received 256 cases in 2019, a significant increase (35%) from 2018 (189 cases). The breakdown of students by cohort is displayed in the following tables.

Table 16: Requests for Student Advocacy assistance by cohorts in 2018 and 2019

| Cohort (UG/PG/UOWC) | 2018 | 2019 |
|---------------------|------------|------------|
| Undergraduate | 83 | 136 |
| Postgraduate | 82 | 96 |
| College | 23 | 24 |
| | 189 | 256 |

Table 17: Requests for Student Advocacy assistance by Domestic and International cohorts in 2018 and 2019

| Cohort | 2018 | 2019 |
|---------------|------------|------------|
| Domestic | 71 | 133 |
| International | 116 | 123 |
| Unspecified | 2 | 0 |
| | 189 | 256 |

The following table illustrates the primary types of matters in which students have sought advice from the SAS during 2019.

Table 18: Breakdown of Student Advocacy Matters (2019)

| Breakdown of Issues | 2018 | 2019 |
|--|------------|------------|
| Academic Complaint (e.g. appealing marks, supervision issues, exam arrangements) | 48 | 66 |
| Academic Misconduct (e.g. plagiarism, unauthorised exam materials) | 31 | 23 |
| Bullying and Harassment | 7 | 2 |
| Academic Exclusion (terminated course of study) | 20 | 34 |
| External Agency Support | 1 | 3 |
| Fees | 3 | 11 |
| General Misconduct (e.g. medical certification, misbehaviour) | 5 | 7 |
| General Complaint (e.g. staff treatment, administrative issues) | 18 | 24 |
| General Support (e.g. referrals to other services, leave of absence applications, academic consideration etc.) | 10 | 39 |
| Release Letter (approval of transfer to another institution) | 26 | 32 |
| Research Supervision | 12 | 8 |
| Sexual Harassment | 0 | 1 |
| Tenancy | 3 | 6 |
| Student Placement (at professional workplaces for experiential learning) | 2 | 0 |
| Sexual Assault | 1 | 0 |
| Unspecified | 2 | 0 |
| | 189 | 256 |

There was a 64% increase in undergraduate students and a 87% increase in domestic students seeking assistance from the SAS in 2019 from 2018. These significant increases are likely due to increased communication with Student Support Advisors and the SAS' focus during 2019 on outreach to regional and metropolitan campuses. During 2019, the SAS performed outreach via visits to South Western Sydney campus on key dates throughout session and conducted visits and virtual outreach by arrangement with Southern Sydney, Southern Highlands and Shoalhaven campuses.

One aspect of SAS outreach was the creation of promotional material to raise awareness of the service. The material was distributed to key areas and contacts across UOW campuses. The SAS website was improved in 2019 and is now more readily accessible by students. Feedback from UOW students on the user experience of the website was received via SAS' participation in a UOW Career Ready Learning and Practice 200 (CRLP200) student work experience initiative as part of the UOW Complaints Network (consisting of the SAS, Complaints Management Centre, and Student Ombudsman).

The SAS endeavoured to ensure that its contact details and service offerings were included in numerous standard correspondence templates sent to students by other areas, concerning Academic Misconduct, General Misconduct, Student Health and Assessment Policy Notices, Academic Exclusion Notices, and Release Letter outcomes. This strategy appears to be successful, as evidenced by the SAS receiving a 70% increase in students facing Academic Exclusion seeking SAS support in 2019 (from 20 cases in 2018 to 34 in 2019) following the inclusion of SAS contact information in the template Academic Exclusion Notices. It is anticipated that the online Academic Complaints system will soon also provide SAS contact details to students.

The SAS witnessed a decrease in students making contact for Academic Misconduct support, from 31 in 2018 to 23 in 2019 (25% decrease). This accords with the decrease in the medium-level and high-level outcomes for Academic Misconduct experienced by UOW generally, as the SAS has traditionally been utilised more heavily for these cases, rather than low-level outcomes and cases of 'Poor Academic Practice'. More specifically, the number of medium-level Academic Misconduct outcomes decreased by 23% in 2019 (from 65 to 50 cases), and the number of high-level Academic Misconduct outcomes decreased by 75% in 2019 (from 4 to 1 case).

In 2019 the SAS saw a large increase in cases categorised as General Support, up from 10 in 2018 to 39 in 2019 (290% increase). This increase may be due to increased referrals from Safe and Respectful Communities (SARC) and Accommodation Services staff, students with mental health issues being referred for support as a result of liaising with faculty staff, increased students requiring ongoing support with police interviews, and Court support. Given this increase and the diverse nature of the cases within this category, the SAS will seek to define more specific subcategories for future reporting.

STUDENT SERVICES AND AMENITIES FEE

During 2019, the University collected revenue from the Student Services and Amenities Fee (SSAF). This revenue was allocated across 35 projects within five strategic program areas that align with UOW strategic priorities, UOW SSAF spending priorities and student priorities. The strategic program areas are:

- Careers, employability and entrepreneurship
- Health and wellbeing

- Developing study skills
- Student engagement and campus life
- Student space development.

The 2019 SSAF-funded projects provided valuable outcomes for UOW students, with further development in the Student Representative Project; realignment of wellbeing activity delivery by UOW Pulse at each onshore campus; enhancement of the SARC initiative; and delivery of the SARC Action Plan. On-going provision of the mental health and after-hours crisis line support and the triage and sexual assault and sexual harassment support specialist ensure that UOW provides triage and specialist support for its students during critical events.

Funding to increase support services for SAS has resulted in the service expansion to a number of campuses as well as increased contact hours on the Wollongong campus. The introduction of a funded representative sport program resulted in increased student participation at Division I and Division II competitions. The mobile devices loan project resulted in a release of 40 laptops now available for short-term loan across UOW's onshore campuses.

Revenue was allocated to metropolitan and regional campuses, which reflected the fees collected at each location and aligned with the above strategic program areas. In 2019, students at metropolitan and regional campuses continued to benefit from Careers Consultants and Disability Liaison Officers. In addition, each campus has continued to benefit from the SSAF-funded social and beverage services program and campus engagement activities.

In 2019, the University SSAF student consultation process included distribution of a SSAF spending priorities survey to all onshore students, providing students the opportunity to rank areas of spending and submit suggestions for new SSAF-funded projects. Survey results and submissions were presented to the Student Advisory Council (SAC), who formed a SSAF working group to review the progress of existing SSAF-funded projects, recurrent/new project submissions and survey results. The SAC developed a formal Terms of Reference for the working group, and received their recommendations and comments for endorsement.

The SAC-endorsed SSAF recommendations were considered as part of the funding recommendations and allocation provided to the Chief Operating Officer for final annual allocation approval.

STUDENT REPRESENTATION

The Student Advisory Council (SAC) was officially formed in May 2018 and consists of 42 representatives comprising domestic and international students from each of UOW's faculties, onshore campuses, the Woolyungah Indigenous Centre (WIC), University Council, Academic Senate, UOW's undergraduate and postgraduate student associations and various diversity positions.

The inaugural SAC completed its first full-term of office as at 31 December 2019. The members have been involved in key strategic programs such as:

- consultation on UOW's 2020-2025 Strategic Plan
- leading the push for increased recording of lectures via the ECHO360 project
- reviewing and making recommendations for annual allocation of the SSAF

- participating in design and delivery of various informal learning infrastructure projects delivered across the Wollongong and Shoalhaven campuses
- consultation on the UOW SARC Action Plan for 2019-2020.

Leadership development provided to the SAC has enabled students to reflect on their individual leadership styles and provided opportunities for greater engagement with representation of fellow students and the broader university community.

Engagement activities held by the group throughout the year include:

- attendance by representatives at the National Student Voice Summit
- participation in an annual leadership workshop
- hosting an information stall at Autumn session Orientation Week and Spring session Orientation Day
- representation at the 100th Armistice Day Commemoration
- information stalls during Lunch on the Lawn
- student consultation across individual faculties and campuses.

specialised training in responding to, reporting and ultimately preventing incidents of sexual assault and sexual harassment.

Education programs for staff and students on consent, bystander intervention and first level responder training have been delivered to over 800 professional and academic staff, UOW's security team and UOW Pulse staff. This suite of training is provided to student leaders in ASD and is complimented by online modules including Consent Matters.

Other initiatives include the development and implementation of support programs by those impacted by sexual assault and sexual harassment, and the ongoing review and delivery of programs for students and staff aimed at understanding consent, engendering a culture of respect, incident prevention and support following disclosures.

Following the 2018 UOW expert led review into existing University policies and response pathways in relation to sexual assault and sexual harassment, the University developed a new Improper Sexual Conduct Response Policy, due to be approved in early 2020. The new policy provides an overarching mechanism to access clear information regarding support and guidance for all individuals involved in incidents of improper sexual conduct as well as the reporting options available both within or external to UOW.

SAFE AND RESPECTFUL COMMUNITIES

Everyone has the right to feel safe and supported on campus, free from discrimination, harassment and assault. The Safe and Respectful Communities (SARC) initiative is UOW's commitment to creating a safe and respectful environment for all members of the university community through delivery of the SARC Action Plan. The SARC Action Plan, a response to the 2017 Australian Human Rights Commission's (AHRC) *Change the Course* report, informs and guides the activities UOW undertakes to provide a safe and respectful community. UOW is committed to implementing all nine recommendations of the AHRC report and to embedding a sustained, long-term response to wellbeing and safety for its university community.

In 2019, UOW delivered large-scale communication campaigns on its onshore campuses as part of the University's ongoing commitment to raise awareness of the importance of safety and respect for all students and staff and to highlight support and reporting options available at UOW.

The 'Respect Is...' campaign used words provided by students, staff and community members defining what respect means to them in a poster and digital media campaign at all onshore campuses. A video was developed featuring the Vice-Chancellor showing his support for and leadership in the SARC initiative. The video was distributed across UOW's channels and encouraged students and staff to report all incidents of harassment, assault, bullying and discrimination.

SARC and the Accommodation Services Division (ASD) partnered to develop a film festival titled 'Resflix'. All residents of ASD were able to participate by creating a film addressing key issues associated with binge drinking and drink spiking. Further community partnerships with the Red Frogs and Alcohol and Drug Education specialists (ADE - formerly known as Alcocups) have been formed as a result of this event.

A partnership with the Wollongong Liquor Accord (inclusive of Wollongong City Council and NSW Police) was developed to initiate the delivery of the Safe Night Out program in 2020. The program is delivered to staff of licensed premises and provides

UOW's Social Media Communities

CONTENT MARKETING ON SOCIAL MEDIA

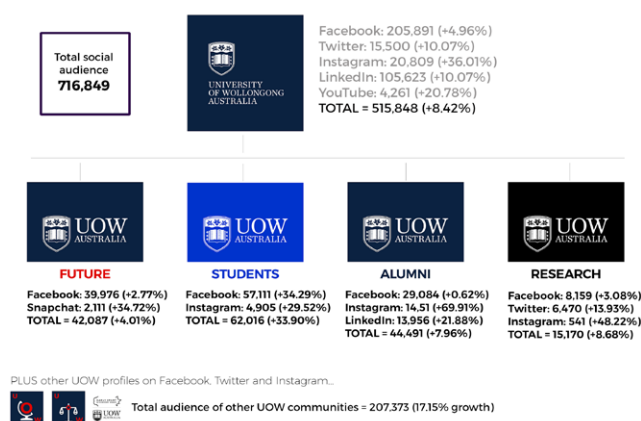
UOW's social media presence is multi-channelled and designed to speak to different parts of the UOW community. It is comprised of the UOW Official primary brand pages, the four key student life-cycle presences, and a number of smaller communities.

The total audience across all social media at UOW has increased by 12.08% to 716,849 followers. This includes:

- 352,084 followers across UOW's official pages, a year-on-year increase of 8.42%
- 515,848 followers across the five key-audience UOW Facebook pages (Future, Student Life, Research, Alumni and UOW Official), a year-on-year increase of 10.31%.

FOLLOWERS OF UOW'S SOCIAL MEDIA COMMUNITIES

UOW's Social Media Presence, 2019



UOW OFFICIAL AND FUTURE STUDENTS SOCIAL MEDIA STATISTICS

OFFICIAL

- Posts on the official Facebook page achieved 6,739,196 impressions, a year-on-year decrease of 1.15%
- Engagement of official Facebook audience in 2019 was 4.4%, a year-on-year decrease of 25.4%. This slight decline may be attributed to a more competitive Facebook environment
- The peak month for impressions on the UOW official Facebook page was November 2019, with 846,509 impressions and March 2019 was the peak month for engagement, with 6.2% of total visits to the page. These peaks were due to activity and engagement on the UOW Men's Football team at the University Sports Federation (FISU) Football World Cup, Graduations and The Stand story 'Chasing the sun'
- UOW's official Facebook page continues to be a key point of contact for students – mainly international students – with enquiries about applying to study at UOW
- UOW's official LinkedIn account gathered 2,120,061 impressions in 2019. This platform remains an integral part of the University's social media activity, and is key in terms of promoting UOW announcements and content marketing to a

broad audience comprising of staff, students, alumni, industry colleagues and professionals

- UOW's official Instagram account reached 20,859 fans in 2019. Average engagement was 3.71% throughout the year, slightly below the higher education average Instagram engagement of 3.96%
- UOW's official Twitter account received 1,811,628 tweet impressions, a year-on-year increase of 33.4%. Average engagement of UOW's official Twitter account was 1.03%, well above the higher education average Twitter engagement of 0.079%
- UOW's YouTube account had 249,994 video views.

FUTURE STUDENTS

- Posts on the Future Students Facebook page achieved 4,126,380 impressions, a year-on-year decrease of 5.14%
- Engagement on the Future Students Facebook page in 2019 was 5.36%, a year-on-year decrease of 30.93%. This decline may be attributed to the highly competitive Facebook environment. This cohort is also spending more time on other social media platforms such as Snapchat, Instagram, and TikTok
- The peak month for impressions and engagement on the Future Students Facebook page was October 2019, with 1,479,432 impressions and 15.7% engagement
- The UOW First Year Students 2019 Facebook group was launched on 28 October 2019 with the objective to engage students considering UOW. This group again provided the Strategic Marketing and Communications Unit (SMCU) Digital Team with significant insight into the real-time concerns and questions of UOW future students at the edge of enrolment
- The UOW Snapchat target audience consists of current UOW students and Year 12 students (aged 17-18). As of 31 December 2019, there were 2,111 followers
- 2019 saw an increased focus on Snapchat, Instagram Stories and digital publishing utilising the UOWx Digital Media Ambassador (DMA) team. This program aims to encourage students to curate authentic content, showcasing UOW student experiences. This content has been used to engage future and current students, using real-time student-curated content to increase product awareness and brand affinity
- In 2019, SMCU trialed a competitive recruitment process for the Digital Marketing team. SMCU will continue this approach into 2020 and is also looking at increasing its presence at the regional campuses
- The 2019 DMA team consisted of 39 ambassadors. These ambassadors produced over 436 hours of content. The overall direction, guidance and management of the DMA Team is provided by the SMCU Digital Team.

SOCIAL MEDIA COMMUNICATIONS AND ENGAGEMENT

A key objective of UOW's 2016-2020 Brand Positioning, Marketing and Communications Strategy is to implement a fully integrated content marketing campaign at both a brand and discipline level, with the ultimate goal of driving engagement, conversions and applications.

In 2019, it remained key to ensure that SMCU delivered the most engaging social media content, in the most engaging format, to a broad spectrum of audiences. All content was created with a mobile first approach for Instagram stories, Facebook stories and Snapchat.

SMCU produced brand videos that were used in multiple campaigns throughout the year, including the 'Preferences' campaign. The student recruitment campaign adopted the same narrative-led approach as the existing 'Stop at Nothing' campaign, but specifically targeted school leavers. From a student point-of-view, the videos followed stories typical of the year 12 experience, overcoming obstacles; making big decisions; setting goals; and hard work. The videos aimed to empathise, inspire and encourage students on this journey.

TIMES HIGHER EDUCATION

SMCU produced video content for the Times Higher Education campaign which reached over 450,000 users on social media:



THE STAND

Stories on UOW's brand content marketing platform, The Stand website, continue to be a key driver of traffic in 2019.

Total page views in 2019 were 141,783, a year-on-year decrease of 2.94%. The average time on page was 1:43, a year-on-year decrease of 72.34%. In 2019, stories on the Future Students section of The Stand were promoted on the Future Students Facebook page, South Asian Facebook page and used in recruitment campaigns. The DMA team contributed to this content, creating over 60 written and graphic content submissions. Stories were posted to the Future Students Facebook page with the aim to deliver an authentic student voice and strategic content that resonates with the future and current student audiences. These stories were also used in paid campaigns including early admission, the 'Preferences' campaign, and the 'Accommodation' campaign.

THE PODCAST

Following the success of UOW's first podcast series, 'Can you tell me why? Surprising answers to difficult questions', UOW launched Series 2, 'Can you tell me how? Powerful answers to urgent questions', in early September. In less than four months, the podcast reached over 15,500 listens and had over 1.7 million impressions on UOW's social channels.

UOW Staff

ATTRACTION AND RETENTION

UOW recognises that attraction, retention and promotion of high quality staff is required to achieve its strategic goals. Consequently, UOW employs a range of strategies to ensure it is well placed to be an employer of choice.

Implementation plans resulting from the 2018 Voice workforce survey continued to be monitored. UOW formally surveys staff every three years to measure staff behaviours, perceptions and satisfaction with their work environment in order to assess their level of engagement and organisational progress. Local area bespoke action plans were developed in consultation with staff. In April and October, the Vice-Chancellor's Advisory Group reviewed progress on each local area action plan.

At the UOW-wide level a mental health strategy and a major projects website were two activities of value to staff, with the intranet site updated in November to demonstrate the actions being taken in response to staff views about UOW as a workplace.

Table 19: Fulltime and fractional fulltime staff 2016 - 2019

| Staff Demographics (FTE) | 2016 | 2017 | 2018 | 2019 |
|--------------------------|-------|-------|-------|-------|
| Academic Activities | 1,732 | 1,803 | 1,876 | 1,924 |
| Academic Support | 298 | 279 | 280 | 282 |
| Institution Services | 505 | 525 | 546 | 594 |
| Other | 96 | 105 | 128 | 134 |
| Total | 2,622 | 2,711 | 2,848 | 2,934 |

WORKFORCE DIVERSITY

Consultation on UOW's 2020-2025 Strategic Plan included consultation on values. Sessions were held with senior staff to begin embedding values in everyday behaviours and common language.

Work commenced on mapping the equity, diversity and inclusion landscape at UOW across staff and student cohorts with a view to streamlining and standardising processes and governance as well as sharing good practice.

Quarterly induction sessions for new staff were conducted throughout 2019. The face-to-face format includes presentations and workshops that focus on UOW's Strategic Plan and its values, Equity, Diversity and Inclusion, Privacy, UOW's Code of Conduct, and Workplace Health and Safety. People joining UOW hear from the Vice-Chancellor and Director, Human Resources about the importance of the University's values of mutual respect, providing a safe and supportive workplace, providing a campus free from unlawful discrimination and harassment, and UOW's aspiration to set the standard for inclusiveness, diversity and equity.

As part of its commitment to diversity and inclusion, UOW values the contribution of its staff in shaping and refining University policies. To complement the University's recognition as an Employer of Choice for Gender Equality, awarded by the Workplace Gender Equality Agency, UOW undertook a survey to better understand the gender equality lived experience of its staff. The 2019 participation rate for this biennial survey exceeded the 2017 survey, with feedback being a rich information source that continues to shape UOW's equity and diversity policies and practices.

UOW was selected to host the 2019 Equity Practitioners in Higher Education Australasia (EPHEA) biennial conference. This conference brought together hundreds of experts from across the higher education sector to explore how educational institutions can embrace knowledges, skills, experiences and cultures of people from diverse backgrounds. The conference highlighted the diversity of the university experience and how universities are working to provide an environment that enables students to thrive.

UOW launched an easier way for employees to provide and update their equity and diversity (E&D) information in 2019. Staff are now able to review and update their E&D data online at any time, replacing a paper-based form. This is a key element of UOW's statutory reporting requirements, as well as helping to inform refinements to equity and diversity policies and practices to meet the needs and reflect the composition and profile of our workforce.

UOW is now the only university to be able to brand itself to attract and retain high quality staff with the four major achievements detailed below.



GENDER EQUALITY

UOW strives to provide a culture of equal opportunity regardless of gender and is strongly committed to advancing gender equality. Approximately 44% of the University's academic staff and 69% of its professional services staff are women. UOW has strategies and actions in place to reach its target of 40% female professoriate (Associate Professor and Professor) by 2020.

For the fourth consecutive year, UOW was recognised by the Federal Government as one of the best workplaces in Australia for gender equality and is one of only 141 organisations Australia-wide to be named Employer of Choice for Gender Equality by the WGEA. The University actively promotes a range of policies and strategies to enhance diversity and inclusion in employment including mentoring workshops, targeted development programs, flexible work arrangements (part-time and job sharing), generous paid parental leave and on-campus childcare facilities. UOW holds activities throughout the year to proudly showcase its diversity of talent.

UOW hosted an event with approximately 100 guests and staff in attendance to showcase its Athena SWAN Bronze Institution

Award and the University's achievements and aspirations for gender equality and broader diversity. The keynote speaker, Elizabeth Broderick AO (Chair, SAGE Pilot Expert Advisory Group, former Sex Discrimination Commissioner and Founder, Male Champions of Change), congratulated UOW on its ongoing efforts to advance gender equality and other aspects of diversity. To uphold the University's prestigious Athena SWAN Institution Bronze Award, UOW continued implementation of a four-year Action Plan as part of its commitment to advancing the careers of women in the science, technology, engineering, mathematics and medicine disciplines (STEMM).

Representatives from the Equity, Diversity and Inclusion unit at the University of Surrey visited UOW in February 2019. During their visit, they met with key contacts from each faculty and shared their university's Athena SWAN Silver Award journey. In May, two representatives from UOW's Human Resources Division and one from the Research Services Office travelled to the University of Surrey under the ERASMUS (European Region Action Scheme for the Mobility of University Students) scheme. The two UOW Human Resources delegates had the opportunity to meet with a number of key personnel who provided insights into workforce diversity initiatives at the University of Surrey.

In 2019, UOW successfully applied for the Department of Employment, Skills, Small and Family Business Career Revive program, which aims to support regional businesses to attract and retain skilled women returning to the workforce after a career break. UOW was one of 10 organisations and the only university selected. The project aims to improve UOW's business practices and policies, establish a 'supported returner program', and develop an online toolkit that will provide best practice advice and practical resources.

UOW celebrated gender equality by hosting a 2019 International Women's Day event. The theme of the day was Balance for Better, focusing on how to achieve a more gender-balanced world for all. The keynote speaker, Senior Professor Julie Steele AM, has devoted her career to championing research that benefits women. Changes to employer superannuation contributions that will provide greater financial security for female employees were announced at the event. These include minimum contributions made to employees taking unpaid parental leave in the first year of a child's life and extending the 17% employer superannuation contribution to part-time employees, who are mostly women.

In 2019, the University launched a program to support UOW sponsored conferences that prioritise equality together with quality. Up to \$5,000 per conference (total pool of \$20,000 per annum) is available for the purposes of achieving or promoting gender equity. The sponsorship is designed to be flexible to meet the needs of the conference organising and program committees in addressing their gender equity goals.

A UOW delegation attended the 2019 University Global Partnership Network (UGPN) conference in Raleigh, North Carolina in April. This annual conference brings together leaders and academics from UGPN's four member institutions – North Carolina State University, University of São Paulo, University of Surrey, and the University of Wollongong – to promote academic exchange and research opportunities. UOW was represented at a Women in STEM Panel Discussion by Senior Professor Sharon Robinson, Challenge Leader for Sustaining Coastal and Marine Zones in the Global Challenges program. Panel members reflected on their careers, highlighting their path into STEM. The stories highlighted many challenges, gender based and also for first-in-family and low socio-economic groups who lack pathways into university. The panel also shared their views on the path forward.

In 2019, UOW continued to promote its Parents' Rooms. These facilities are available for staff, students and visitors needing to attend to specific needs of young children including feeding an infant or to store chilled items, including expressed breast milk. UOW continues to ensure its practices remain equitable and that all staff and students have the ability to achieve their full potential by removing any barriers to participation.

LGBTIQ+

In 2019, UOW was proud to receive its first Bronze Award for the Australian Workplace Equality Index (AWEI). The Index is the definitive national benchmark for LGBTIQ+ workplace inclusion and sets a comparative benchmark for Australian employers across all sectors. The comprehensive and rigorous application process consists of 200 evidence-based questions on strategy, policy frameworks and LGBTIQ+ activities conducted throughout the assessed year. As part of UOW's participation, a range of equity and diversity policies were reviewed and circulated for staff consultation. Feedback from staff resulted in updates to these policies to be more inclusive of the University's LGBTIQ+ community, to reflect best practice.

UOW's Ally Network continued to expand its membership throughout 2019 and held many activities throughout the year at various UOW campuses, such as Chalk Rainbow, support for gender and sexuality minorities, and Wear it Purple, an annual awareness day that supports young people who identify as LGBTIQ+. UOW hosted an Ally Network event where the Honourable Michael Kirby AC CMG met with the Vice-Chancellor and members of the Ally Network. Justice Kirby shared his individual experiences and commended UOW on its LGBTIQ+ inclusion practices. UOW continue to work closely with Pride in Diversity who facilitated its face-to-face Ally training in 2019.

During the year, UOW developed its first Gender Identity and Affirmation Guidelines. These guidelines are designed to provide information and guidance on how to best support UOW's staff and students, wherever they may be on the spectrum of gender identity and those going through gender affirmation.

UOW started rolling out All Gender toilets across campus to be inclusive of our non-binary community, with two currently in operation.

In May, UOW again celebrated the International Day against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT). Launched in 2004 to celebrate LGBTIQ+ people globally, IDAHOBIT is dedicated to supporting the LGBTIQ+ community and raising awareness of issues concerning discrimination faced by gender and sexually diverse individuals. IDAHOBIT signifies inclusion and zero tolerance towards discrimination, consistent with UOW's diversity and inclusion values.

ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT STRATEGY

UOW is committed to being an employer of choice for Aboriginal and Torres Strait Islander people. UOW recognises the importance of our diverse workforce and continues to champion Aboriginal and Torres Strait Islander Reconciliation. 2019 was a year of review and revitalisation of the direction of Aboriginal employment at UOW with consultation taking place with key stakeholders across the University.

The new 2019 Enterprise Agreements (Academic Staff and Professional Services Employees), included enhanced employment conditions specifically for our Aboriginal and Torres Strait Islander colleagues. Support material to inform these inclusions were consulted on and new processes were established related to cultural and ceremonial leave and family kinship provisions.

The UOW Aboriginal and Torres Strait Islander Recruitment Guidelines were developed in 2019 following a Section 126 exemption granted by the NSW Anti-Discrimination Board. The guidelines actively promote the target of a wider range of roles, including academic roles for graduates, to enable the University to reach its target of 3% representation of Aboriginal or Torres Strait Islander staff.

The 2019 National NAIDOC Theme was Voice, Treaty, Truth and NAIDOC Week events in the community were attended by Aboriginal and non-Aboriginal staff from campuses such as Wollongong, Shoalhaven, Batemans Bay, Bega and Southern Highlands.



UOW Woolyungah and Shoalhaven Campus staff attend the NAIDOC Shoalhaven Funday

Career development continued to be a focus for Aboriginal and Torres Strait Islander staff during the year. Two Aboriginal staff participated in a leadership program facilitated by UOW and delivered by the Illawarra ITEC. This course focussed on developing University staff to progress into management roles, supporting both their current and future work at UOW and enhancing professional career development pathways. These staff members successfully completed the Certificate IV in Leadership and Management, graduating in December 2019.

Each year, UOW offers Equity Fellowships to assist academic staff with the completion of their PhD program and in 2019 two Aboriginal academics were awarded an Equity Fellowship. Support for Aboriginal and Torres Strait Islander academics for Postdoctoral Research Fellowships was also offered in 2019.

A pilot targeted Aboriginal Internship was approved and financially supported with a program planned to commence in 2020.

The 2019 Vice-Chancellor Awards acknowledged two of our Aboriginal staff members, one receiving an award for Excellence in Community Engagement and the other Aboriginal staff member recognised for their 25 years of service.

DISABILITY INCLUSION

UOW became the first university campus in Australia to have dedicated directional mapping for wheelchair users, to make moving around campus easier and safer for people with disability. This initiative saw the development of an application that translates wheelchair-user-generated data into the best navigation routes based on their relative ability to propel a wheelchair.

UOW continued to provide support for prospective and existing staff who identified the need for reasonable adjustments during their interview process and/or to effectively carry out their work at UOW. In 2019, ten workplace adjustments were conducted for University staff utilising the federal government's Job Access program.

These activities and more were guided by the University's Accessibility Action Plan 2019-2021 which is based on the concept of universal design, reflecting contemporary practices.

MULTICULTURAL ACTIVITIES

UOW appreciates the value of multiculturalism and understands it ensures our workforce is equipped and ready to meet the challenges of the global environment.

The previously Multicultural Plan continues to underpin UOW's multicultural activities. Key objectives, aligned with the University's strategic goals, are to leverage our reputation for opportunity and innovation, strong workplace culture and commitment to attract and retain the most talented staff.

UOW celebrated Harmony Week (18-22 March) by colleagues sharing stories and reflecting on inclusiveness, mutual respect and belonging regardless of cultural or linguistic background.

UOW staff continued to demonstrate their generosity to those less fortunate than themselves. As in previous years, the UOW Cares program supported numerous charities and provided opportunities for staff to make regular donations to a charity of their choice, via salary sacrifice. Amongst the beneficiaries was again the local charity, the Indigo Foundation, an independent community-based development organisation that currently supports projects in Afghanistan, India, Indonesia, Namibia, Rwanda, South Sudan and Uganda.

UOW supported more than 420 visiting and honorary fellows and processed more than 71 work visa applications for academics and professional services staff filling continuing or fixed-term vacancies. While employment vacancies are advertised across a broader global reach and staff members come from varied cultures and countries, many are from Asia and Europe. Relocation assistance and support for staff migrating to Australia is offered to successful candidates and their families.

In 2019, UOW co-hosted its seventh annual Iftar dinner with Amity College. Iftar is the meal eaten after sunset during Sawm, the fasting that occurs during the holy month of Ramadan, and is a symbol of friendship, understanding and social harmony.

To celebrate the diversity of its staff and students, UOW hosted a range of multicultural events to celebrate International Week in September. Events included moonlit markets, art displays, food stalls, a film screening plus dance and performance pieces across multiple locations.

OVERSEAS VISITS

UOW staff undertook a variety of overseas visits in 2019 for the purpose of UOW promotion, relationship development and scholarly activity. This included participation in academic conference and symposia, and the undertaking of research and related activities while on formal study leave.

Table 20: Overseas visits

| | |
|---------------------------------|-------|
| Number of countries visited | 79 |
| Total number of overseas visits | 1,497 |

Table 21: Reasons for overseas visits

| | |
|----------------------|--------|
| Conference | 25.47% |
| Meeting | 14.61% |
| Other | 11.24% |
| Conference / Meeting | 7.30% |
| Research | 6.18% |
| Teaching | 5.06% |

ACADEMIC PERFORMANCE ENHANCEMENT

The Mid-Career Academic Development (MCAD) program, consisting of facilitated workshops, mentoring by senior academics, and a writing retreat, continues to provide academic staff with the knowledge, skills and connections to advance their careers. Twenty-six participants drawn from all faculties across the University participated during 2019. This program supports staff career pathways by assisting participants to build their skills and maximise individual potential and performance. Participants developed a five-year career plan as part of the program and indicated an 86% confidence rating in implementing the plan.

The Early Career Academic Network continues to provide valuable support to early career academics through a dedicated email list and events where invited speakers present. The network has grown to over 230 members.

A new workshop, 'Academic', was piloted with the Faculty of Social Sciences. This workshop covered developing a visibility strategy and was followed by a session on using Twitter. The feedback from the workshop was positive and it will be rolled out to other faculties in 2020.

LEADERSHIP CAPABILITY DEVELOPMENT

UOW's Strategic Plan recognises that building a committed and sustainable workforce characterised by strong and strategic leadership across the University is critical to its success. As a result, a number of leadership programs were offered during 2019.

The second Leadership Program for Senior Academic Women (LPSAW) continues to have a positive impact with 76% of participants taking on a formal or informal leadership role since commencing the program. A new strategy provided participants with one-to-one coaching over three months to support plan implementation. Participants reported that this improved (by 30%) the likelihood of them implementing actions from their 90 day plans.

A new Heads of Students program was designed and delivered to assist in clarifying the role of Head of Students and to provide an overview of the policies and procedures associated with this position. As a follow-up to this program, participants were provided with online material covering topics such as having difficult conversations, dealing with emotional students, and making effective decisions. Due to the success of this program and turnover of staff in this role, it is anticipated that this program will be conducted annually.

The Mentoring Program for New Managers continued to be a popular and valuable program with a record number of 21 participants. As usual, the program received high ratings and enthusiastic appreciation with participants indicating a 10% improvement in their performance.

PROFESSIONAL DEVELOPMENT AND RECOGNITION

UOW's commitment to providing staff with a range of professional development activities that complement its training courses continued in 2019. Online tools were developed to assist staff in the 'flow of their work' including the Preparing for Critical Conversations Toolkit and Conversation Guide for Performance Planning Discussions.

The UOW KnowHow Toolkit, which provides online access to over 2,000 just-in-time, point-of-need resources, continues to be beneficial with over 833 staff accessing over 9,000 resources in 2019.

Support was provided to faculties and divisions through over 50 tailored facilitation or customised workshops, including sessions on planning, strategy development, team building and specific skill development.

The University's 32nd annual Vice-Chancellor's Awards night was held in August. These awards aim to encourage and recognise exceptional performance from University staff members who demonstrate outstanding achievement in activities that are aligned to UOW's vision and strategic goals. With over 350 guests attending, 173 award recipients covering eight award categories were honoured on the night. The Vice-Chancellor and Dr Annette Wellings also hosted a 40 year recognition of service dinner in September. Two members of staff, Linda Deitch (IHMRI) and Lorraine Denny (HR), were recognised for this significant milestone.

EMPLOYMENT RELATIONS

In 2019, the University finalised bargaining its two enterprise agreements – one for academic staff and one for professional services employees. Each agreement was endorsed by a majority of employees whose employment is covered by the agreement. Both agreements ensure UOW remains a viable and sustainable organisation into the future, promote inclusive and equitable work practices, and provide supportive and flexible career pathways for its staff.

A range of improved conditions and pay increases (including a \$1,000 uplift to full-time salary rates of pay upon staff approval of each of the agreements) were included in the agreements. These were summarised for staff to enable them to vote in an informed way. Guidance material for managers and staff is being produced and promulgated to ensure effective implementation. Where necessary, personnel policies are also being updated.

EQUITY, DIVERSITY AND INCLUSION 2020 STRATEGIES

UOW's current commitment to equity and diversity is articulated in its Strategic Plan 2016-2020. In 2020 the University's new Strategic Plan 2020-2025 and its 'pillars' – of People and Culture – will shape future planning and implementation of equity, diversity and inclusion initiatives.

In particular, in 2020 UOW will focus on strengthening equity and diversity policies, strategies and actions with particular attention to:

- continuing to implement numerous Athena SWAN action items to advance the careers of female academics and achieve the 40% female professoriate target
- strengthening policy areas for the University's LGBTIQ+ community
- implementing the Reconciliation Action Plan, including actions to achieve 3% Aboriginal and Torres Strait Islander employment
- action learnings from involvement in the Career Revive program.

As always, the University will work with staff, students and the wider community to promote and ensure equitable and inclusive practices throughout its campuses and proactively seek out opportunities to continue to ensure that UOW is a workplace of choice for our rich and culturally diverse workforce.

EQUAL EMPLOYMENT OPPORTUNITY (EEO) STATISTICS

Tables 22 and 23 below detail the EEO statistics for UOW's key EEO target groups. Female employment shows a modest increase over the six year period for both professional services and academic staff. For those whose first language is not English, both professional services and academic staff saw a return in 2019 to the levels of previous years after a reduction in 2018.



EEO STATISTICS

Table 22: Professional Services Staff representation of EEO Target Groups as a percentage at 31 March in the years 2013-2019

| Professional Services Staff | % of Professional Services Staff | | | | | | | |
|--|---|------|------|------|------|------|------|------|
| EEO Target Group | Benchmark or Target | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| Women | 50 | 66.1 | 66.7 | 67.3 | 68.9 | 68.9 | 69.3 | 69.4 |
| Aboriginal People | 3.0 | 1.7 | 1.8 | 1.9 | 2.4 | 2.3 | 2.3 | 2.0 |
| People whose first language is not English | 19 | 16.7 | 16.5 | 16.9 | 15.5 | 14.9 | 13.8 | 17.6 |
| People with Disability | NA | 6.4 | 5.8 | 5.2 | 5.0 | 4.6 | 3.9 | 3.8 |
| People with Disability requiring work-related adjustment | 1.5 | 1.8 | 1.9 | 1.5 | 1.5 | 1.3 | 1.0 | 0.9 |

Table 23: Academic Staff representation of EEO Target Groups as a percentage at 31 March in the years 2013-2019

| Academic Staff | % of Academic Staff | | | | | | | |
|--|----------------------------|------|------|------|------|------|------|------|
| EEO Target Group | Benchmark or Target | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| Women | 50 | 39.7 | 39.6 | 40.8 | 41.5 | 43.4 | 43.4 | 44.2 |
| Aboriginal People | 3.0 | 0.9 | 1.3 | 1.3 | 1.0 | 1.2 | 1.2 | 1.1 |
| People whose first language is not English | 19 | 30.5 | 32.7 | 32.2 | 30.1 | 28.1 | 25.9 | 30.5 |
| People with Disability | NA | 7.1 | 6.6 | 5.9 | 5.4 | 5.0 | 4.6 | 4.3 |
| People with Disability requiring work-related adjustment | 1.5 | 2.0 | 1.8 | 1.9 | 1.6 | 1.6 | 1.4 | 1.0 |

WORK HEALTH AND SAFETY

UOW is committed to providing a workplace which sustains the health and safety of its staff, students, contractors and visitors.

Again this year, there were no prosecutions under the *Work Health and Safety Act 2011* (NSW). The University has a record, since being self-insured in 2000, of no prosecutions.

WORKERS COMPENSATION AND INJURY MANAGEMENT PERFORMANCE

There was another decrease in the number of workers compensation claims for the year from 61 in 2018 to 48 in 2019. There were 11 work related lost time injuries in 2019 which is a slight increase from 10 reported in 2018. Subsequently, the University's Lost Time Injury Frequency Rate remained stable at 2.01 for 2019. The Average Time Lost Rate decreased from 34.70 days in 2018 to 29.55 days in 2019, with a median of 9.00 days for the dataset.

WHS HIGHLIGHTS AND INITIATIVES

UOW highlights and initiatives for WHS in 2019 include the following:

- Renewal of the University's self-insurance licence by the State Insurance Regulatory Authority (SIRA) for the maximum renewal term of 8 years (top-tier rating) due to UOW's exemplary claims management and return to work practices
- Completion of an organisational mental health risk assessment and UOW Mental Health Strategy
- Completion of five of the six actions from the Workplace Mental Health Strategy Action Plan due for completion by the end of 2019. Highlights include revised mental health awareness and prevention training for staff and people leaders; launch of an employee assistance and support online portal and mobile application; a mental health contact network; and revision of WHS governance documentation to include mental health risks and prevention strategies
- Delivery of another successful Well@Work staff program including nutrition assessments, mental health in the workplace awareness training, a flu vaccination program, skin cancer checks and provision of a regular Well@Work e-newsletter for staff. It is estimated that the Well@Work program had direct engagement with approximately 1,600 staff in 2019, and continues to receive positive feedback from a wide range of staff.

HAZARD REPORTING AND TRAINING

There were 279 reported hazards and near misses in 2019 compared to 387 in 2018, reflecting a strong culture of WHS reporting. A total of 152 safe work procedures were approved utilising the SafetyNet online system in 2019, reflecting a positive culture of developing safe systems of work.

Thirty-eight WHS training courses were delivered both face-to-face and online in 2019 for 621 participants, including the following topics:

- Addressing hazards and risk in the workplace (online)
- Biosafety awareness
- Building warden responsibilities and emergency management (online)
- Contractor induction
- Duty of care for supervisors and managers (online)

- Developing safe work procedures
- Fire extinguisher training
- First aid
- First aid in a remote situation
- Hazard and incident reporting
- Handling of liquid nitrogen
- Managing risks for manual tasks
- Mental health first awareness and early intervention
- Mental health in the workplace for managers
- Radiation safety (online)
- Safe handling of gases
- WHS principles for Workplace Advisory Committee members (online)
- Use of oxy-viva equipment
- Working safely in Science, Medicine and Health.

Table 24: Work Health and Safety Key Performance Indicators 2018-2019

| Performance Indicator | 2018 | 2019 |
|---|-------|-------|
| Number of Workers Compensation Claims Reported | 66 | 61 |
| Number of Work Related Medically Treated Injuries | 22 | 25 |
| Number of Work Related Lost Time Injuries | 10 | 11 |
| Lost Time Injury Frequency Rate | 2.24 | 2.01 |
| Average Time Lost Rate | 35.73 | 29.55 |
| Number of Hazards/Near Misses Reported | 387 | 279 |

Capital Works and Sustainability

COMPLETED – MAJOR WORKS

MOLECULAR HORIZONS BUILDING – \$101.5M

Currently being occupied prior to Autumn Session 2020, the Molecular Horizons Building demonstrates University of Wollongong's commitment to impact-driven research where the world's best molecular research will be put into practice to improve and save lives. With construction activities having commenced in June 2018 and completed during December 2019, UOW has invested in a suite of revolutionary technology, including Australia's most powerful electron microscope, the Titan Krios cryo-EM microscope. Molecular Horizons is co-located in a connected precinct of UOW's existing research strengths on the Wollongong campus and is dedicated to illuminating how life works at a molecular level with the aim of solving some of the biggest health challenges facing the world. Housing dedicated world class researchers, the building is equipped with state-of-the-art facilities that include PC2 laboratories that comprise modular, flexible and efficient ancillary spaces, Cryo-TEM and light microscopy suites, support laboratories, atmospheric chemistry, and office accommodation. Partnering with many organisations, both within and outside Australia, the Molecular Horizons Building is five storeys tall, occupies approximately 7,000 square metres and is separated across two wings.

NORTHERN CAR PARK STAGE 2 – \$6.5M*

Completed in October 2019, the Northern Car Park Stage 2 project has provided an additional 248 car and 28 motorcycle spaces in preparation for the completion of both Molecular Horizons and the Social Sciences and Law, Humanities and the Arts Building (Building 29) on the Wollongong campus. Constructed to the north of the existing P5 Northern car park, the project is coordinated with the proposed Mt Ousley Interchange which will provide a new northern entrance into the Wollongong campus from the M1 Motorway.

*NOTE – total project cost includes site remediation costs.

THERMAL COMFORT, LED LIGHTING AND SOLAR PV (TLS) BUILDING SERVICES PROGRAM (STAGES 1 AND 2) – \$19.7M

To assist in the realisation of reducing campus energy consumption of 20% by 2035, the Thermal Comfort, LED Lighting and Solar PV (TLS) Building Services Program is currently replacing existing lighting technology with energy efficient LED Lighting, as well as increasing the amount of renewable energy production across the campus through the installation of additional Solar PV arrays.

The Wollongong campus has a large stock of buildings at their Wollongong campus of varying age, type, usage and ventilation systems. Overall approximately 77% of habitable spaces (such as offices and common teaching areas) are air conditioned based on Gross Floor Area (GFA). The objective of the Thermal Comfort Program is to improve amenity across the Wollongong campus for staff, students and visitors with the provision of cost effective air conditioning to areas currently without.

To minimise disruption to the campus and improve efficiency in design and delivery of the three disciplines, the projects have been consolidated into multiple stages.

Stage 1 Works were undertaken across 14 campus buildings, with 620kW of Solar PV, 7,800m² of air conditioning and 2500 light fittings installed and replaced respectively by April 2019.

Stage 2 works are currently being undertaken, with Thermal Comfort activities taking place within Buildings 1 and 19, installation of Solar PV in Buildings 4, 9, 24, 30, 32, 36, 40, 43 and 70, and LED Lighting Upgrades within buildings 1, 9, 15, 18, 19 and 35 to be completed prior to the commencement of Autumn Session 2020.

B11 UNIVERSITY HALL REFURBISHMENT – \$2.7M

As a significant venue for the University hosting graduations and other important events, the University Hall is a highly visible space requiring a premium service level. The 2019 refurbishment addressed compliance and aesthetics issues including equitable wheelchair access to the hall and stage, power reticulation upgrades, replacement of event chairs, refurbishment of the candy-bar and foyer, as well as acoustic, lighting and lighting control performance improvements. Seating over 1,000 people, the refurbished space provides a modern style and has successfully housed all four graduations held in 2019.

Consultation with UOW Pulse, Strategic Marketing and Communications Unit, Student Services Division, Facilities Management Division and Information Management and Technology Services was vital in achieving a functional and cost effective design. Construction was timed to avoid annual graduation periods and major events, however necessitated the relocation of UOW Discovery Days – a successful event held in temporary accommodation provided to an equivalent style and size to the hall with minimal student impact.

INFORMAL LEARNING UPGRADE PROJECT – \$3.0M

Following a review of Informal Learning spaces in 2017, a program of works were proposed to provide increased student spaces during 2017-2019. In early 2019, eight Informal Learning sites spread around campus were completed, including Building 67 Foyer, Building 11 Student Lounge, Building 11 Balcony, McKinnon Pond, Building 36 Forecourt, Amphitheatre, White Cedar Courtyard and Building 41 Eastern Forecourt.

Each space was designed to enable students to undertake a variety of activities either individually or in groups, with the spaces promoting learning outside of formal classes in flexible, accessible, and creative spaces. Functional and comfortable furniture was a significant inclusion in each design, allowing for students to take ownership of each area to suit their needs. Power and data provisions were a key requirement for student use and have been incorporated into all spaces to promote campus connectivity. Positive student feedback and a visual increase in usage have been seen in each of the Informal Learning areas.

WOOLYUNGAH INDIGENOUS CENTRE REFURBISHMENT AND COURTYARD – \$0.7M

Woolyungah Indigenous Centre (WIC) supports Aboriginal and Torres Strait Islander students through their educational journey by providing programs, services and facilities that encourage and support students from entry to University through to successful completion. The interior refurbishment and new courtyard aimed to clearly identify WIC and provide an area that is conducive to engaging and supporting student needs.

The internal space and layout provides a learning environment that is engaging and inviting and provides both a sense of community and opportunity for academic excellence. The new courtyard aims to draw in more students to access the centre and embrace an exterior common area that is conducive to learning and cultural safety, and further builds UOW's Indigenous community.

MAJOR WORKS IN PROGRESS

SOCIAL SCIENCES AND LAW, HUMANITIES AND THE ARTS BUILDING - BUILDING 29 - \$76.0M

The new Social Sciences and Law, Humanities and the Arts - Building 29 will be a landmark development on the Wollongong Campus. Located adjacent to the Campus Ring Road at the western end of the campus, the building will accommodate the diverse functions of the School of the Arts, English and Media (TAEM), School of Health and Society (HAS) and School of Geography and Sustainable Communities (GSC) into a collaborative and engaging hub that will support the ambitions of next generation teaching, research and learning. A variety of disciplines will be provided in the building, including student performance theatres and music studios, film and screen production space, media arts, digital design, specialist social sciences laboratories, and informal collaborative support spaces.

The building will be approximately 10,000 square metres in floor area across four levels and offers an opportunity to present a strong identity of the schools, faculties and the University, whilst providing direct access to the community for such purposes as attending student performances, visiting the art gallery, and engaging with community activities aligned with social work teaching. With construction activities having commenced in January 2019, operation of Building 29 will commence in May 2020, with classes to be scheduled from Spring Session 2020.

LIBRARY LEVEL 1 REFURBISHMENT - \$6.1M

The Library is the centre of student life on campus, both academically and geographically. As such, the library provides a shared space for all abilities, disciplines and forms of study.

During examination periods, the library is often at capacity and student feedback has identified a need for increased seats. Library services staff identified the ability to reduce the collection by 70% through both reduction and off-site storage, much of which is located on the first floor of the library. This has granted the ability to increase and enhance the focussed/quiet study areas on level 1 and provided the potential to enhance the campus 24/7 offering to include the library.

Currently being undertaken, the level 2 refurbishment includes the provision of over 700 informal learning seats, support spaces, and flexible lighting required for student learning, whilst also upgrading the building electrical and air-conditioning systems. Additionally, a kitchenette space is also being provided on the ground floor to align with recent student surveys. Due for completion in February 2020 the project will deliver a student-centric design for the focussed informal learning space within the library.

FIRST YEAR CHEMISTRY LAB REFURBISHMENT - \$3.8M

First year Chemistry is a subject undertaken annually by over 1,000 students across multiple UOW degrees and UOW College courses. The first year chemistry laboratory was originally built in 1990 and remains relatively unchanged, having had only minor modifications over the years. In addition to the poor condition and functional inadequacies, risk assessment highlighted considerable compliance and safety issues within the laboratory.

The purpose of this project was to support the needs and growth of first year chemistry students for the next 10 years and deliver modern facilities for Chemistry and Molecular Bio-Science education from pathway programs through to post-graduate research by providing a modern laboratory that is compliant, safe, and functionally equipped to meet UOW's current and future needs.

With an improved layout, modern laboratory benches, new staff preparation areas and significantly upgraded services (in particular to the heating, ventilation and air conditioning system), the refurbished laboratory will be completed during February 2020.

2019 – UOW Year in Review

Delivering on our Strategic Goals

The University's strategic plan and the core strategies that underpin it provide a road map for the University into the next two decades. The 2016-2020 Strategic Plan consists of six major goal areas each with a further six sub goals. The University's activities and achievements in 2019 under each of these goals and sub goals is set out in this section.

Goal 1: Addressing Regional, National and International Needs: Setting Priorities and Focus

ALIGN OUR OUTSTANDING ACADEMIC COMMUNITY AND GRADUATES WITH NATIONAL PRIORITIES, OPPORTUNITIES ARISING FROM OUR GLOBAL RELATIONSHIPS AND INITIATIVES SUPPORTED BY GOVERNMENTS AND INDUSTRY.

1.1 Embrace opportunities to enhance and differentiate our investments and contributions through identifying viable new student markets, exploring exciting course offerings, following emergent research paths and building on our existing strengths.

UOW made great strides in 2019 to optimise student market opportunities with innovative course offerings, research developments and through development of its capital and digital infrastructure.

In 2019, over 20 new courses and over 15 new majors were approved, with 16 courses and seven majors/specialisations discontinued. New disciplines with demonstrated market demand such as artificial intelligence, cyber security, applied analytics and business analytics were introduced.

Considerable progress was made implementing findings from the 2018 UOW Online review, including the establishment of a UOW Online project team lead by Professor Theo Farrell. Following a competitive process, UOW has now collaborated with Pearson Australia Group Pty Ltd (Pearson) to support delivery of the UOW Online strategy, including wider digital transformation of UOW for 2030 and beyond.

All faculties have continued adapting their programs and knowledge areas for a variety of delivery modes to ensure flexibility for the relevant market, including online, blended delivery and microcredential offerings. The Faculty of Science, Medicine and Health (SMAH) made significant progress in this area with development of a microcredential model that they anticipate will meet the needs of health professions. The Faculty of Social Sciences (SOC) investigated shaping its Master of Public Health into a vertical degree and explored opportunities for microcredentials. Progress and success continues with the Faculty of Law, Humanities and the Arts' (LHA) blended learning roll out. Seventeen subjects from across Law and the School of Humanities and Social Inquiry have been blended so far and by the end of 2020 it is anticipated this number will increase to thirty.

Significant progress was made with the development of the Health and Wellbeing Precinct in 2019. Professor Mitch Byrne was appointed Associate Dean (intoHealth) to oversee the academic development and commissioning of a market research project with Nous Group to inform the academic course offering to support the Precinct.

UOW continued to strengthen its footprint and contribution to the economic growth of the South Western Sydney region in 2019 with its signing of a statement of intent to support the \$740 million redevelopment of Liverpool Hospital. The other signatories are the Southern Western Sydney Local Health District, the University of New South Wales, Western Sydney University and the Ingham Institute for Applied Medical Research. The statement of intent provides a framework for discussions between the parties that will lead to a holistic development of Liverpool and the achievement of a sustainable, integrated and world-class health and education precinct.

The Metropolitan Campuses Enabling Plan 2020-2025 was developed and identifies the growth opportunities across the South Western Sydney (SWS), Southern Sydney, and Sydney Business School UOW campuses. The plan outlines the strategic direction for these campuses, including identification of the course portfolio.

UOW's relationship with the English Premier League team Tottenham Hotspur progressed in 2019. The partnership offers a great opportunity to the next generation of football talent via a new player development program to start in February 2020. The UOW Tottenham Hotspur Global Football Program will see two Tottenham Hotspur coaches train participating UOW students for 36 weeks a year at the Wollongong campus.

iAccelerate developed a series of courses comprised of innovative online modules to support regional entrepreneurs to create and grow innovative, high-growth businesses. These courses draw on best practice in technology-enhanced learning and have been designed to surround learners with mentorship and networks that extends across the region and globe.

SOC has entered into a strategic partnership with the University of Victoria, Canada, with a focus on public health placements and on Indigenous health and social work. This relationship offers opportunities for student exchanges and study tours. SOC also successfully implemented a Master of Professional Psychology in 2019 via a flexible delivery mode that has seen strong enrolment.

1.2 Enable our graduates to be career-ready, contributing to a world that is ever changing and to work in complex teams that cross disciplinary boundaries.

UOW strives to ensure its graduates have a T-shaped capability profile that brings together deep disciplinary knowledge with strong global collaboration skills, and that they develop the dedication and resilience needed to succeed in the challenging world of tomorrow. The University has a solid foundation in the practice of integrating career ready elements into students' course experience that is reflected in domestic graduates' full-time employment rates that are above the national average.

Faculties have implemented numerous strategies within their programs and subjects to ensure their students are 'profession ready'. SOC designed a new subject for all teacher education programs where students undertake an independent project and undergo a teaching performance assessment. SMAH revised the first-year curriculum for its 2020 health and medical science degrees with a new foundation subject on scientific literacy.

LHA placed a strong focus on embedding work integrated learning (WIL) elements in its new postgraduate offerings. The postgraduate suite of communication and media courses have been developed around four core 'streams' with WIL and career development learning embedded throughout. Similarly, the Master of International Relations has a professional WIL experience built into the course design.

LHA's School of Law is the only university law program in NSW with compulsory legal internships and it continues to invest in its relationships with industry partners to ensure those opportunities for its students. The School partnered with several new firms in 2019 including providers from South Western Sydney. LHA has also integrated entrepreneurship skills into its performance and theatre offerings to support the outcomes for students in this industry. The Faculty of Engineering and Information Sciences (EIS) mapped embedded WIL elements across all of its medical radiation physics subjects, and SMART Infrastructure has developed a suite of microcredential subjects as professional development offerings in the internet of things, big data analytics with application, urban transport planning for the digital age, and introduction to participatory modelling.

EIS led the Desert Rose House project again in 2019. This project relies on a cross-disciplinary team of students, academic staff and industry partners who design and build a sustainable house for the international Solar Decathlon competition. In November, the project received two blue ribbons at the prestigious Green Gown Awards in recognition of excellence in sustainability within the Australasian tertiary sector. Specifically, the awards were for student engagement and for its team leader, PhD candidate Clayton McDowell, who won the Australasian Campuses Towards Sustainability Award of Excellence for a Student. Mr McDowell was the project manager and team leader who inspired the 200 students, 30 staff and 86 industry partners to design, construct and deliver the net-zero energy efficient home that won the 2018 silver medal in the Solar Decathlon Middle East.

In terms of employment outcomes, the University ranked second in the state and fourth nationally in the most recent Quality Indicators in Learning and Teaching (QILT) survey of employer overall satisfaction, with UOW graduates at 87.8% which is above the national average of 85%. UOW graduates also do well in the workforce with 75.1% employed full-time four months after completing their course, ahead of the national full-time employment rate of 72.3%.

1.3 Recruit, support and reward high-quality HDR students and align them to research strengths through UOW's Graduate Research School; and develop them to ensure their successful careers in academia, government and industry.

Leveraging UOW's research impact, all areas of the University continue efforts to attract, retain and develop high quality Higher Degree Research (HDR) students.

In 2019, the University provided a range of opportunities for HDR students to work with industry and external stakeholders. The Graduate Research School matched 111 scholarships and awarded four Australian Postgraduate Research (APR) internships to HDR students. A HDR Training Advisory Committee was established this year with the aim to develop a Graduate Researcher Framework.

A review of the Graduate Research School was completed in November 2019. The review panel returned nine commendations and 25 recommendations. The commendations highlight UOW's dedicated staff. The recommendations touch on all aspects of the University's HDR operations and aim to assist UOW achieve its long-term institutional HDR aspirations. This includes the establishment of a new position of Dean of Graduate Research, who will oversee implementation of these recommendations from early 2020 onwards.

SOC profiled its researchers in video content and provided social media training. They also revised the Doctor of Education program to differentiate it from the PhD (Integrated) and revised existing research-training subjects for implementation in 2020 to ensure HDR students receive the most appropriate support.

EIS signed a memorandum of understanding (MOU) with the Indian Institute of Science for joint supervision of PhDs. The Faculty also reviewed its research training to ensure all HDR students have access to the knowledge, software and equipment they need to succeed. The Summer scholarship scheme was reviewed and EIS noted there was a strong conversion rate of participants who then enrol, indicating the benefits of maintaining and expanding this scheme.

The UOW Aboriginal and Torres Strait Islander Research Strategy Working Party, co-chaired by the Deputy Vice-Chancellor (Research and Innovation) (DVC R&I) and the Pro

Vice-Chancellor (Inclusion and Outreach) (PVC I&O) was launched. This group aims to develop strategies and support activities that continuously develop and enhance the growth and development of Indigenous-led research and provide more opportunities to high potential Aboriginal and Torres Strait Islander research staff and students, as recommended by the UOW Reconciliation Action Plan.

1.4 Produce high-quality, accessible research organised in strong groups of highly cited and highly esteemed researchers who increase the University's visibility in educational programs as well as research.

Over the course of 2019, UOW's research impact, esteem and leadership were again recognised both nationally and globally.

In April, the University received the outcome of the inaugural Excellence in Research Australia (ERA) engagement and impact assessment, highlighting that UOW continues to improve its standing across a wide range of research activities. The University achieved two 'well-above world standard' ratings at the two-digit level; in category 03 (chemical sciences) for the third consecutive assessment, and in category 02 (physical sciences) for the first time. UOW also received 'well-above world standard' ratings in four-digit disciplines across mathematics, chemistry, physics, earth sciences, environmental sciences, biology, engineering, health and medical science, and archaeology.

The National Health and Medical Research Council (NHMRC) awarded UOW researchers a total of \$8.1 million in funding. This included \$4.78 million of the total \$365.8 million funds from the Investigator Grants Scheme announced in August. This outcome reflects a success rate for the University of 25%, which is almost double the national average and represents the largest amount of funding UOW has received in a single year across all NHMRC fellowship schemes in the last 10 years. NHMRC Investigator recipients are from the Illawarra Health and Medical Research Institute (IHMRI) and the Early Start Discovery Centre. In December, the NHMRC announced the Ideas Grant scheme recipients with UOW researchers receiving another \$3.3 million in funding.

In November, the Minister for Education announced \$81.8 million to support 200 research fellowship projects funded under the ARC Discovery Early Career Researcher Award (DECRA) scheme. Six UOW DECRA applicants were successful, with the funds awarded to UOW totalling \$2.44 million. This result ranks UOW ninth nationally relative to size and 11th nationally for total dollars awarded.

The Australian Research Council (ARC) awarded UOW with funding in 2019 of over \$13 million. This included funding for 18 Discovery Projects, totalling \$6.8 million. This outcome reflects a 31% success rate, well above the national success rate.

Late in 2019, two UOW researchers Professor Michael Higgins and Dr Shane Ellis, were awarded 2020 ARC Future Fellowships receiving a combined \$1.7 million in funding. Professor Higgins was awarded \$955,000 for his research investigating protein interaction at the interface between a device and its biological environment. Dr Ellis was awarded \$734,162 for his lipid research.

Seven UOW researchers were named among the most influential scientists across the globe in the Clarivate Analytics 2019 Highly Cited Researchers report. Five of these researchers also received this honour in 2018. The distinguished researchers who make the list rank in the top 1% most highly cited in their field for that year. These honours reflect the University researchers' global

research influence and impact within and across disciplines. UOW's highly cited researchers were Distinguished Professor Shi Xue Dou, Distinguished Professor Hua Kun Liu, Distinguished Professor Zaiping Guo, Associate Professor Shulei Chou and Professor Yoshio Bando from the Institute for Superconducting and Electronic Materials (ISEM) at Australian Institute for Innovative Materials (AIIM), who were also named in the 2017 and 2018 lists. Professor Zenobia Jacobs (Centre of Excellence for Australian Biodiversity and Heritage, SMAH) also made the list for a second time, and Senior Professor Tony Oakley (Early Start, SOC) has been recognised for the first time.

Led by UOW's Associate Professor Kerry Lee Rogers (SMAH), the Blue Carbon Horizons team won a prestigious Eureka Prize in August. Their innovative study found that coastal wetlands capture more carbon as sea levels rise. The team included Dr Jeff Kelleway (UOW), Prof Neil Saintilan (Macquarie), Dr Debashish Mazumder (ANSTO), Ms Atun Zawadzki (ANSTO), and Professor Colin Woodroffe (UOW).

Three UOW academics have been elected as Fellows of the Academy of Social Sciences in Australia (ASSA). This recognition reflects their distinguished achievements and exceptional contributions to their disciplines. Professor Gordon Waitt (SOC), Professor Mark McLelland (LHA) and Professor Terry Walter (BUS) were inducted into the Academy at a ceremony held in Canberra in November.

Research is also a key priority for the University at the South Western Sydney campus. The UOW Metropolitan Campuses Enabling Plan: 2020-2025 outlines the University's research priorities in the domains of health and healthcare, urban living, data science, and the Aerotropolis.

In total, five collaborative research teams across the NUW Alliance (a collaborative arrangement between UOW, University of Newcastle and University of New South Wales) were successful recipients of a total of almost \$540,000 in research funding; of these five projects, three are led by UOW researchers.

1.5 Build on our leadership in transdisciplinary research through further collaboration in research and education to explore and tackle large scale global social, environmental and economic challenges.

In April, UOW ranked equal 13th in the world, and second in Australia, in the inaugural Times Higher Education (THE) University Impact Rankings. This new impact ranking demonstrates the difference the University is making to the world we live in and the positive impact it is delivering to communities locally, nationally and globally. More than 500 institutions from 75 countries across six continents took part in the impact rankings. Where other international university rankings focus largely on research and teaching excellence, the THE University Impact Rankings measure universities' social and economic impact based on their success in delivering outcomes addressing the United Nations' Sustainable Development Goals (SDGs).

The Sustainable Buildings Research Centre (SBRC) was recognised in 2019 as one of the world's most sustainable buildings according to the world's toughest sustainability standard for buildings, the Living Building Challenge (LBC) within the International Living Future Institute (ILFI). The LBC sustainability standards are centred on seven petals criteria based on elements of Energy, Water and Materials. SBRC now joins the illustrious list of only 24 buildings worldwide and the only one in Australia that meets this challenging seven petal standard. This award confirms that the SBRC building is the most sustainable building in Australia.

Professor Paul Cooper's lifelong dedication to developing effective and efficient engineering solutions was recognised by his industry colleagues with the James Harrison medal. The honour, awarded by the Australian Institute of Refrigeration, Air Conditioning and Heating (AIRAH), recognises Professor Cooper's innovative and effective solutions that have resulted in the betterment of people's living and working environments. His work and dedication to sustainable energy solutions and environmental quality have contributed to UOW's awarded SBRC, the Illawarra Flame House, and the new \$1.8 million Building Insights Facility, a multifunctional site for research into heating, ventilation and air conditioning systems.

Researchers from the ARC Centre of Excellence for Electromaterials Science (ACES) received Research Australia's inaugural Frontiers Research Award at the 2019 Health and Medical Research Awards. The award recognises the Centre's work creating novel ways to use human stem cells to assist in regenerative tissue engineering research for the treatment of diseases, such as Parkinson's and epilepsy. The ACES team is led by Chief Investigator Associate Professor Jeremy Crook, together with Director Distinguished Professor Gordon Wallace and Research Fellow Dr Eva Tomaskovic-Crook. Professor Wallace attributed ACES' success to the talented team as well as to generous support from its international research partners.

A partnership between ACES, the University of Sydney, and advanced medical technology collaborators in India was one of 11 projects nationwide to receive funding from the Australia-India Council. The project, 'Develop 3D printing, bioprinting and artificial intelligence (AI) medical applications between India-Australia' will focus on building bilateral partnerships to translate 3D bioprinting research to treat microtia in India, a congenital abnormality of the ear.

Four of UOW's innovative and collaborative research partnerships were awarded ARC Linkage project scheme funding totalling \$1.48 million. Professor Paul Keller (SMAH) and his team were awarded \$285,000 for their project 'New Photoinitiators and polymers for tack-free LED cured surface coatings'; Professor Sue Turnbull (LHA) and her team were awarded \$577,535 for work on 'Valuing Web Series: Economic, Industrial, Cultural and Social Value'; Professor Shi Xue Dou (ISEM) and his team were awarded \$264,192 for 'Liquid Metal for quench detection sensors and low resistance joints'; Professor Gordon Waitt (SOC) and team were awarded \$356,000 for 'Integrated Futures for the use of Motorised Mobility Devices'.

In September, the Federal Minister for Education announced \$34.9 million in funding to establish the ARC Centre of Excellence for the Digital Child, that aims to understand the long-term effect of technology on children. UOW is one of the six Australian universities contributing to this Centre based at the Queensland University of Technology. Professor Sue Bennett, Head of the UOW School of Education, will be the Centre's Deputy Director. The Centre also has 33 academic and industry partner organisations from Australia, Europe, Asia and America who together provide an additional \$32.2 million in cash and in-kind support to the innovative research centre.

UOW's School of Law Professor Nan Seuffert was named the Legal Academic of the Year at the NSW Women Lawyers Achievement awards in August. This award recognises Professor Seuffert's global achievements in teaching and research on social justice and domestic violence and her creation of innovative mentoring programs to support the advancement of women in legal academia.

UOW's Global Challenges Program (GCP) supported and

rewarded creative transdisciplinary and community-engaged research in order to drive social, economic and cultural change in our region and across the globe. In 2019, 54% of the 2019 GCP project grants are led by women and 50% of seed projects are led by early career researchers. Ten projects across all faculties received Global Challenges Seed funding (up to \$15,000 in funding). Six teams received Global Challenges Project funding (up to the amount of \$50,000). The funded project teams combine researchers from across three or more faculties and often include external contributing researchers and organisations. The second year of Global Challenges' Keystone funding of \$750,000 was awarded to two projects investigating blue economies and antimicrobial resistance. Over the next two years, this funding alongside co-funding from faculties and external organisations, will assist the two project teams of 50 UOW researchers, to work alongside Illawarra and South Coast communities, government agencies and other organisations to tackle these issues of local and global significance.

1.6 Anticipate the nature of new and emergent industries and future jobs and adapt our portfolio of offerings and research capacity to best contribute to the needs of our communities.

How the University prepares students for the ever-changing and uncertain future is a primary focus of UOW's 2030 and Beyond White Paper and 2020-2025 Strategic Plan. To this end, a number of strategies and course developments set this foundation.

UOW has invested in market research, drawing upon student demand data and employment trends, to develop a strategic course portfolio for each of the metropolitan campuses that anticipates and responds to new and emergent industries and employment needs. LHA reviewed its course portfolio and had a number of courses, majors and minors commence in 2019 at the Wollongong and South Western Sydney campuses, including expanded undergraduate law and international studies and double degree offerings at South Western Sydney, a legal studies major in the Bachelor of Arts and a Master of International Relations.

The Advantage Small and Medium Enterprises (SME) Program was again successful in boosting engagement with small and medium enterprises in 2019. Since the program began in 2016, 23 innovative industry-research collaborations have been approved. Since 2017, this program has held 32 events with over 1,500 attendees that have facilitated productive connections – 43% of these attendees have made a connection with a UOW researcher and 64% have made a connection with another business.

In 2019, Science Space at the Innovation Campus celebrated its 30th anniversary, welcomed record visitor numbers including 17,000 school students, and were finalists at the NSW Tourism awards in November.

2019 also saw the 25 year anniversary of the Australian National Centre for Ocean Resources and Security (ANCORS). The Centre's reach and impact extends to global communities and organisations across 54 countries and across diverse disciplines including law, marine biology and geography. The work of ANCORS staff, researchers and alumni has attracted significant funding over the years and has played a critical role in ocean sustainability, law and policy research.

More than 600 people attended the fourth UOW Big Ideas Festival in October, a community event where ten of the University's recently promoted Professors presented entertaining and thought-provoking talks about the big ideas behind their research, with another 500 viewers joining online for a livestream event.

Goal 2: Providing an Exceptional Learning and Student Experience: Maximising Success

DELIVER STUDENT-CENTRED, INTELLECTUALLY CHALLENGING PROGRAMS TO THE HIGHEST STANDARD IN TECHNOLOGY-RICH AND IMMERSIVE ENVIRONMENTS, AND DEVELOP STUDENTS FOR THEIR ROLES IN SOCIETY AND A GLOBAL WORKPLACE.

2.1 Transform what we teach, how we teach and how we assess learning to maximise student success, positive personal and employment outcomes—promoting curiosity, agility and mutual respect.

The Jindaola program is now deeply embedded into UOW curriculum development, and has received recognition of its innovative and fundamental approach. Learning, Teaching and Curriculum (LTC) delivered five one-day workshops through the Jindaola program in 2019 that were attended by 78 UOW academic and professional services staff and were supported by approximately 35 disciplinary-specific additional meetings.

Jindaola is the most successful example of curriculum reconciliation currently in Australia, and has also been recognised internationally. UOW's Sydney Business School was listed by the Financial Times in a report on best practice in sustainability, ethics and social purpose for its engagement with the Jindaola program. In 2020, LTC will synthesise the program's findings into a formal report containing appropriate recommendations for a sustainable long-term program within the University.

The UOW Curriculum Model 2.0 began to take shape in 2019 to align UOW curriculum to the future-focussed directions set out in UOW's 2030 and Beyond White Paper and Strategic Plan 2020-2025, such as work integrated learning and transdisciplinary learning. LTC has facilitated the digital uplift of blended degrees and the design, development and enhancement of online degrees.

The Vice-Chancellor's 2019 awards for Outstanding Contribution to Teaching and Learning (OCTAL) went to a cross-section of UOW staff from various faculties and units. Of the 152 successful nominees (145 individual, seven teams), 23 progressed to the portfolio based application phase with the committee awarding 17 awards. The overall 2019 Vice Chancellor's OCTAL award was shared between Dr Anura De Zoysa (BUS) and the Data for Quality Assurance Program led by Associate Professor Rodney Vickers and academic and professional services staff from a variety of central business units and faculties.

Innovation in teaching and learning continues to deliver an exceptional experience for UOW students. The University recognises and celebrates innovation in teaching and learning through the Educational Strategies Development Fund (ESDF), a \$150,000 fund allocated to deserving individual staff and teams who transform teaching and learning with their exploratory projects reflecting many cross-disciplinary and cross-business unit activities. In 2019, of the 18 ESDF applications submitted, 10 proposals were awarded funding to the amount of \$129,000. The recipients included multiple faculties and staff from LTC, the Pro Vice-Chancellor (Students) portfolio and the regional campuses.

Since the Federal Government implemented the Quality Indicators for Teaching and Learning (QILT) in 2015, UOW has consistently demonstrated its leadership in delivery of quality student outcomes and experience. The 2019 results again saw UOW rank in the top of these indicators. UOW is the top-rated university overall in NSW/ACT for learning resources, learner engagement, and generic skills. In the QILT study area rankings, the University ranked first nationally for creative arts and second for law and paralegal studies. UOW also ranked first in NSW for teacher education, creative arts, engineering, and law and paralegal studies.

According to the 2019 QS World Rankings by subject, UOW sits in the top 100 institutions worldwide for civil and structural engineering, for materials science, the top 150 for education, and in the top 200 for law.

LHA progressed its blended learning roll out. Seventeen subjects from the Schools of Law and Humanities and Social Inquiry are now offered via blended delivery and the Faculty is on track to increase this number to thirty by the end of 2020. LHA has also increased efficiencies and innovations in teaching delivery that have resulted in a reduction of face-to-face hours and enabled adjustments to the curriculum to accommodate more self-directed learning to increase students' independence. LHA had surpassed its original goal to offer 25% of subjects via blended mode at the SWS campus by the end of 2019, tracking towards 58%. There was significant focus on supporting and enhancing student experience through transition to online assessment submission and marking. In the School of Law, almost all academics have moved to online assessment submission and on-screen marking.

Researchers at UOW are also leading national research projects that focus on effective careers outcomes for school and university students. Professor Sarah O'Shea was awarded a National Centre for Student Equity in Higher Education (NCSEHE) fellowship to explore the post-graduation outcomes and employment mobility of individuals who are first in their family to complete a university degree. In addition, Professor Sarah O'Shea and Kylie Austin are leading a Department of Education National Priority Pool project titled 'Higher education careers advice for low SES students, including low SES Indigenous students and low SES regional, rural and remote students'. The project responds to recent national reports to examine how higher education institutions can play a more defined role in providing career-related advice to prospective students. Subsequently, the project will consider how careers advice can be expanded beyond the more traditional counselling or school advisor roles and will develop a set of best practice principles to guide innovative delivery of such to school and non-school leavers.

2.2 Modernise our academic course offer to ensure it is attractive, efficient and that every student has real-world, inquiry-led, technology-enriched, intellectually challenging and globally connected learning opportunities.

The QS 2020 graduate employability rankings were released in September and UOW was placed in the top 171-180 of universities in the world in this ranking and equal 12th in Australia. This is an improvement on last year's results where UOW placed in the top 181-190 universities in the world. This great outcome is attributed to our partnerships with employers and employer reputation indicators.

The University's Master of Business Administration (MBA) program is ranked ninth in Oceania and in the top 200 globally, and our Master of Management is ranked 74th globally according to the QS 2020 Global MBA and Master in Management rankings released in September. These rankings reflect the Faculty of Business' commitment to providing its students with exceptional practice-based experiences and training and with the essential critical thinking and analytical skills that distinguish them to industry and potential employers. According to the employability indicator of the QS rankings, 91% of UOW's Master

of Management graduates were employed within six months of graduation, above the global average of 90%.

Arising from the 2018 Pro Vice-Chancellor (Students) portfolio review of student leadership programs, a number of key priorities commenced in 2019 to improve the engagement of staff and students. This review resulted in the evaluation of the UOWx Program, specifically its strategy with employers and its framework and resources to develop student capacity for leadership and innovation. UOW in Dubai is also adopting the UOWx model for its students.

The Work Integrated Learning Advisory Committee actioned a number of strategic priorities in 2019 through a series of working parties that aim to deliver WIL at scale at UOW. A current focus of the WIL program is the policy framework. Accordingly, the Work Integrated Learning Curriculum Classification Framework has been piloted, WIL Mapping summary reports have been distributed to participating disciplines, and the draft Career Development Learning Framework is out for wider consultation with students, academics and industry. A QS employability rankings task and finish group has been established to review the data collection process for this ranking and develop recommendations for improvements. An evaluation framework has also been drafted to review WIL at UOW for both the current WIL plan and for continual improvement post-2021.

After extensive consultation, UOW's Course Portfolio Principles White Paper was produced setting forth a series of proposals regarding the structure and positioning of the University's course portfolio, elements of UOW course structure and improved assessment of course viability. The paper was endorsed at Academic Senate and a detailed implementation plan has been activated.

Under the guidance of LTC and the Facilities Management Division, UOW has commenced a research project on the relationship between learning and the facilities used to deliver teaching in order to develop a program to enhance the existing teaching spaces at the Wollongong campus. This project will help guide future common teaching area refurbishments.

EIS and the SMART Infrastructure facility offered the Smarter Schools for a Smarter Planet program in 2019, aimed at enabling regional high school students studying science, technology, engineering and mathematics to gain insight into the construction and use of smart technologies to monitor water issues relevant to their school environment.

2.3 Enable every student to reach their potential by providing personalised support for transitioning into their studies, through university and into the external world.

With a continued focus on student equity and ensuring that all students have the opportunity to obtain a high-quality university education, UOW's Accessibility Action Plan 2019-2021 reinforces the University's commitment and sets out its key priorities to create an inclusive learning and working community for students, staff and community stakeholders living with a disability. The Plan specifically points to a number of curriculum-based and co-curricular initiatives to enable students with a disability to successfully complete their degree. Initiatives include reviewing orientation for students living with a disability in ways that enhance their capacity to successfully transition to study at UOW irrespective of their location or mode of study, as well as the appointment of transition mentors for students who identify with complex disability.

UOW has focussed this year on a whole-of-institution approach to improving student progress and trying to address and stem attrition, with a focus on embedded strength-based initiatives across the student lifecycle. The Student Retention and Success Task and Finish Group, a group that includes members of all faculties as well as relevant professional staff, is responsible for the implementation of recommendations contained in the University Education Committee endorsed report, Attrition at the University of Wollongong, authored by the Attrition Working Group in 2018. One of the recommendations in this report was to implement a student exit survey; this has been done in consultation with internal stakeholders and students across the institution. In the second half of 2019, the survey was sent out at scale for the first time, with 1,600 students receiving the survey. The exit survey will allow us to glean intelligence and inform our understanding of why students choose to leave UOW before completion, and to create targeted and tailored interventions to support students in response to this. In addition, the exit survey and interview provides a catalyst to stay connected with students who have partially completed their degree. Our re-engagement plan, also launched in 2019, allows former students to opt into an ongoing tailored newsletter about re-entering study that takes into consideration why they left UOW.

Following a 360° review of student transition in 2018 and the subsequent creation of the Achieving Purposeful Transitions Framework and action plan, a number of initiatives for courses with high equity enrolments were developed in 2019. These include pre-commencement bridging programs and curriculum embedded student induction modules. Students who have participated in these programs have shown retention rates higher than the institutional average. In addition, targeted programs for part-time and first in family students have been implemented, alongside a new model for the provision of equity scholarships.

Stemming from the UOW 2030 and Beyond White Paper launched in June 2019 and its acknowledgement of a changing and uncertain world, a proposed framework for student wellbeing and success, the Compass Green Paper was drafted and put out to the UOW community for consultation. Endorsement of this framework will facilitate the creation of a mental health strategy and implementation plan that upholds the Compass framework and its principles.

In November, UOW hosted the Equity Practitioners in Higher Education in Australasia (EPHEA) and National Association of Enabling Educators in Australia (NAEEA) conference 'Enabling Excellence through Equity'. Over 300 equity practitioners from across Australia and New Zealand attended the conference to share equity practice, challenges and successes. UOW's Professor Sarah O'Shea from the School of Education received the Equity Practitioners in Higher Education in Australasia Lifetime Member Award in recognition of her over 25-year contribution to the educational equity sector.

In 2019, the number of subjects receiving learning analytics support increased 134% from 2018. Nine out of ten commencing undergraduates are now in at least one subject with learning analytics support. Early proactive outreach to students identified in learning analytics reports also increased this year, with 5,707 students contacted by their faculty Student Support Adviser prior to census date.

In March, staff in the Woilyungah Indigenous Centre (WIC) introduced the Woilyungah Student Strengths and Needs Snapshot (WSSNS) self-assessment tool. The tool is designed for Aboriginal and Torres Strait Islander students to evaluate their

strengths and needs. Once these are identified, individualised support and pathways are tailored to help these students navigate their academic success. Once WIC staff are notified of completion of the WSSNS, they create a Goal and Priorities Snapshot, a 'GPS' for the student that assists with any existing or potential obstacles. The GPS includes a Student Support Adviser's contact details and documents what success looks like, the expected date of completion, where responsibility lies and the outcome of the actions. Review of the initial results of the program have been positive, with the number of referrals to WIC and student support services growing.

On June 30, Aboriginal and Torres Strait Islander Year 9 students from seven Illawarra In2Uni high schools demonstrated their leadership ability using traditional Indigenous methods during the inaugural two-day Leading Through Culture Program pilot, held at the Wollongong campus. One of the program's main objectives is to help students develop practical leadership capabilities and introduce the concepts of SMART Goals and Design Thinking to help them create their own collaborative Leadership Action Project, which they will deliver in their local school communities. Following this successful pilot, the program will expand in 2020, with invitations extended to additional In2Uni partner schools across the region.

The South Western Sydney and Southern Sydney campuses have developed an integrated and holistic approach to student support that reconceptualises transitional student support and student services as a Student Success Team. The team at these campuses continue to form and rely on strong relationships with external organisations to maximise support and opportunities for students, particularly for mental health and disability services and employment.

SOC's School of Psychology is working on a new model to facilitate student mental health at UOW with a report expected to be finalised early in 2020. SOC has created the Equity and Experience Team to ensure they develop and deliver personalised support initiatives for international students.

UOW is on track with implementation of the Safe and Respectful Communities (SARC) Action Plan 2019-2020. In collaboration with the SARC Advisory Group and SARC Consultative Committee, a number of activities have been implemented this year to ensure UOW upholds its commitment to the provision of a safe and respectful environment for all members of its community. In light of Australian Human Rights Commission (AHRC) recommendations, UOW commenced the Sexual Assault and Sexual Harassment (SASH) policy project. The University has ensured there is a centralised point of disclosure for sexual assault and sexual harassment case management and implemented a dedicated 1300 number. The UOW SASH Service and Northfields Clinic deliver a specialised treatment program for SASH survivors and have reviewed the SASH Service and Support First model.

Working with the local community is a key aspect of the implementation of the action plan and the development of the Safe Night Out initiative is an example of collaborative actions. The SARC team were awarded funding from UOW's Community Engagement Grant Scheme to deliver this initiative. In collaboration with UOW Counselling Services and Security, the Wollongong Liquor Accord will deliver training and resources to staff at local drinking establishments to provide them with the tools and skills to help them understand, respond to, and ultimately prevent incidents at their venues. The SARC team has engaged with the University of East Anglia given their roll out of a similar initiative to understand key learnings and how UOW can best position this campaign in benefit to the community.

Due to an increased number of reported 'critical incidents' involving alcohol within UOW residences, SARC and the Accommodation Services Division developed an education program titled 'Resflex' to raise awareness around safe drinking practices. Residents were encouraged to create and submit a film addressing excessive alcohol consumption to the Resflex film festival. All entrants were screened at the festival event in the University Hall. The event was sponsored by community partners including the Alcohol and Drug Education Specialists and not-for-profit organisation, Red Frogs. Around 300 residents attended the event with an approximate breakdown of students being 60% domestic students and 40% international students. Feedback from students indicated that the event was effective, with 91% of students surveyed reporting they had an increased awareness of the risks associated with binge drinking and 78% of students stating the event made them reconsider their own drinking behaviour.

2.4 Make sure that learning within or outside of the formal curricula, in the classroom or digitally, is invigorated through engaged staff, supportive learning communities and innovative learning environments.

The innovative and popular Student Makerspace expanded its 3D printing service to UOW Shoalhaven Library and has had industry engagement with the Red Bull Basement University innovation workshop and the Buildbee 3D printing partnership. The Makerspace has had over 32,000 visits, 337 inductees, has hosted over 30 international study tours and trained over 20 high school students in the 'train the trainer' program as part of their STEMx activity.

With the Faculty of Business, iAccelerate designed a three stage multidisciplinary program for UOW Dean's Scholars. Four teams came together to solve social development issues facing the Illawarra. The event was a considerable success and the students finished the program with iAccelerate hosting the UOW Dean's Scholars #Act4SDGs Pitch final. This event allowed the promotion of the University by connecting to local business and real world issues.

WIC staff have collaborated with Dr Michelle Eady from SOC to lead Employability and Work Integrated Learning (WIL) research that aims to better understand barriers and enablers to WIL opportunities for Aboriginal and Torres Strait Islander students. Through the use of surveys and yarning circles, the group aims to establish best practice techniques to better support and ensure our Indigenous graduates are career ready. The research also provides an opportunity to obtain greater funding for access and aims to put UOW at the forefront of institutions supporting Indigenous employment through best practices established through the research.

LTC delivered a number of workshops for UOW academic staff on the Delivery of Teaching in Online Modes. Twenty subject coordinators representing all faculties attended the three-day intensive program that aimed to provide a balance of pedagogical understanding around uses and purposes of technologies to enhance student learning and practical assistance to implement technological tools. LTC also delivered Teaching in Focus, a three day-intensive program that was attended by 24 subject coordinators who represented all faculties.

2.5 Diversify the source and mix of all student enrolments to drive growth and sustainability at all UOW teaching locations.

The South Western Sydney campus has seen its third year of operation and has been identified as having the greatest growth

opportunity for UOW. This campus hosts a mix of enabling, undergraduate and postgraduate courses that are attractive for a range of domestic and international students. These growth opportunities are already being realised, with the campus reaching over 1,000 students in 2019. Across all campuses, the University is exploring other flexible offerings such as micro-credentials that will attract new markets and contribute to our financial sustainability.

The University continued to broaden its offshore presence with new partnerships that offer opportunities for future and current students. Acquisition of the KDU University Colleges was progressed by an inauguration ceremony in Kuala Lumpur in November to acknowledge UOW's establishment as a provider in the Malaysian education sector.

In September, the Vice-Chancellor presented scholarships to seven high achieving students from the Institute of Finance and International Management (IFIM) Business School in Bangalore, India. These six \$5,000 and one \$10,000 scholarships will enable the recipients to travel and study UOW postgraduate business subjects for two trimesters at either the South Western Sydney or Wollongong campus.

In preparation for the delivery of the Bachelor of Arts in Western Civilisation in 2020, LHA established a new School of Liberal Arts, fostering positive relations with academics world-wide through staff recruitment, potential partnerships and the recent formation of an independent advisory board. Work commenced this year on a new suite of offices for the School and a dedicated study lounge for its students. All students joining the Bachelor of Arts in Western Civilisation will be offered on-campus accommodation in Koolobong Village, benefiting from its special resources and positive psychology approaches to promote well-being.

EIS has looked to diversify international markets over the past two years, and has seen an increase in enrolment of students from Vietnam and Indonesia. EIS has also seen growth in its programs offered through UOW's offshore partners, particularly at Singapore Institute of Management where numbers increased from 1,160 students to 1,492 from 2018 to 2019. EIS' Computer Science and IT programs at South Western Sydney have also grown with a 59% increase in total enrolments from 2018 to 2019.

2.6 Ensure that academic quality, standards and academic integrity are embedded in what we do as an ethos of continual enhancement through fit-for-purpose policies and efficient practices and processes.

In 2019, seven major academic policy reviews were completed in relation to Admissions, Credit for Prior Learning, Enrolment, Course Progress, Finalisation of Grades, Student Placements and International Student Compliance. Reviews of policy relating to Academic Complaints and Honours Programs were also advanced and are expected to be completed in early 2020. An important focus in 2019 was the development of policy resources for subject coordinators to help them understand the key policies that affect their work and the breadth of responsibilities they hold.

UOW revised its Educational Services to Overseas Students (ESOS) Compliance Policy and procedures in 2019 and undertook an internal audit against one of the standards that form part of the ESOS National Code (Standard 4: Education Agents). While UOW was found to be compliant in all requirements, a number of improvement opportunities were identified, which the University is acting to implement.

The University completed the rollout of the Academic Misconduct Management System to offshore locations in 2019.

All teaching locations now use the system, making the reporting of misconduct cases less onerous for faculty staff and leading to a further increase in the number of cases reported in 2019.

UOW was again rated 'low' on all risk indicators in the 2019 annual risk assessment conducted by the Tertiary Education Quality and Standards Agency (TEQSA). The University reports to TEQSA on the progress of its course reviews bi-annually as required by the 2018 TEQSA provider re-registration. In November, Academic Senate accepted the annual progress report on compliance with the Higher Education Standards Framework (HESF). Managed using a Quality Improvement Plan used to track compliance with HESF and TEQSA registration-related requirements, the report shows that of 19 improvement items listed, four are closed, a further 14 items are in progress while one has still to be investigated fully.

UOW's Office of Academic Integrity has now had its first full year of operation. The Office provides support to faculties and has hosted a number of forums and workshops to inform staff and students on a number of topics throughout the year. A TEQSA Academic Integrity Workshop hosted in early November explored current practices available to institutions to combat contract cheating and the challenges they face implementing these practices. Significant efforts were made in 2019 in the area of research integrity with consolidation of Research Integrity Advisor roles and responsibilities and a concerted effort to broaden academic staff experience through participation on the Research Integrity Committee.

Goal 3: Transforming the Workplace: Investing in our Staff and Physical Environment

CONTINUOUSLY IMPROVE THE STANDING OF THE UNIVERSITY BY REWARDING INITIATIVE, CREATIVITY AND PERFORMANCE OF ALL OUR STAFF IN ENVIRONMENTS FEATURING MODERN PROCESSES AND OUTSTANDING INFRASTRUCTURE.

3.1 Promote a safe and supportive workplace where our distinctive values of collaboration, teamwork, equity, diversity and inclusive practices thrive.

For the fourth consecutive year, UOW was recognised by the Workplace Gender Equality Agency as an Employer of Choice for Gender Equality, one of 141 Australian organisations to receive this award in 2019.

The University continues to implement a comprehensive four-year Action Plan recognised by UOW's 2018 Athena SWAN Bronze Institution Award, to advance careers for women in traditionally male dominated disciplines, with oversight by a revised governance group. The University received a grant of \$10,773 for the European Region Action Scheme for the Mobility of University Students (ERASMUS) in a collaboration with the University of Surrey. The grant funded a visit by representatives from the University of Surrey to UOW in February and a reciprocal visit by UOW to Surrey to enhance the relationship between the two institutions, develop peer review practices for Athena SWAN applications and share global good practice in gender equity.

In May, the University received its first Bronze Award for the Australian Workplace Equality Index (AWEI). The Index is the definitive national benchmark for LGBTIQ+ workplace inclusion for Australian employers across all sectors.

In its second year, ongoing demand for UOW's Leadership Program for Senior Academic Women (LPSAW) saw 22 participants receive support, leadership development and guidance in 2019. Participants rated the program an average rating of 4.4 out of five stars.

The University's commitment to gender equality is reflected in the new Enterprise Agreements that commit UOW from June 2020 to paying employer superannuation contributions for continuing employees during approved periods of unpaid parental leave for a period of up to 12 months following the birth or adoption of a child(ren).

In 2019 UOW received a Department of Employment, Skills, Small and Family Business initiative, Career Revive, which aims to support regional businesses to attract and retain skilled women returning to the workforce after a career break. Working alongside KPMG, the University will receive guidance on how to improve our business practices and policies, and develop a tailored action plan to establish a 'supported returner program'.

Alongside gender inclusive initiatives, the University is also committed to maximising employment opportunities that continue to attract interest from Aboriginal and Torres Strait Islander candidates and maintaining overall Aboriginal and Torres Strait Islander employment numbers. As the University has broadened its geographical footprint, the importance of networks in South Western Sydney, as well as the Wollondilly and Wingecarribee areas, have come into focus. Culturally appropriate wording, selective advertising mediums, and employment strategies have been implemented to encourage and support Aboriginal and Torres Strait Islander people to apply for jobs at UOW. The introduction of culturally inclusive selection criteria provides applicants with opportunities to demonstrate their cultural understanding of Aboriginal and Torres Strait Islander issues and protocols.

In 2019, UOW Aboriginal and Torres Strait Islander staff continued to access professional development opportunities and participate in various online training. Two Aboriginal staff completed a Certificate IV in Leadership and Management in late 2019. Aboriginal and Torres Strait Islander inclusion was recognised and celebrated through a number of initiatives in 2019 including NAIDOC week community events; the inclusion of Cultural and Ceremonial leave and Family Kinship in the new Enterprise Agreements; promoting the University target of 3% Indigenous staff; supporting an Aboriginal academic with an Equity Fellowship to assist in the final stages of their PhD; and acknowledging the contribution of our Aboriginal and Torres Strait Islander staff at the 2019 Vice-Chancellor Awards with Anthony McKnight (SOC) receiving an Award for Excellence in Community Engagement and Sharon Twyford (LTC) for 25 years of service.

Aboriginal and Torres Strait Islander staff have continued to be profiled in promotional literature and media. With the aim of being an employer of choice for Aboriginal and Torres Strait Islander peoples, UOW continues to raise the profile of Aboriginal and Torres Strait Islander staff within the University and wider community. The UOW Reconciliation Action Plan (RAP) came to fruition in July 2019 and will be used to drive Indigenous knowledge and identity into the heart of the University's academic and cultural fabric. Constructed through multiple stakeholder interviews and consultation with communities, Elders and knowledge holders, the plan will provide a solid foundation to improve access and outcomes, and challenge and broaden our understanding of reconciliation. Indigenous employment is a key part of the University's RAP framework and overall strategic plan. A RAP Manager was appointed to guide its implementation.

In 2019, a Workplace Mental Health Strategy was actioned with focus on five key areas – governance, mental health and wellbeing awareness and promotion, early identification and timely response, access to support services, and recovery at work. The Strategy includes actions that aim to promote awareness of mental health, provide access to mental health support services and implement risk controls in local work areas.

Across all faculties, various initiatives have been enacted to promote diversity in the workplace as well as innovative and collaborative practices. BUS now requires all staff to participate in cultural respect and inclusivity training to promote acceptance. SMAH have introduced mandatory consideration of Indigenous-identified positions, Indigenous traineeships, and the requirement of gender considerations in their recruitment procedure. The majority of the faculties have also worked on creating more transparent, consistent and equitable workload allocation practices. SOC has established a new Workload Reference Group that aims to evaluate the needs of the Faculty and implement a new workload management tool. LHA has introduced new reporting tools and information for academics to enhance workforce management and planning, and conducted curriculum review workshops to identify ways to improve and condense workloads by improving subjects offerings.

3.2 Place renewed emphasis on proactive staff engagement and communication to foster a collegiate and adaptable working environment across all of UOW's campuses.

The Strategic Marketing and Communications Unit (SMCU) has led the development and implementation of milestones and actions in the 2018-2019 Internal Communications Strategy. This strategy focussed on key priorities such as personal employee engagement designed to increase opportunities for engagement between executive and front line staff; multiple coordinated digital communications channels to reduce repetition of messages; and the alignment of internal culture with brand proposition so that UOW's values and brand are correctly communicated.

UOW formally surveys staff every three years. Results from the 2018 Voice workforce survey were provided to local areas and have been used to create bespoke action plans in consultation with staff. In April and October, the Vice-Chancellor's Advisory Group reviewed each area's progress on those local area action plans. Additionally, an update on organisational wide activities responding to the voice of staff was released in November.

Across all faculties, initiatives have been put in place to improve staff engagement and communications, such as faculty communications groups and strategies, newsletters and quarterly events. In EIS, all schools now have School Executives in place to provide Heads of School with support, improve communication within the school and provide staff development opportunities for executive members. In LHA, the Dean of Law met with each casual academic for one-on-one feedback to ensure they felt included in the school's activities and to hear suggestions as to how the school might better deliver its teaching.

Following overwhelmingly positive support from staff, the Fair Work Commission approved the Professional Services Employees Enterprise Agreement 2019 on 26 September and the Academic Staff Enterprise Agreement 2019 on 31 October 2019. The provisions of each of the agreements came into effect seven days after their approval including a 1.3% salary increase on 15 November. The new agreements are based on principles that would ensure the University is a viable and sustainable organisation into the future, promotes inclusive and equitable work practices, and provides supportive and flexible career pathways. The new agreements include greater inclusive language to acknowledge the diversity amongst our employees.

3.3 Leverage our reputation for opportunity and innovation and our strong workplace culture to attract and retain the most talented staff and build a committed and sustainable workforce characterised by strong and strategic leadership.

In 2019, UOW launched and delivered its first Head of Students Program which was designed to clarify the role of Head of Students and to cover the policies and procedures associated with their activities. As a follow-up to this, participants were provided with online training material. The program is anticipated to be conducted annually.

UOW attracted 22 participants into its Academic Women's Leadership Program and hosted 26 participants in the Early Career and Researcher (ECR) Program which included 21 female and five male applicants. The ECR Program is a key element in ensuring UOW's position as a university of research excellence. Participants in the program attend workshops, receive coaching and form mentoring partnerships. A further six Vice-Chancellor Fellowships were awarded in 2019 from a pool of 78 applicants.

All these staff initiatives highlight our commitment to rewarding excellence.

UOW is a proud recipient of the Athena SWAN Bronze Institution Award, granted as part of the Science in Australia Gender Equity (SAGE) initiative, demonstrating the University's commitment to transforming gender equality. The SAGE/Athena Swan Implementation (SASI) Committee, chaired by the Deputy Vice-Chancellor (Research and Innovation), met throughout the year to implement the SAGE Action Plan. In November, the Committee launched the SAGE/Athena Swan Gender Equity Conference Sponsorship Scheme to provide funding for UOW-sponsored conferences that prioritise equality together with quality. Two successful applicants, Associate Professor Danielle Skropeta and Associate Professor Aaron Oakley from SMAH, will each receive funding of \$5,000 to promote and prioritise gender equity goals at their conferences.

Throughout 2019, UOW faculties worked towards attracting and retaining research and administrative staff through various strategies. EIS formed a Research Only Working Party that focussed on developing strategies that best utilised research only staff for their own benefit and career progression, and for the benefit of teaching and research tasks of the faculty. LHA has also worked to promote faculty achievements by improving visibility of research achievements to enhance partnership opportunities and reputation.

SMAH's reputation as an excellent location for science-based research has attracted prestigious ARC Future Fellows at an exceptionally high rate (nine over the last five years). Leadership roles in SMAH Research Strengths and Clusters are reviewed on a three-year cycle, with a focus on sustainability, succession, opportunity and strategic growth.

3.4 Build an outstanding academic community of emerging researchers and research-active academics who are supported to achieve the highest quality outcomes.

Currently, 76% of all academic staff meet the UOW research definition, up from 74% in 2018. In mid-2018, the University Research Committee (URC) established the Research Engagement and Impact Strategy Working Group (REIS) to oversee development of the University's impact strategy aimed at enhancing best practice in facilitating research impact. The URC REIS Working Group constructed a Strategy White Paper, launched in late 2019, that aims to strengthen and grow UOW's institutional support for research impact and includes strategies such as implementing a support structure that emphasises research development and learning, and explicit recognition of impact within career development and promotion pathways. All faculties and the Research and Innovation Division held research strategy meetings to ensure the University encourages, engages, and supports all UOW researchers.

A long-term evaluation of the Early Career Researcher (ECR) program was undertaken in 2019. The ECR program is a key element in ensuring UOW's position as a university of research excellence. Designed to provide resources for research active staff, participants in the program attend workshops, receive coaching, and form mentoring partnerships. Within three years of starting the program, 69% of participants were promoted.

The Mid-Career Academic Development (MCAD) program has seen considerable success with 26 participants drawn from all faculties across the University. The MCAD program supports UOW staff career pathways to optimise their professional aspirations by assisting participants to build their skills and

maximise individual potential and performance.

BUS identified opportunities to develop research inactive staff and also identified research expertise to foster a culture of peer mentoring and open research collaborations. The Faculty also created a 'speed networking' opportunity, connecting academics and the business community, to discuss business needs and research specialities with a view to partnering and commercialising as appropriate.

As part of its Faculty Research Strategic Plan, LHA conducted a review of research incentive funding. The Arête Research Champion Scheme was identified as a key initiative that has supported all Faculty researchers with an emphasis on tangible, high quality outputs in ERA disciplines and leading to national competitive grants. The Personal Research Grant Scheme, which supports researchers who are not currently part of the Arête program, was also identified. Applicants can receive up to \$3,000 in research funding to work towards a tangible, high quality research output and external national competitive grant.

As part of the rolling school review program, reviews of the School of Psychology, and the School of Electrical, Computer and Telecommunications Engineering were completed this year. Overall, eight schools have been reviewed with 169 recommendations made and progress against the implementation of these recommendations are reviewed by the University's Performance and Expenditure Review Group each quarter.

A series of research performance dashboards have been developed by the Research Services Office (RSO) for faculties to provide greater access to research performance data and support strategic decision-making. An agreement between IMTS, the RSO and the National Computation Infrastructure (NCI) was finalised to allow expansion of access to high performance computing resources. New research themes were also introduced in Early Start which consolidated and coordinated research efforts.

3.5 Offer career pathways and ongoing support for our staff to optimise their academic, teaching and professional achievements and aspirations, and provide them with the tools to grow and drive the University forward.

SOC created a Teaching and Learning seminar series within the School of Health and Society (HAS) with the aim of sharing knowledge and practice and supporting academic teaching staff. BUS worked on identifying and implementing mentoring activities to promote academic staff development and also continued to improve induction sessions for sessional academic staff. All UOW staff are encouraged to access the online Continuing Professional Development (CPD) modules which can lead to a tertiary teaching qualification. UOW has been committed to the modification of the CPD workshops involving the delivery of Teaching in Online Modes (TOM) which incorporates a 3-day intensive program that was piloted in semester two of 2019.

Across all divisions and units, the promotion of secondments, divisional rotations and acting opportunities are widely promoted to enhance skills and learning opportunities for professional services staff. Flexible work arrangements have also been utilised across the University to promote better work-life balance.

The Wollongong Academy of Tertiary Teaching and Learning Excellence (WATTLE) became a member of Advance HE for the first time, and in partnership with WATTLE appointed eight Senior Fellows.

The 32nd annual Vice-Chancellor's Awards night held in August recognised exceptional performance from University staff members. With over 350 guests attending, 173 award recipients covering eight award categories were honoured on the night. The Vice-Chancellor and Dr Annette Wellings also hosted a 40 year recognition of service dinner in September. Two members of staff, Linda Deitch (IHMRI) and Lorraine Denny (HR), were recognised for this significant milestone.

The OCTAL awards saw a broad range of academics from all faculties recognised for their contributions to teaching. These awards recognise and celebrate the work of academics that have provided exceptional teaching and student learning experiences.

3.6 Unleash higher performance by reducing complexity in our processes and policies and deploying systems that are flexible, scalable and service focussed, and foster agile decision-making.

UOW's Project Unified aims to improve staff experiences by consolidating multiple existing human resources, finance and procurement systems used across the University. In 2019, design workshops and validation testing were conducted to improve how information is recorded within the system and to streamline actions undertaken by both managers and employees via the self-service portal.

A number of system-related improvements were embedded in the University's recruitment system during 2019, including changes to templates, improved content, and streamlined tasks. These efficiency improvements will allow more streamlined administration processes.

Amongst the faculties there have been different methods used to promote more streamlined processes. EIS and LHA staff have worked to form and implement administrative processes through collaboration, planning and the careful use of technology. SMAH has worked collaboratively to develop online systems to reduce paper and email-based forms, and SOC has advocated strongly to foster effective and efficient operations to increase productivity. The Early Start Discovery Space, which attracts over 135,000 customers a year, has introduced a new Customer Relationship Management system to support online transactions to increase visitation. Across the Southern Sydney and South Western Sydney campuses, the implementation of agile and efficient processes this year included active methods to minimise duplication across different units and the exploration of better streamlined student support processes.

UOW continues to promote improvement of processes and advocacy of good governance principles across the institution to foster sound and agile decision-making through the high-quality service delivered by University Council and its committees. In collaboration with UOWGE and IMTS, forward progress has been made on contract negotiation to introduce a policy management system to provide for holistic policy changes and reduce processing time.

An online portal has been designed for the management of domestic and international memoranda of understanding and the online Complaints Management System was further enhanced during 2019 to deliver a seamless user experience for complainants.

Goal 4: Celebrating partnerships: Enhancing reputation

ENGAGE WITH OUR NETWORKS OF ACADEMIC, BUSINESS AND COMMUNITY PARTNERS TO ENSURE THAT THE CONTRIBUTIONS OF OUR STUDENTS AND RESEARCHERS ARE EFFECTIVELY DISSEMINATED AND HAVE AN IMPACT AT GLOBAL AND REGIONAL LEVELS.

4.1 Deepen our engagement with alumni, recognising the significance of their life-long relationship with the University, and strengthen their connection with fellow alumni.

This global alumni community includes more than 160,000 leaders and innovators located in 179 countries, with the shared experience of studying at a UOW campus or partner institution.

The Alumni Relations Team offers a diverse range of programs, events and communications designed to engage and grow the University's global alumni community that actively promotes and supports the University and its priority areas.

In 2019, more than 4,000 alumni attended over 40 university events and activities, including 23 held internationally in 15 key countries. Highlights include the Research Impact Showcase in London, networking events in San Francisco and Washington D.C. in partnership with John Hopkins University, UOW Knowledge Series lectures featuring UOW researchers Professor Justin Yerbury and Dr Katrina Green, and new Skills Foundry workshops for alumni focusing on thought leadership and professional development offered in Wollongong and Sydney.

The 2019 Fellowship and Alumni Awards, held in November, recognised our outstanding alumni. Five alumni were presented awards: Young Alumni Award winner Julia Green, Professional Excellence winner Paul Harris, Social Impact winner Dr Sameer Dixit, Innovation and Entrepreneurship winner Mike Sneesby, and Research and Scholarship winner Professor Aibing Yu.

UOW was pleased to welcome new honorary alumni members, including honorary doctorate recipients Elizabeth Proust AO, Timothy Fisher AC, Len Ainsworth AM, Philip Clark AO, Dennis Shanahan, Aunty Gail Wallace, Ian Watt AC, and Lisa Wilkinson AM. We also welcomed Emeritus Professorship recipients Chris Cook and Anthony Hulbert as well as 2019 University Fellowship recipients Tim Berry, Noel Cornish, Debra Murphy, and Pastor Ossie Cruise MBE AM.

UOW's faculties also undertook work during 2019 to engage their alumni. BUS collaborated with alumni to provide opportunities for participation in an interactive business challenge study series and other initiatives, including participating in their successful AACSB accreditation process, and appointing seven notable UOW alumni to the Faculty Advisory Board. EIS engaged a wide number of alumni guest speakers and judges for key events including careers panels, trade shows and Open Day. SMAH presented the 2019 UOW Health Symposium in September, bringing together consumers with thought leaders to share ideas, explore current controversies, and imagine a better health care system. This included the McKinnon-Walker Keynote Address by UOW honorary and health advocate Ita Buttrose AC, OBE. The School of Law in LHA hosted alumni Professor James Goudkamp and Dr Elisa Arcioni on a public lecture forum with the Honourable Justice Michael Kirby where they discussed their experiences working under Justice Kirby in the High Court. SOC developed an alumni strategy and continued to strengthen ties with VIBE, a successful teacher placement company run by a UOW alumnus, to place UOW graduates in schools in Tanzania. WIC developed and launched a student to alumni mentoring program to engage Indigenous alumni and support Indigenous students, and held the inaugural UOW Aboriginal and Torres Strait Islander Alumni Reunion. In February, iAccelerate

partnered with the Alumni Relations Team to present the Women's Entrepreneurial Breakfast series lecture with guest speaker Robyn Jones, a social entrepreneur and maternal health advocate. iAccelerate itself continues to be a place where alumni can continue a life-long relationship with the University, with 47% of iAccelerate residents being UOW alumni.

Good progress was made towards improving the University's alumni interaction and engagement rate, particularly through the introduction of a range of more efficient communications strategies and greater use of dedicated UOW alumni social media channels, designed to increase engagement with alumni and increase email open rates.

UOW's Alumni Facebook page now has over 28,000 followers, while the Alumni Relations LinkedIn account has more than 12,000 connections. There has also been a steady increase in number of followers of the UOW Alumni Instagram page (1,500 and growing) and Alumni Stories Series on UOW's You Tube Channel.

Promotion of the 10% Alumni Scholarship (fee waiver) to alumni via targeted alumni communications resulted in 85 students receiving the scholarship. Of those students, 45% enrolled in postgraduate Business degrees to commence in 2020.

UOW alumni also continued to give back to the University and help current UOW students achieve their own educational goals through their donations by supporting life-changing research, including the highly successful Motor Neurone Disease Appeal which has raised funds for Professor Justin Yerbury's research for IHMRI and the UOW USA Foundation which provides support for the University's key priorities including student equity, health and medical research, and solving global challenges.

4.2 Develop and strengthen the strategic links with our offshore campuses and international academic partners to form a global network of collaborative peers with shared interests.

In November, UOW officially welcomed the KDU University Colleges into its global network through a formal inauguration ceremony in Shah Alam, Selangor, Kuala Lumpur. The partnership will open up new international education and research opportunities for Malaysian students and academics. Held at the Glenmarie Campus, the inauguration was an important milestone in the transition of the KDU private university colleges from Paramount Corporation Berhad (PCB) to UOW subsidiary UOWGE under an agreement approved by the Malaysian Ministry of Education. Australia's Minister for Education, the Honourable Dan Tehan MP and Malaysia's Director General of Higher Education, Ministry of Education Malaysia, YBhg Dautk Ir. Dr Siti Hamisah, were present as guests of honour to oversee the ceremony.

In 2019, the UOW Knowledge Exchange Network was launched to support UOW-KDU Malaysia with eight travel scholarships per year over the next four years to enable research and knowledge exchange between UOW and UOW Malaysia. Likewise, the UOW/UOW Dubai (UOWD) Research Collaboration Fund continued to support projects with researchers from both those campuses.

In 2019, UOW academics co-authored over 1,800 publications

with international collaborators, 20% more than 2018. In March, the UGPN conference held in Raleigh, North Carolina highlighted the global impact of research collaborations and brought leaders and academics together, with 13 UOW delegates attending. The annual UGPN Research Collaboration Fund supports collaborations among researchers at the partner institutions; to date, UOW researchers have been involved in 22 of the 37 projects successfully funded. In partnership with the University of Surrey, in 2019 UOW was awarded four fully funded places on the dual PhD program to students in Engineering, Materials Science, Chemistry and Microbiology. UOW was selected to host the 2020 UGPN Conference with Deputy Vice-Chancellor (Research and Innovation) Professor Jennifer L Martin named as chair.

Annual quality assurance monitoring of all UOW's collaborative partnerships was conducted throughout 2019. This QA process has been commended by TEQSA, the UAE Commission for Academic Accreditation, and the Singapore Council for Private Education.

Collaboration with the University's offshore campuses and international partners has been enhanced to ensure the delivery of strong, mutually beneficial branding and marketing activities. These branding and joint marketing activities are key to achieving student recruitment targets and also to enhance UOW's global brand awareness.

4.3 Promote and grow two-way mobility of our students and staff between UOW's on and offshore campuses as well as to our partners in Asia and other priority global destinations.

The New Colombo Plan (NCP) is a signature initiative of the Australian Government that aims to lift knowledge of the Indo-Pacific region in Australia and establish study in the Indo-Pacific as a rite of passage for Australian students. In 2019 the University's funding under the Government's NCP increased by 20% on 2018 to \$1.4 million. The funds will allow more than 300 UOW students to study in Thailand, Malaysia, Japan, Singapore, Nepal, New Caledonia, Taiwan, Cambodia, China, Republic of Korea (South Korea), Hong Kong, Indonesia, Laos, India and the Solomon Islands. Successful projects range across a variety of disciplines, including Engineering and Information Technology, Management and Commerce, Health, Education, and Society and Culture.

In November, four high achieving students were selected as New Colombo Plan Scholars. Liam Mackay, Mary Pilkinton, Rubaiyat (Ruby) Evans and Elizabeth Hinchey will be heading to the Indo-Pacific Region in 2020. Ruby Evans has also received the Fellow award as top-ranked candidate for her host location. Fellows are awarded an additional \$1,000 bursary for study materials and play a greater leadership and promotional role.

Students from UOW were selected to travel to Guildford in the United Kingdom to attend the 2019 Times Higher Education Young Universities Summit, co-sponsored by UOW. These students developed and presented to the conference in response to the theme 'embracing risk, creating opportunities'.

4.4 Leverage our programs, networks and campuses to partner with industry and social enterprises, particularly technology focussed SMEs, to enable them to innovate and thrive in increasingly competitive markets.

In 2019, funding for four successful UOW-led ARC Linkage Project grants amounted to \$1.48 million. Further, two UOW projects received grants in 2019 under the Federal Department

of Industry, Innovation and Science's Global Innovation Linkages Program. A particular focus of the grant program is on collaborating with global partners to develop high quality products, services or processes that respond to industry challenges. One of the projects aims to ensure the quality of power supply as new solar and wind power energy sources are added to the electricity grid. The other project will develop a battery-powered vehicle for use in underground mining.

Advantage SME, which acts as an industry matchmaker, continues to build partnerships between industry and research and this year gained funding for 20 Techvouchers and four Collaboration Vouchers from the NSW Department of Industry. UOW also participates in the NSW Defence Innovation Network, an association of seven leading universities in NSW working with industry and government to address Australia's defence needs.

The development of a MakerSpace at the Science Space will allow the University to further engage and support local SMEs with the hope to develop diversity in the Illawarra's manufacturing industries. In 2019, iAccelerate ran a public workshop called 'Test Your Business Idea' designed for early stage start-ups and 'intrapreneurs' to help them refine and test their business ideas before going to market. In November, a collection of the Illawarra's best and brightest entrepreneurs were on show as part of the 2019 iAccelerate Demo Day where residents from iAccelerate led a series of demonstrations for investors, business leaders and the community.

In September, UOW and the NSW Aboriginal Land Council signed a Memorandum of Understanding to work together through the Yarpa Hub to build research capacity across the Indigenous business sector and improve economic, social, and cultural outcomes for Indigenous peoples in NSW, as part of a shared vision for a prosperous, vibrant, and sustainable Indigenous business sector.

SMAH partnered with the South Western Sydney Local Health District to deliver the Bachelor of Nursing at UOW's SWS campus, and continues to partner with the Illawarra Shoalhaven Local Health District to deliver nursing and medical courses at the University's other campuses. Through their Research Partnership Grant Scheme, the Faculty also partners with a number of SMEs, many of which are in medical technology.

EIS held their annual School of Computer and Information Technology tradeshow, showcasing many student industry projects and judged by industry representatives. The Faculty also held the School of Electrical, Computer and Telecommunications Engineering Innovation Conference and Exhibition, presenting student projects to industry and the public.

Early Start continues to work with a range of industry partners to develop new operational and service delivery models to improve their social and financial sustainability. SOC has also established a new Centre for Occupational and Public Health and Safety.

Planning to further develop the Innovation Campus continued in 2019, which allowed more industry connections. This involved commencing an update to the Innovation Campus master plan and assessment of long-term campus needs, as well as identifying educational, research, and commercial development options. A community stakeholder engagement plan and marketing and communications strategy has been developed to help positively position the University through the Health and Wellbeing Precinct. As part of this, the UOW Health Symposium was held at the Innovation Campus in September, bringing together academics and health practitioners from the public and private sectors to discuss person-centred health care.

4.5 Facilitate student diversity by creating mutually beneficial partnerships with schools, pathway providers and broader communities and by enabling all pupils and students to be the best they can be.

In2Uni, the University's schools outreach program, fosters partnerships to increase the capacity of primary and high school students in UOW's local areas. This program delivers outreach and pathways activities to over 12,000 students in 52 high schools and 72 primary schools across the Illawarra South East and South Western Sydney regions. In 2019 the University built on its offering of contextualised programs to meet the needs of our local Aboriginal and Torres Strait Islander communities with pathways conversations and On-Campus Careers Days offered at the majority of UOW's campuses for high school students in years 7 through to 10. The Leading Through Culture Program, a collaborative project with the Department of Education, was also piloted at the Wollongong campus in June.

STEM+X continued this year, providing STEM and Leadership training to Year 8 and 9 students, who become STEM+X Ambassadors in local primary schools. Following a comprehensive review of all UOW Outreach activities from 2020 UOW will roll out a focus aligned with the University's 2030 Vision.

A background paper 2030 Vision for Widening Participation was developed to outline best practice across the sector in designing and implementing widening participation initiatives for Aboriginal and Torres Strait Islander and refugee communities. Recommendations arising are being implemented. UOW also continued its award-winning work with pathway providers, UniReady, University Preparation Program, and the University Access Program, each of which attract non-traditional students into our programs.

Many events are held throughout the year in partnership with high schools; Discovery days, HSC Study days, Careers Expos, Year 10 Future Finders days, Indigenous Health days, Aboriginal Summer Camp, and many high school visits. In November, iAccelerate hosted a Junior Pitch event where students from local schools pitched their innovations in front of an audience and iAccelerate panel experts. This year's theme was 'City Shaper'. As part of this process, students talked to experts about their idea and thought through the viability of their innovation in the real world.

Science Space celebrated its 30th birthday in 2019, attracting close to 60,000 visitors over the year. It is an essential point of contact for the region's schools and community.

Early Start Discovery Space stimulates curiosity, nurtures creativity, builds confidence, and provides families with opportunities for discovery and play. The recent increase in discounts for families on pensions has helped to increase the diversity of children participating.

4.6 Value the mutual benefit of engaging with our communities and create enthusiasm in our students and staff to serve our society.

The Community Engagement Grant Scheme (CEGS) allows campus staff, in partnership with community organisations, to receive grants worth up to \$13,000 to address a community need. CEGS has run for 14 years, awarding more than \$660,000 in grants to 77 projects. In 2019, \$50,000 was granted in total to four projects addressing key challenges in the community, such as obtaining opinions and feedback from those with severe intellectual disabilities, preventing gestational diabetes in women, training staff in licensed venues about sexual harassment and assault, and providing independent advice to

individuals dealing with social security issues.

The third UOW Community Fellowship award was conferred in June during a special celebration at Innovation Campus. Australian Indigenous Mentoring Experience (AIME) was recognised for their outstanding contributions to ending inequality and closing the gap between Indigenous and non-Indigenous communities and improving educational outcomes for Indigenous students in Australia. In addition to the prestigious award, AIME received a gift from the University, which provided further funding for the delivery of their programs. The gift also benefitted 11 local primary schools who received a class set (30 copies) of *The Eagle Inside*, a stunning children's book authored by AIME CEO and Founder, Jack Manning Bancroft.

UOW Cares ran Coffee for a Cause in September, raising funds for the Transforming Futures Scholarships and encouraging staff to participate in workplace giving. Events were run at six onshore campuses, engaging more than 400 staff.

In August, UOW supported 110 staff, students and community members to participate in the Sydney City2Surf. Team UOW ran to raise funds for Professor Justin Yerbury's Motor Neurone Disease research. Participants spoke highly of the community engagement initiative, and were provided with a t-shirt, transport, lunch, and training tips.

In November, 70 UOW staff participated in the Michael Tynan Memorial Walk, a 27 km hike traversing through the Royal National Park organised by the Tynan family to raise funds for medical research. The UOW contingent raised over \$12,800 which will go to projects such as Molecular Horizons, MIND the GaP, and the UOW biopen.

UOWx, our co-curricular program, recognises the active citizenship of UOW students by volunteering with community organisations, as well as the strong personal and professional skills that students gain from these experiences. Over 100 employers were engaged in the 2019 UOWx Award Event. This year, communications about this program were embedded in Alumni and Industry facing channels, and a new UOWx Record and Award, developed in consultation with industry, is currently being tested and is due for implementation in 2020.

In a first for UOW, a Cultural Awareness Framework has been established to ensure all staff and students have at least a base level of cultural awareness of Aboriginal and Torres Strait Islander history and communities. The framework also provides opportunities for higher levels of cultural awareness if desired. The pilot program has been completed and it will be fully rolled out in 2020. WIC also partnered with the Australian Electoral Commission (AEC) to implement strategies to increase electoral enrolment of our student and community Indigenous cohort and to educate these groups about the voting process, empowering the community with knowledge. Additionally, WIC held a Year 12 Indigenous Graduation to bring the community together to celebrate completion of secondary education for local Indigenous high school students.

The University's 7th annual Community Leaders Iftar dinner was co-hosted with Amity College during Ramadan, at the Innovation Campus in May. The event brought together education, faith and community leaders from diverse backgrounds. UOW is proud to host an annual Iftar dinner as part of our commitment to our communities.

Across its network of campuses, the University continues to engage with its local communities. The South Western Sydney campus continued to make considerable progress in developing and strengthening relationships with the local community.

Initiatives included engagement in a range of local council initiatives such as Hackathons, the Young Entrepreneurship Speaker Series, Welcome to Liverpool events, and sponsorship of the Liverpool Mayoral Charity Ball. Additionally, the campus has built links with the Committee for Sydney, Liverpool Innovation Precinct Committee, Liverpool Hospital, Western Sydney Airport, Western Sydney Migrant Resource Centre, Liverpool Neighbourhood Connections, and the Inglis Hotel, as well as local high schools. Southern Sydney campus continues to increase involvement with Sutherland Shire Council through the Economic and Tourism Committee, and to strengthen links to the local business community. On the Wollongong campus, student residences have a large and diverse portfolio of community engagement including volunteering at schools and charities, Blood Bank support, and charitable fundraising events. To embed itself in the community, Early Start has supported a number of local community organisations by providing them with space, resources, outreach activities, and a range of other means of support.

UOW's Community Reference Group and Community Engagement Committee continued to play a valuable advisory role with UOW. The University also consulted and engaged with a number of relevant neighbourhood forums, community groups, and regional advisory bodies.

Philanthropic support plays a vital role in realising UOW's vision and impact. In August, the University signed a funding agreement with the Ramsay Centre for the Bachelor of Arts in Western Civilisation and associated scholarship program worth approximately \$50 million over eight years. This step formalised the MOU of the partnership that was signed in December 2018. The University is proud to be the recipient of one of the largest gifts to humanities education in Australia.

Additional philanthropic income totalling more than \$5.1 million was received during 2019 from enduring and valuable partnerships with donors across all segments including alumni, community groups, corporate partners, as well as trusts and foundations. A range of significant gifts were received to support strategic priorities including \$352,000 donated by the Movement Disorder Foundation – an extension on their \$1.35 million endowment established in 2017 to support students with a physical disability. Their gift in 2019 has led to the founding of a tri-institutional research partnership between UOW, Brown University and Harvard, including the establishment and inaugural awarding of an international PhD scholarship. An additional \$100,000 was received in late 2019, to establish a clinical exchange program in the discipline of neuroscience. Substantial philanthropic gifts have been received to support a research Fellowship within Molecular Horizons, and a gift of \$470,000 over five years from international donors is to support the Global Challenges Program. The University has received an increase in the number of gifts from alumni and community donors through a range of successful appeals to support the Motor Neurone Disease Research team led by Professor Justin Yerbury and the Transforming Futures Scholarship Fund.

The University's Development team are committed to furthering strategies that attract and support aspiring Indigenous students to tertiary study. In collaboration with WIC, a number of key outcomes have been achieved with an increase in the total number of philanthropically funded Indigenous scholarships being established for awarding in 2020 including:

- the Walter and Eliza Hall Trust continuing to support students with physical disabilities (one Indigenous student) over the term of their tertiary study, a total donor commitment of \$100,000
- a CSIRO commitment to an Indigenous student scholarship program to the value of \$30,000 over three years.

In September, UOW hosted an array of contributors, scholarship recipients, and donors to the launch of the Transforming Futures Scholarship Program, which was formerly known as the Learning and Development Fund, to celebrate the impact of student support including:

- 12 years of impact
- 2,000 scholarship donors
- 120 scholars' lives transformed.

The success of this long-standing program is attributed to the collective giving of our staff, alumni, and community members, who have all played a part in reaching these milestones.

- the Jamie Ross Scholarship for First in Family Indigenous Students established by an anonymous donor to support First in Family Indigenous students

Goal 5: Sustaining a world-class university: Embracing change and opportunity

MAXIMISE OUR CAPACITY TO DELIVER OUR MISSION BY SEEKING OUT OPPORTUNITY AND CONTINUING TO INVEST AND TRANSFORM THE UNIVERSITY THROUGH GROWTH, BETTER PROCESSES AND ENHANCED BUILT ENVIRONMENTS.

5.1 Optimise the productivity of our financial, physical, human and intellectual resources through effective planning, benchmarking, accountability and review.

As the UOW's 2016-2020 Strategic Plan reaches its end, much work is being conducted to identify the future direction of the University.

In June, UOW released its first long-term strategic intent, the 2030 and Beyond White Paper. The paper outlines the University's direction, its vision, its values and commitment to being a leading international civic university. The white paper also identifies a number of transformational projects and opens a discussion on the capabilities and capacity required to remain a leading international university in an era of disruption.

Informed by the white paper, UOW developed and released its next strategic plan, approved by Council in December. The product of 24 months of extensive reflection and consultation on the place and purpose of the University with staff, students, alumni, community and industry partners, the plan commits UOW to inspiring a better future through education, research and partnership. The University has outlined an ambitious strategic agenda to realise this vision, focusing on empowering students for their future, creating knowledges for a better world, and making a difference for its communities. The strategic plan identifies three transformative priorities – digitalisation, growth, and collaboration – and four strategic enablers – people, culture, infrastructure, and finance. This five-year plan will take UOW through a pivotal point in its development to its 50th anniversary and the end of its time as one of the world's young universities.

In October, the University Council approved several Senior Executive appointments and associated organisational changes to position UOW for success as the University implements its 2020-2025 Strategic Plan. Professor Joe Chicaro OM was appointed Senior Deputy Vice-Chancellor (SDVC). Professor Chicaro OM now holds responsibility for implementation of the University's 2020-2025 Strategic Plan, while retaining responsibility for the Pro Vice-Chancellor (Students), Library, Strategic Marketing and Communications, Strategic Planning, and Academic Quality and Standards.

The role of Deputy Vice-Chancellor (Academic) was disestablished and a new position, Deputy Vice-Chancellor (Education), was created with Professor Theo Farrell appointed in this role. This change highlights the University's deep commitment to teaching and curricula innovation, and preparing graduates for future workforce needs. The Deputy Vice-Chancellor (Education) Portfolio includes Learning, Teaching and Curriculum, the Wollongong Academy for Tertiary Teaching and Learning Excellence (WATTLE), UOW Online, University Education Committee, course portfolio development, and quality assurance.

Following the departure of Chief Administrative Officer (CAO) Ms Melva Crouch CSM, the role of Chief Operating Officer (COO) was established with responsibility for the professional services of the University, including Accommodation Services; Business Improvement and Assurance; Commercial Development; Governance and Legal Services; Facilities Management; Financial Services; Human Resources; Information Management and Technology; Institutional Research and Government Reporting; and Student Services. Mr Damien Israel, previous Chief Finance Officer (CFO), was appointed to this role and the

positions of CAO and CFO were disestablished.

From 2020, Australian universities will be required to meet a series of performance metrics in order to receive government funding for bachelor level courses. Vice-Chancellor, Professor Paul Wellings CBE, chairs the panel of industry professionals leading the implementation of performance-based funding across Australian universities. The appointment was made by the Honorable Dan Tehan MP, Minister for Education following the Federal Government's announcement it was capping university funding for bachelor level courses at 2017 rates for both 2018 and 2019. Released in June, the final report measures performance across four areas: student success, equity group participation, graduate employment outcomes, and student experience. The model will be implemented from 2020 with the aim of increasing graduate outcomes, quality of teaching, and student support. The performance-based funding scheme is one of many policy initiatives designed to promote continuous improvement and excellence in Australia's higher education sector and focus attention on maintaining the high quality and standard of the sector.

The University's financial position remains robust, with UOW maintaining (S&P) AA credit rating. Commenting on UOW's position, S&P highlighted the strength of its market position, strong operating margins, and low annual debt service costs.

Outcomes of the Fees and Scholarships Review have been implemented, including the introduction of a more nuanced, data driven fee setting process; improved alignment between fee and target setting processes; and scholarship offerings streamlined and considered within the context of a broader pricing strategy. The timing of the fee setting cycle was also optimised to leverage external data inputs and internal process requirements. The cycle was brought forward to enable UOW to be in market at a more competitive time; a change that also has a positive impact on revenue.

The Performance Expenditure Review Group (PERG) introduced an Academic Planning Day. The planning day is an institution-wide forum that covers decision-making on enrolment planning, the University's pricing strategy (including scholarships and other offshore partnership arrangements), and key faculty priorities and academic plans for the forthcoming year.

5.2 Grow our income and the value of our assets through incentivised operating arrangements, rigorous business case assessments and sound commercial practices.

Two hundred and eleven commercial research contracts were executed in 2019, producing an income of over \$18 million. For the first time, UOW was successfully awarded \$3 million as part of the Cooperative Research Centre Project (CRC-P) for research titled 'Dentistry without mercury - Glass fibre reinforced flowable dental composite restorative materials'. The project promises economical, high performance, dental composites and overlay materials which will replace existing materials reporting high levels of mercury. The University also signed a \$1.1 million research partnership with Endeavour Energy. The partnership provides funding from Endeavour Energy to the University's Australian Power Quality and Reliability Centre (APQRC) to continue its electrical engineering research, development and teaching activities.

Drawing on funding from the Ramsay Centre the creation of a new suite of offices for the School of Liberal Arts staff and a dedicated study lounge for its students has commenced.

UOW has again received a number of significant grants. Early Start were gifted philanthropic support of over \$1.5 million. The Ian Potter Foundation provided \$500,000 over the next four years enabling the development of a functional model of service integration within an Early Childhood setting that is tailored to regional and remote contexts within communities experiencing high levels of vulnerability or disadvantage. CAGES Foundation provided a \$500,000 grant over four years which will enable Early Start to engage in a consultative process with Aboriginal Early Childhood Education and Care centres.

UOW Major Equipment Grants (MEG) were awarded across five projects totalling \$1.08 million. Within SMAH, Associate Professor Nicholas Deutscher was awarded \$250,000 for 'a new spectrometer to future proof the Atmospheric Remote Sensing Program'. Distinguished Professor Xu-Feng Huang was awarded \$224,900 for the 'IncuCyte S3 live-cell imaging and analysis platform with software packages'. From EIS, Dr Guangming Jiang was awarded \$226,886 for work on 'the state-of-the-art third-generation nanopore sequencing platform to support environmental biotechnology and health research'. Senior Professor Weihua Li was awarded \$139,178 for an 'electromagnetic non-destructive test facility for quantifying resonant properties of materials subjected to dynamic vibrations, impact and torsional loading'. Professor Michael Higgins from the Australian Institute for Innovative Materials (AIIM) was awarded \$246,000 for 'acoustic force spectroscopy' equipment for high-throughput single cell measurements.

From the generosity of two anonymous donors, UOW received \$300,000 to create the Horizons Fellow of Molecular Pathology Fellowship. Molecular pathology is an emerging discipline devoted to the study and diagnosis of disease through the examination of molecular abnormalities within cells and tissues. The fellowship will be based at the Molecular Horizons building. These donations will significantly accelerate the University's research and enable early detection of disease.

Following a decline in enrolments for the Bachelor of Arts, LHA conducted a sustainability review of the School of Humanities and Social Inquiry which reclaimed \$1.4 million in revenue for subjects in varied funding clusters. Change management processes will continue over 2020 to ensure optimum resourcing programs are taught by the School. Meanwhile, cost share arrangements for external conference activities to improve financial outcomes for the University have been negotiated.

5.3 Sustain a vibrant environment for engagement, inquiry and creativity by providing world-class academic facilities, recreational and social amenities, and residences within planned, efficient campuses that stand out for their natural beauty.

The University continued to invest in and upgrade several formal and informal learning and teaching areas in 2019, including a new kitchen and event space on the ground floor iAccelerate foyer, a modernised Building 11 student study area, and improved Building 36 decking and adjoining amphitheatre. The White Cedar courtyard adjoining Building 15 now includes a communal campus garden for students, staff, and community members to access, and the lawns adjoining Building 41 were upgraded to provide more collaborative work and study spaces outdoors in the natural environment. Upgrades were also made to Southern Highlands and the UOW Sydney Business School campuses for improved student study areas.

As part of UOW's Future Ready library strategy, the Library underwent major refurbishments to provide more student friendly study and work space in time for Autumn session 2020. The Library undertook extensive consultation and review with students to understand their needs and preferences to inform the project. The various projects include moving 40% of low-use print collections to offsite storage facilities to be accessed via an on-demand system; repurposing of the Panizzi Gallery as a student lounge with informal meeting spaces and food facilities; and removal of non-aligned parts of the print collection. The changes will see the development of a number of flexible learning spaces throughout the Library and better support students to transition to engaging with course materials electronically.

Construction of the Social Sciences and Arts Building is well underway. From Spring Session 2020, the building will support interdisciplinary teaching and research practices, accommodating students and academics from the School of The Arts, English and Media, the School of Geography and Sustainable Communities, and the School of Health and Society. The \$80 million Molecular Horizons Building will officially open in July 2020. This world-leading facility will house research furthering scientific understanding of how life works at a molecular level with the aim of solving some of the biggest health challenges facing the world. These include developing new forms of antibiotics, curing cancer, and reversing Alzheimer's disease.

The refurbishment of the Campus Services building at UOW Shoalhaven is complete and CCTV is rolling out to discourage antisocial vehicular behaviour out of hours. The Informal Learning Space refurbishment at UOW Bega is currently in planning stages. Plans for integrated Library spaces at the SWS campus are on track for Quarter 3 2020. Plans include collaborating with the Academic Program Director, SWS, for the provisioning of spaces in the campus floor plate. Consultation has also begun for the transition/exit from a partnership agreement with Liverpool City Library for the provision of Library services.

5.4 Deliver real world solutions in an ever changing digital landscape that will enrich all aspects of our academic and professional activities and connect all our locations.

In mid-2019, the University launched its new website, the product of an extensive digital presence review. Underpinned by a new, modern content management system, the project led to a 55% reduction in pages from several key UOW sites from 15,000 to less than 8,000. Our Siteimprove score increased from 58.8 to 74.9, well above the industry benchmark of 64.7. External Search Engine Optimisation (SEO) experts were engaged to produce an Analytics Action Plan and SEO Framework to strengthen the UOW brand. Improved, modern designs and layouts are now mobile responsive and deliver a high quality experience across all devices. The new website platform improves the speed at which enhancements and changes to UOW's digital environment can be effectively and efficiently delivered. It also implements a strong foundation of quality for the University's digital presence now and into the future.

As part of the development of the 2020-2025 Strategic Plan, a new digital consultative platform was used for expanded stakeholder consultation. The platform, powered by Crowdcity, is an online collaboration and feedback space which allows staff an opportunity to provide comments and feedback irrespective of location. During the consultation stage, all staff, including casual staff, were invited to comment, with over 400 staff representing almost all onshore campuses actively engaging

in the platform. More than 4,500 different points of staff engagement were recorded with the draft. Crowdicity is now scheduled to be used across several other UOW departments as a tool to gather feedback, improve efficiencies, and better connect with students.

SOC expanded research and teaching at the SWS campus, with social work and physical activity as key areas. The Australian Centre for Health Engagement, Evidence and Values (ACHEEV) allocated significant focus to big data and AI as part of the research work being conducted by the centre. SMAH successfully launched online Graduate Certificates in Medical and Health Leadership, and in Strength and Conditioning. The Master of Medical and Health Leadership will commence in 2020, with the Master of Strength and Conditioning planned for 2021.

A 'one-stop shop' for student support was developed at the metropolitan, South Western Sydney and Southern Sydney campuses. This reflects an integrated support model that is focussed on holistic student development.

At UOW residences, internet services have been upgraded in bandwidth and data availability. All residence rooms have now been provided with Wi-Fi services as a standard in new buildings and with retrofitting to all existing buildings.

5.5 Develop an integrated institution-wide, evidence-based marketing strategy to competitively manage and position our brand at the national and international level.

The 'Stop at Nothing' campaign celebrates the fearless determination of UOW researchers in finding solutions for society's most pressing challenges. It was launched to raise the visibility and global awareness of the University's research, and positively impact the long-term brand awareness metric in world university rankings. Using a collection of short, inspiring videos and long-form feature stories, the campaign highlights the impact of six of UOW's key research areas including Archaeology; Antimicrobial Resistance; Early Childhood Education; Sodium Battery Technologies and Energy Storage; Food Security in the Pacific; and Electromaterials (specifically, the application of bionics and bio fabrication in medical devices). 'Stop at Nothing' is an extension of the University's 'Wollongong Strong' campaign, launched in 2018.

UOW's course development and management practices were reviewed this year, with a new 'Go/No Go' stage gate developed for the course approval process. This process ensures our course portfolio aligns with future workforce needs and leverages improved data availability to better predict student demand.

iAccelerate elevated its brand positioning to a higher level with media and PR exposure and engagement with the Illawarra community and general public through a series of media stories. Twelve case study promotional videos were created showcasing CEOs, the Wollongong Council leadership team, and the iAccelerate team.

5.6 Drive the University's key performance metrics by promoting international collaborations and their visibility in order to optimise our position in major world rankings.

UOW remains in the top 2% of world universities sitting at equal 218th in the world in the 2019 QS World University Rankings, band 201-250 in the THE World University Rankings, 220th in the Academic Ranking of World Universities (ARWU) 2019, and equal 13th in the world as part of the THE University Impact Rankings 2019.

Outcomes of the 2018 Excellence in Research for Australia (ERA) submissions were announced in March 2019. Key highlights included 90% of disciplines rated as 'At', 'Above', or 'Well above world standard' (at the 4 digit level). UOW ranked 10th out of the participating Australian universities based on its Grade Point Average (GPA) which increased from 3.44 in ERA 2015 to 3.98 in ERA 2018, a considerable achievement.

Results of the inaugural ARC Engagement and Impact (EI) assessment were also announced in March. The assessment aims to evaluate and incentivise the impact of university research on non-academic stakeholders including industry, government, and community. UOW ranked a very creditable joint 7th out of 40 universities by number of 'High' and 'Medium' rated impact case studies and ranked joint 16th out of 40 universities by number of 'High' rated impact case studies.

The UOW men's football team, led by coach and former Socceroo Luke Wilkshire, travelled to China in November to compete at the International University Sport Federation (FISU) University World Cup. Held in Jinjiang, China, the FISU University World Cup – Football features 16 male and eight female university teams who qualify from FISU competitions in Europe, Asia, the Americas, Africa, and Oceania. The UOW team progressed to the grand final but were defeated in extra time.

UOW's Sydney Business School was identified among the best in the world by business news outlet the Financial Times (FT). The FT list promotes best practices of sustainability, ethics, and social purpose. The Sydney Business School was also recognised for its engagement with UOW's Jindaola program, which incorporates Aboriginal knowledges and perspectives into the Master of Business Administration (MBA) curriculum, and the Women in MBA program, which offers 50 scholarships to women.

Support offered in SMAH for unique international collaborations such as the Total Carbon Column Observing Network – Philippines, Japan, and Australia (TCCON) has enhanced UOW research and promoted the University's capabilities on a global scale. Academics continue to maintain their collaborations in research and embrace study leave and short term mobility programs.

A UOW review of Big Data was chaired by SOC Executive Dean, Professor Glenn Salkeld. The review objective was to ensure the University is in an optimal position to be a leading university for data science, data analytics and decision analysis for Translation and Impact. Underpinning that objective is a commitment of UOW to computing science, maths, and statistics as core foundations of knowledge.

BUS received accreditation from the Association to Advance Collegiate Schools of Business (AACSB International). This globally recognised accreditation has been awarded to the top five per cent of the world's business schools. The achievement highlights the University's commitment to engagement, innovation, and impact, its focus on continuously improving its programs, and positions UOW strongly in the global business market place.

Goal 6: Making a difference: Valuing the role of higher education in society

CREATE AN ENVIRONMENT WHERE OUR STAFF, STUDENTS AND STAKEHOLDERS CAN EXPLORE NEW IDEAS AND TECHNOLOGIES, AND THEIR UPTAKE AND IMPACT ON SOCIAL AND ECONOMIC WELLBEING.

6.1 Create pathways for our research and scholarship to have beneficial impacts on the broader community by establishing more partnerships, collaborations and interactions with industry, government and community organisations, locally and globally.

In September, the Vice-Chancellor signed a university-wide commitment to meet and address the United Nations (UN) Sustainable Development Goals (SDG's). Following this, in October, UOW joined the UN Sustainable Development Solutions Network (SDSN), a global initiative to implement the UN's SDGs and the Paris Agreement on climate change through education, research, policy analysis, and global cooperation. The initiative mobilises scientific and technical expertise from academia, civil society, and the private sector to support sustainable development problem solving at local, national, and global scales. These are both significant commitments by the University to sustainability.

The UOW's Community Investment Program facilitates collaborations that forge strong links between the University and its communities by advancing social, cultural, environmental, and economic developments in our regions. Under the program, UOW currently supports the work of Bundanon Trust, Illawarra Academy of Sport, Southern Stars Arena Spectacular, National Indigenous Football Championships, Wollongong Conservatorium of Music, and the Illawarra Business Chamber. The UOW Community Investment Steering Group evaluates and makes recommendations for funding under the program.

The Community Engagement Grants Scheme (CEGS) continues to support UOW staff to address key challenges in our communities. CEGS has been operational for 14 years, and has awarded \$660,000 in grants to 77 projects. Campus staff, in partnership with community organisations, are encouraged to apply for grants worth up to \$13,000 to address a community need. This year's successful projects include: Giving Voice to the Voiceless, a project that will obtain the opinions of people with severe intellectual disabilities who are functionally non-verbal; Postpartum 'Walk and Talk', aimed at the prevention of diabetes in women with previous gestational diabetes; Safe Night Out, in which staff in licensed venues are trained to help them understand, respond to, and prevent sexual harassment and sexual assault; and Duress, Social Security Debt and Domestic Violence, which provides assistance to individuals dealing with social security issues.

In November, UOW was awarded a highly competitive two-year grant of \$146,000 to address the burden of excess salt intake in South Africa. Working with the University of Pretoria, Heart and Stroke Foundation, the University will encourage enforcement of mandatory sodium targets in processed foods through evaluation of the food industry's performance in complying with these targets, and developing monitoring systems. The grant is part of the LINKS platform, which connects people working to improve cardiovascular health around the world.

The University strengthened its connections with India in 2019, signing an MOU with India's OP Jindal Global University (JGU). This partnership facilitates student exchange opportunities between JGU and UOW, as well as presenting opportunities for joint research and encouraging collaboration in international publications.

The Innovation and Commercial Research Unit (ICRU) worked

closely in 2019 with the organisers of the ON Prime program; a national program open to researchers from Australian universities and public research organisations. For the first time, UOW was selected as a venue for six full-day sessions. Seventeen teams of researchers passed through the Wollongong cohort in 2019, and in addition, ICRU provided a range of bespoke training workshops, including for recruitment into ON Prime, for PODS and for UOW Research Centres.

Along with four other universities, UOW is a partner in the Aikenhead Centre for Medical Discovery (ACMD), a hub fusing medicine, engineering, science, and industry to yield economic, patient, and healthcare impact. In 2019, it was announced that the ACMD will receive full funding from State and Federal governments, bringing the ACMD another step closer to becoming Australia's first hospital-based biomedical research and development hub.

AIIM reconfigured its AIIM for Gold grant scheme in 2019 to include multi-year matching funds including HDR scholarship, and this has promoted impactful research with partners nationally and globally. In addition, AIIM worked with the School of Education in enabling engagement opportunities with our regions, schools, and teachers in the development of STEM-based professional development activities.

UOW continues to expand its presence in South Western Sydney, with almost 600 commencements in 2019. The South Western Sydney Enabling Strategy and the Metropolitan Campuses Enabling Plan both place a focus on translational research outcomes and engagement with community. Growth in the University's research and scholarship presence in South Western Sydney is being fostered by growth in community partnerships, and positive impacts on the community can already be seen as a result.

In September, the University signed an MOU with the NSW Aboriginal Land Council (NSWALC), which has partnered with the Federal Government to deliver the Yarpa NSW Indigenous Business and Employment Hub. The Hub is a holistic support service for Indigenous businesses and jobseekers based in Western Sydney. The MOU lays down parameters for engagement, discussion, and collaboration between the University and the NSWALC, and an executive from UOW and NSWALC will meet quarterly to discuss strategy and the direction of plans. Working groups will be established to prioritise key issues of mutual interest in relation to the Hub, and to identify and prioritise tasks and actions required to design and deliver the Hub.

In the July round of ARC Linkage Projects funding, UOW was awarded a \$1.5 million three-year grant, which will see the University partner with Assistive Technology Suppliers Australia (ATSA) to research 'integrated futures for motorised mobility devices (MMD's)', in recognition that little is known about the best way to support and regulate MMD's in Australia. The research will provide important insight to advocates, suppliers, regulators, policy makers, and people who rely on MMD's. It is anticipated that the outcomes will be a baseline of empirical evidence to inform planning and policy agendas in transport, disability, and health.

A variety of initiatives are in place across faculties to encourage collaboration and partnerships. SOC continued to promote its

Research Partnership Scheme in 2019. The scheme encourages researchers to work with local and national partners. The majority of Early Start contracts and activities involve community partnerships. EIS utilises Strategic Partnership Grants, which serve as a stepping stone for ARC Linkage Project applications. SMAH funds a variety of research partnership types including projects and the Postdoctoral Engagement Partnership Award (PEPA).

SOC's School of Health and Society has partnered with industry as part of the proposed Centre for Occupational and Public Safety and Health, opening an opportunity to engage with community and industry to work on mutually beneficial Workplace Health and Safety Research.

6.2 Grow our innovation ecosystem where staff, students and community have opportunities to start and build or work in industries for regional development.

The Bega Valley Innovation Hub (BVIH) opened its doors in 2019 for its first cohort of local entrepreneurs, start-ups, creatives, and existing businesses ready to grow a sustainable business in the region. As part of the iAccelerate Innovation Network, the BVIH leverages the success of the iAccelerate Hub located at the Innovation Campus, and is funded by the Federal Government, Bega Valley Shire Council, Bega Cheese and the Bega Chamber of Commerce, and UOW.

In September, the Innovation Campus hosted their annual Networking After 5 event; an opportunity for students to hear from key community and business leaders, network with peers and colleagues, and meet other students also keen to expand their professional experiences and networks. The event featured guest speakers from local businesses and the community, and was focussed on the theme of personal branding and authentic leadership, identifying ways for individuals to grow a personal brand that allows them to foster an authentic sense of self, brave thinking, and success in business. Students from a range of disciplines attended and organisers continue to receive positive feedback on the benefits of the event for both industry and students.

6.3 Seek to create and contribute to the uptake of disruptive technologies that have the potential to deliver major positive impact to our economy.

In 2019, SMART hosted the Internet of Things (IoT) Hackathon, where teams of students spent two days trialling new ideas and tools for smart cities based on IoT technology. The technology enables access to a free-to-air digital network that links to small devices, such as sensors, to collect and transmit data for a host of real-time applications.

The Innovation and Commercial Research Unit (ICRU) worked throughout 2019 to support new initiatives. Launched in 2018, the Facility for Intelligent Fabrication (FIF) provides expertise, technology, equipment, and training in automating steel fabrication and is a collaboration between UOW, TAFE, and the Welding Technology Institute of Australia (WTIA). In June, a five-year agreement for management was executed. ICRU is also responsible for facilitating the commercial uptake of disruptive technologies through licences, options, assignments start-ups, and spin-outs. Electrogenics Labs, established in 2019 and the first ICRU research and development spinout company since Aquahydrex, entered its first round of capital raising, and successfully negotiated licences with Movember, the UK's National Measurement Institute, the National Physical Laboratory, Swiss Federal Institute of Metrology, D'Annunzio University, and Bridgestone.

Researchers in EIS have discovered new technology for wearable devices which can increase conductivity the more strain placed upon it. The composite is a mixture of liquid metal, iron microparticles, and elastomer and has the potential to be used in stretchable sensors or flexible devices which can better recognise human motion. It is hoped the technology will contribute to advances in wearable devices and continue to encourage us to live active, healthy lifestyles through monitoring daily physical activity.

UOW researchers from the ARC Centre of Excellence for Electromaterials Science (ACES) in collaboration with the University of Texas at Dallas, are pioneering a new electrical stimulation device, the 'sutrode'. The device is made from novel graphene fibres that are able to record electrical impulses and stimulate nerves with unprecedented levels of control. This represents a major step forward for implantable electromaterials; they could be used to treat a range of diseases, such as diabetes, without drugs.

6.4 Continue to offer our commercialisation partners easy access to our intellectual property to ensure our research outcomes reach end use and create impact.

ICRU, supported by the organisation Step Change, has developed a suite of targeted information resources for UOW's commercialisation partners to gain easy access to the University's IP. Videos and information cards are being made available online through the ICRU's web pages. ICRU also conducts and supports a number of IP and commercial training sessions, both by ICRU staff and through third party providers to communicate UOW's commitment to making access to its IP straightforward.

Funding from several sources, including the Air Force Office of Scientific Research, Office of Naval Research, and the National Science Foundation led to a breakthrough for UOW researchers at the ARC Centre of Excellence for Electromaterials Science. Working in collaboration with partners in the USA, China, and South Korea, they developed sheath-run artificial muscles (SRAMs), which can be used to create intelligent materials and fabrics that react by sensing the environment around them. This represents a significant step forward in artificial muscle development, as the new SRAMs are made from common natural and man-made fibres which are cheap and readily available, whereas the previous approach, which used carbon nanotubes (CNTs), is very expensive.

In May, the inaugural Australian Electricity Industry Forum was hosted by UOW's Australian Power Quality and Reliability Centre (APQRC) in conjunction with Engineers Australia. The forum provided an opportunity for industry and researchers to engage in debate around the future of electricity supply in Australia, which is undergoing unprecedented change driven by the rapid increase in renewable energies.

6.5 Work collaboratively with networks of global partners across a broad spectrum of UOW's activities to enhance our research and online course provision.

In 2019, the University took a major step forward in online course provision. The UOW Online Strategy 2019-2022 prioritises high-quality online courses that meet future student needs, flexible and personalised support for learners, a commercially sustainable online brand and portfolio, and supporting the wider digital transformation of UOW. In September, the University entered into a commercial partnership, which is designed to facilitate the delivery of the strategy. The partnership initially focuses on the identification, development and delivery of

new, fully online postgraduate courses at scale. These courses will be embedded within existing UOW faculties and schools, and the University will retain full control of course content, assessment and course approvals, and full oversight of academic delivery. Throughout the partnership, the UOW Online team will be working closely with the commercial partner and UOW stakeholders to meet a demanding schedule. AQS have this year implemented the results of the review of UOW Academic Policy that impact upon online delivery to ensure it is fit for purpose and aligned to the ambitions of the UOW Online Project. As well as receiving support from AQS, the implementation of the partnership was supported by numerous units across UOW, including Governance and Legal Division, Student Services Division and Learning, Teaching and Curriculum.

In 2019, UOW expanded its biomedical ties with India when the University signed an MOU in Visakhapatnam (Vizag), which will bring UOW expertise in 3D bioprinting techniques to Andhra Pradesh Medtech Zone (AMTZ), India's first integrated medical devices manufacturing zone. Several research and training initiatives will be established under the MOU, including a project to develop a scan and printing package to produce 3D printed ears, and joint training initiatives primarily focussed on 3D biofabrication.

In 2019, EIS progressed discussions for establishing joint research centres with the China Coal Technology and Engineering Group (CCTEG) and China's HBIS (Hesteel) following the signing of MOUs with these organisations in 2018, and the Faculty has continued to work on collaborative research with Baosteel through its membership of the Baosteel-Australia Joint Research and Development Centre. In September, EIS signed an MOU with the Dedicated Freight Corridor Corporation of India Limited (DFCCIL), which recognises that rapid economic growth in India in recent years creates huge demand for dedicated freight corridors. The MOU paves the way for a wide range of research, teaching and consultation activities.

SOC has signed an MOU with the International Child Resource Institute (ICRI) Nepal to facilitate placements for Social Work students, and is also developing an MOU with Can Tho University in Vietnam, which will support peer exchange in Education. Another significant development within SOC is Psychology Lecturer Stewart Vella's ongoing work with the Movember Foundation to implement a Mental Health and Sport program in various countries across the globe targeting national sporting bodies.

6.6 Understand and capitalise on the changing demands of our society arising from the expectations of those employing our graduates and from the dividends arising from trends in demography and ageing.

BUS maintains ongoing feedback loops with Careers Central and with employers, with the aim to enhance and further improve graduate success. BUS regularly meets with Careers Central to discuss the results of the Graduate Outcomes Survey (GOS) and this is complemented by feedback from local partners, dealt with on a case-by-case basis. Feedback is passed on to subject coordinators who make adjustments to their subjects accordingly.

Advancements made in recent years in data collection and analytics facilitate a greater understanding of UOW students, and allow the University to make timely interventions targeted at maximising success. However, the challenge of protecting student data and ensuring student privacy is important. Legal Services Unit has led the development of a Privacy Impact Assessment process in line with privacy best practice, supported

by Sheila FitzPatrick, a renowned global privacy expert, who delivered a series of learning sessions with staff to deepen privacy-by-design principles.

In March, UOW and Lendlease signed contracts for the first stage of the \$500 million state-of-the-art Health and Wellbeing Precinct. The agreement will see the partners jointly design, develop, and deliver a 7.5 hectare precinct at the southern end of the Innovation Campus. The precinct will centre UOW's intoHealth Primary and Community Health Clinic, a 126-bed residential aged care facility, 199 independent retirement living units, an 80-place childcare centre, and recreation facilities. intoHealth will be the country's first university-led clinic to offer intergenerational, patient-centred healthcare, delivering non-surgical care with a focus on preventative health to maintain patients' overall physical and mental wellbeing. The Precinct will aim to translate research into action through the integration of healthcare and aged-care facilities within a research and teaching environment.

The Illawarra's ageing population poses challenges for the future of healthcare. A \$531,250 state government funded grant won by Wollongong researchers through the Translational Research Grants Scheme, established as part of the Health Services Research Support Program, will help address those challenges. The grant supports research that is conducted within the health system and is directly translatable into policy and practice. The project is led by Professor Val Wilson from the Illawarra Shoalhaven Local Health District and UOW's School of Nursing, and Professor Victoria Traynor from the Illawarra Health and Medical Research Institute (IHMRI) and the UOW School of Nursing. The research project will focus on improving care for older hospital patients experiencing post-operative delirium after surgery with the objective to improve the health of Aboriginal and Torres Strait Islander people and the elderly. These developments come alongside the successful commencement in 2019 of the online Graduate Certificates in Medical and Health Leadership, and Strength and Conditioning.

A key objective of the metropolitan and regional campuses is the ability to respond to the changing needs of the regions that they encapsulate, with a flexible course offering that provides career opportunities. The Metropolitan Campuses Enabling Plan is evidence-based and provides an ideal framework to drive these campuses.

DONOR LISTING

The University of Wollongong is grateful to all those who have so generously supported our work in the past year. We warmly acknowledge all those listed and those who prefer to remain anonymous. The 2019 donor listing can be found online, via the following link: uow.info/our-donors

Financial Statements

Report by Members of the University Council

REVIEW OF OPERATIONS - 2019 - UNIVERSITY AND SUBSIDIARIES (CONSOLIDATED) FINANCIAL PERFORMANCE.

SCOPE OF THE FINANCIAL STATEMENTS

The financial statements for the year ended 31 December 2019 presented to the University Council have been prepared on a consolidated basis and include the results for the University of Wollongong and its subsidiary companies, which include:

- UOWGE Ltd (UOWGE),
- UOW Pulse Ltd.

CONSOLIDATED OPERATING RESULT OVERVIEW

The headline operating result for 2019 for the Consolidated Group was a surplus of \$41M (including tax and discontinued operations), with results for the parent and subsidiaries shown below:

Table 1: Consolidated Operating Result 2019-2018

| | 2019 | 2018 |
|---|---------------|----------------|
| Consolidated Operating (surplus) | 40,862 | 22,106 |
| Attributable to: | | |
| University Parent (surplus) | 17,667 | 7,839 |
| Less: UOWGE dividend included in income | (9,000) | (9,000) |
| | 8,667 | (1,161) |
| UOWGE consolidated (surplus) | 32,466 | 23,739 |
| UOW Pulse (surplus) | (271) | (472) |

The operating result for the Consolidated Group reflects steady growth in international student enrolments, strong research performance and close management of operating expenses. The UOWGE subsidiary contributed strongly to the operating result in support of the Consolidated Group.

Key Highlights:

- Continued investment in major infrastructure and facilities for both onshore and overseas campuses,
- Consolidation of offshore activities, including the acquisition of KDU Malaysia,
- Growth in international student fee revenue offset by subdued income from the Commonwealth Government for domestic students, and
- Strong balance sheet and liquidity position, evidenced by maintenance of AA/A-1+ stable Standard and Poor's credit rating.

The headline and adjusted operating result for 2019 for the Consolidated Group is as follows:

Table 2: Consolidated headline and underlying result 2019-2018

| | 2019 | 2018 |
|---|---------------|---------------|
| Operating Revenue | 858,871 | 793,698 |
| Operating Expenditure | 818,009 | 771,591 |
| Headline Operating Result | 40,862 | 22,107 |
| Less: | | |
| Capital Grants | | |
| Commonwealth Government – Mind the Gap Project | 0 | (1,045) |
| Sale of surplus student accommodation | | (8,675) |
| Recognition of student accommodation emerging asset | (3,751) | (4,170) |
| Unrealised managed funds valuation movement | (24,585) | 18,413 |
| First time adoption of accounting standards AASB15 and AASB16 | 7,594 | |
| Pulse payroll tax | 2,402 | |
| Adjusted operating Result | 22,522 | 26,630 |

ANALYSIS OF RESULTS FOR THE YEAR

CONSOLIDATED INCOME ANALYSIS

Income for 2019 totalled \$859M, an increase of 8.2% over the prior year (\$794M).

Student tuition revenue grew 5%, with strong growth in international onshore student tuition revenue (15%) offsetting limited growth in offshore and domestic tuition revenue.

Student tuition fees represented 67% of total income in 2019 (69% 2018), with research grants and contract research revenue contributing 14% (16% 2018).

Strong returns on the University's investment portfolio contributed 8% (2% 2018) to revenue and strongly to the net operating result compared to the previous year.

A breakdown of key income sources is shown in figure 1.

Figure 1: Income by category 2019 (% of total)

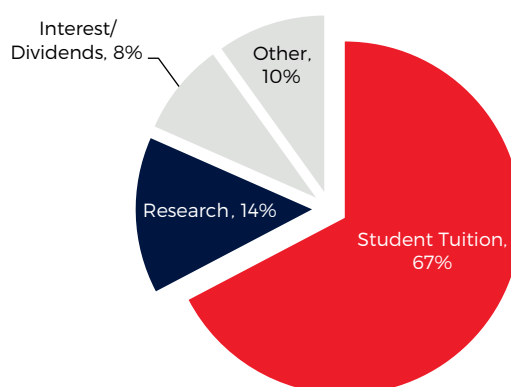
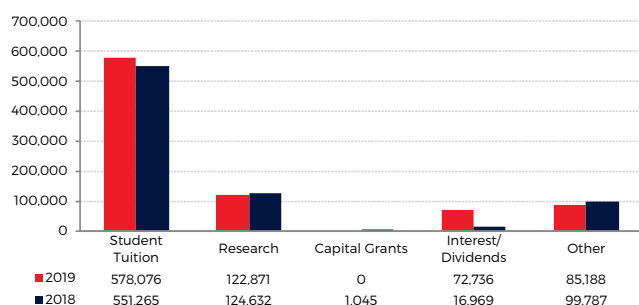


Figure 2: Year on year income sources 2019:2018 (\$'000)

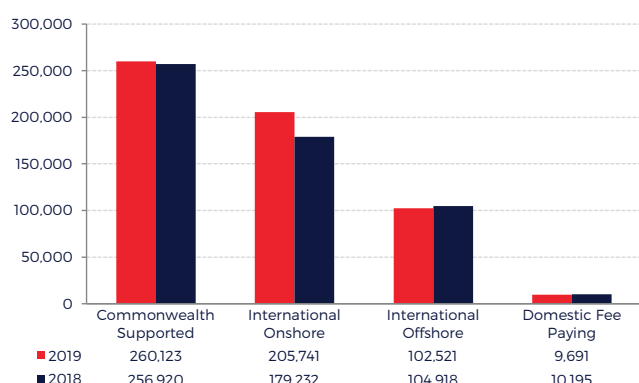


Student tuition fees generated a total of \$578M in 2019 compared to \$551M in 2018.

Revenue from Commonwealth supported students contributed \$260M, marginally above the result for 2018. The marginal growth in Commonwealth supported student revenue for 2019 reflects the impact of the Commonwealth Government's Commonwealth Grant Scheme funding cap applied at 2017 levels.

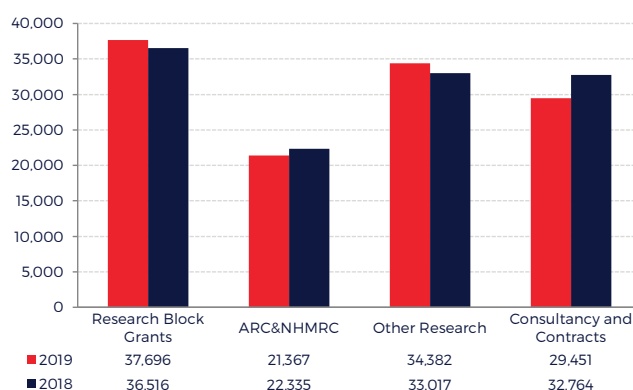
Revenue from International student tuition fees (onshore and offshore) recorded an increase of \$24M (8%) over 2018.

Figure 3: Year on Year student tuition fees 2019:2018 (\$'000)



Research related income was 1.4% lower in 2019 compared to 2018 with solid growth in Research Block Grants. The results for 2019 are impacted by the introduction of AASB15 (-\$3.7M) – adjusting for this, research income increased 1.6% compared to 2018.

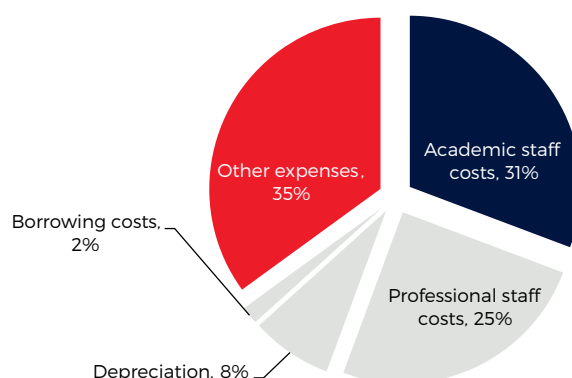
Figure 4: Year on Year research income categories 2019:2018 (\$'000)



CONSOLIDATED EXPENSE ANALYSIS

Operating expenditure for 2019 totalled \$818M (including income tax expense), growing 6% over the prior year.

Figure 5: Expenditure by category 2019 (% of total)

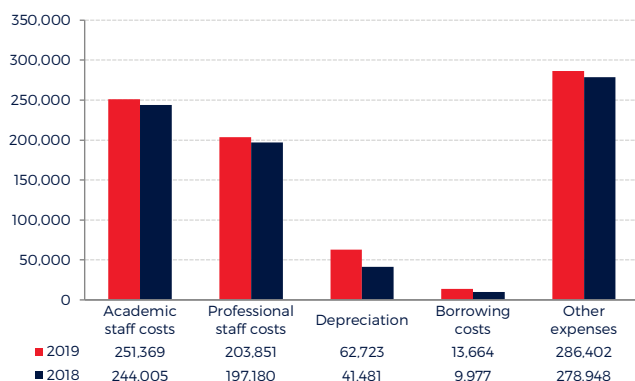


Employee expenses for the Consolidated Group grew 3.2% over the prior year (academic 3.0%, professional 3.4%) and totalled \$455M for 2019 (\$441M 2018). Employee expenses grew due to salary increases in accordance with awards and agreements, and in response to expansion of university operations.

Borrowing costs increased (37%) as a result of the introduction of new accounting standard AASB16 (Leases). The level of debt maintained by the University however is within the constraints of the finance strategy and the Standard and Poor's credit rating.

Other Expenses, including Repairs and Maintenance, grew 3% over 2018. This included a variety of line items including utilities, cleaning, computer maintenance and software investments, property maintenance and minor improvements, student recruitment costs, advertising and marketing, space and equipment rental, expenses associated with additional retail activities, and scholarships.

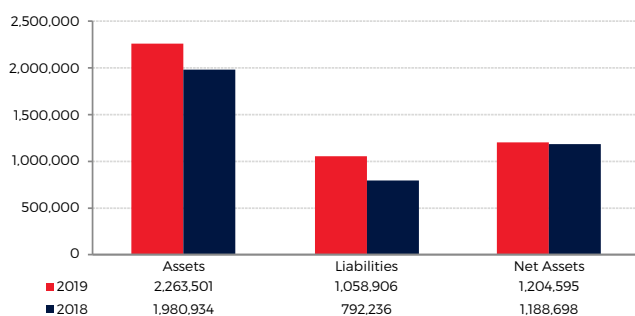
Figure 6: Year on Year expenditure 2019:2018 (\$'000)



CONSOLIDATED BALANCE SHEET

Net Assets for the consolidated entity grew \$16M (1%). Total assets grew \$283M (14%), and liabilities increased \$267M (34%).

Figure 7: Year on Year Assets and Liabilities (\$'000) 2019:2018



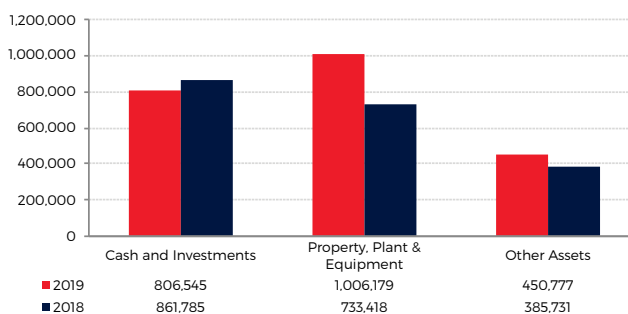
ASSETS

Overall assets increased \$286M (14%).

Cash and investments decreased \$55M. Strong investment returns were offset by utilisation of cash for investment in infrastructure.

Property Plant and Equipment increased \$273M. This was partly due to the introduction of AASB16 and the recognition of leased assets (\$154M), but was also as a result of continued significant investments in infrastructure during 2019, particularly for major projects including the Molecular Life Sciences project and the Social Science and Arts Western Building.

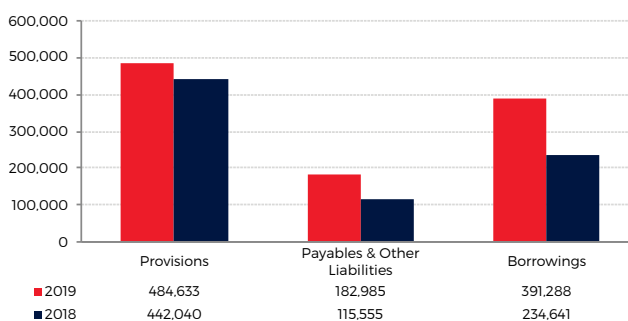
Figure 8: Year on Year Assets (\$'000) 2019:2018



LIABILITIES

Overall liabilities increased \$267M (34%). The increase was partly due to the introduction of accounting standard AASB15 (\$29.1M, included in Payables below) and AASB16 (\$158M, leases included in Borrowings). Provisions grew by 10% with growth in superannuation comprising the majority of this increase.

Figure 9: Year on Year Liabilities (\$'000) 2019:2018



UNIVERSITY PARENT ENTITY FINANCIAL PERFORMANCE

STRATEGIC PLAN INDICATORS

The following charts illustrate key performance indicators monitored by the University and reflect the measures identified in the University's Core Finance Strategy. These indicators are applicable to the Parent Entity only.

HEADLINE AND ADJUSTED OPERATING RESULT

The Headline Operating Result for the University Parent for 2019 is a surplus of \$18M. Total Income was \$690M (\$657M 2018) and total Expenditure was \$673M (\$649M 2018).

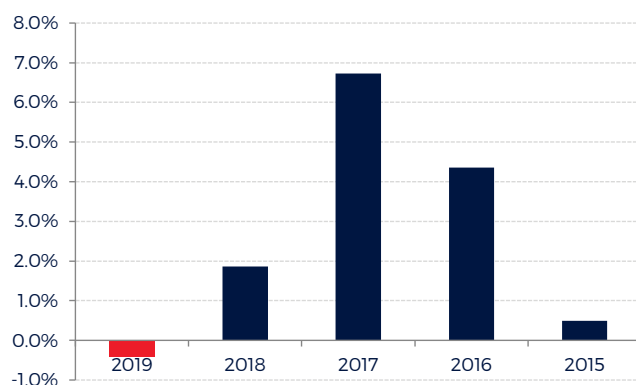
The Adjusted Operating Surplus measures the University's operating result excluding capital grants and abnormal items. The University uses Adjusted Operating Surplus as a key indicator of sustainability and plans for a surplus greater than 2%.

Table 3: Parent headline and underlying result 2019:2018

| | 2019 | 2018 |
|---|----------------|----------------|
| Headline Operating Result | | |
| Income | 690,882 | 657,398 |
| Expenditure | 673,215 | 649,559 |
| Operating Surplus | 17,667 | 7,839 |
| Adjusted operating Result | | |
| Income (headline) | 690,882 | 657,398 |
| Less: | | |
| Capital Grants | 0 | (1,045) |
| Sale of surplus student accommodation | | (8,675) |
| Recognition of student accommodation emerging asset | (3,751) | (4,170) |
| Unrealised managed funds valuation movement | (24,585) | 18,413 |
| First time adoption of accounting standard AASB15 | 3,744 | |
| Adjusted Income | 666,290 | 661,921 |
| Expenditure (headline) | 673,215 | 649,559 |
| Less: | | |
| First time adoption of accounting standard AASB15 | (1,773) | |
| Pulse payroll tax | (2,402) | |
| Adjusted Expenditure | 669,040 | 649,559 |
| Adjusted Operating Result | (2,750) | 12,362 |
| Adjusted Operating Result Ratio | (0.4%) | 1.9% |

The Adjusted Operating Result of -\$2.8M for the Parent was below the target of 2% of income excluding capital grants and abnormal items. Total Income grew 5.1%, including modest growth in teaching revenue of (3%) and strong investment returns from the University's managed funds portfolio. Total expenditure grew 3.6%.

Figure 10: Adjusted Operating Result Ratio as percentage of revenue excluding capital grants and abnormal items 2015 to 2019

**CAPITAL MANAGEMENT PLAN OPERATING FUNDS**

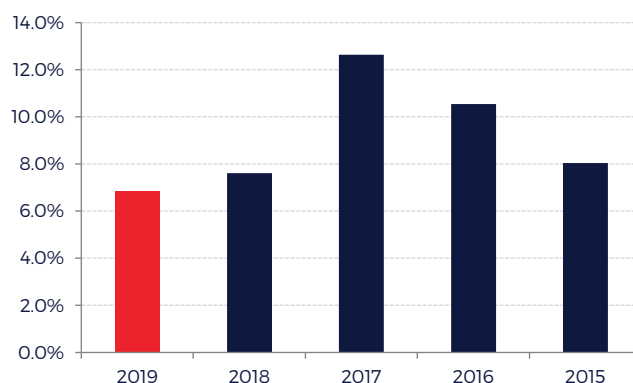
The Capital Management Plan Operating Funds ratio measures the ability to generate funds to support the Capital Management Plan. The measure excludes capital grants, abnormal items and depreciation from the Operating Result. The University plans for a ratio between 6% and 8%.

Table 4: Capital Management Plan Operating Funds 2019:2018

| | 2018 | 2017 |
|--|----------------|----------------|
| Adjusted Income | 657,398 | 657,398 |
| Adjusted Expenditure | 669,040 | 649,559 |
| Less: | | |
| Depreciation | (48,308) | (38,024) |
| Adjusted Expenditure less depreciation | 620,732 | 611,535 |
| Capital Management Plan Operating Funds | 45,558 | 50,386 |
| Capital Management Plan Operating Funds Ratio | 6.8% | 7.6% |

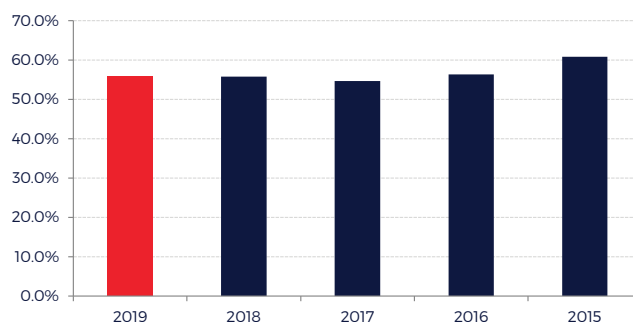
The result for 2019 (6.8%) was at the lower end of the target range.

Figure 11: Capital Management Plan Operating Funds ratio 2015 to 2019

**EMPLOYEE BENEFITS % OF ADJUSTED OPERATING INCOME RATIO**

The Employee Benefits % of Adjusted Operating Income Ratio measures the percentage of employee expenses to Adjusted Operating Income. The ratio indicates the ability to fund employee costs from normal operating activities. The University plans for a ratio of less than 57%.

Figure 12: Employee Benefits 56% of Adjusted Operating Income Ratio 2015 to 2019

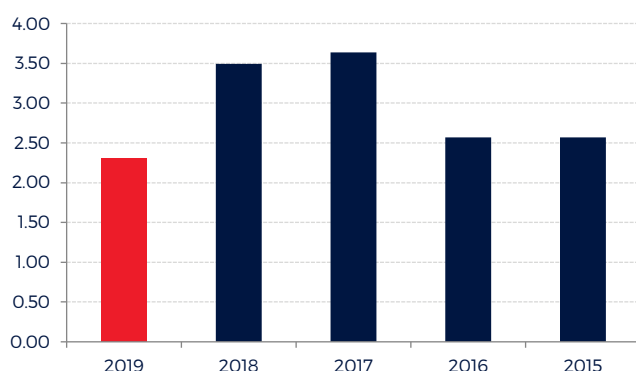


Employee Related expenses for the parent grew 0.7% in 2019 compared to 2018. This resulted in a ratio of 55.8% in 2019, similar to the result in 2018. The ratio reflects the University's active management during recent years aimed at aligning growth in employee expenses to a sustainable level over the medium to longer term.

CURRENT RATIO

The current ratio for 2019 was 2.31:1, well above the target of 1.8, reflecting strong cash balances and a sound debt management strategy. The ratio is expected to decrease slightly over the near term as major capital projects are delivered. The University includes long term managed funds investments classified as non-current in its current ratio measurement.

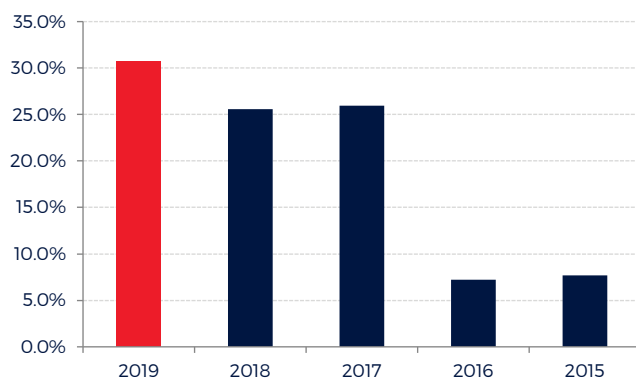
Figure 13: Current Ratio 2015 to 2019



DEBT TO EQUITY

The Debt to Equity ratio for 2019 was 30.8%, above the target of 20%. The ratio exceeded target due to the 10 year bond raised in December 2017, contributing to a short term spike in the ratio. The ratio for 2019 has also been impacted by the introduction of new accounting standards and the one off adjustments to the opening balances of liabilities and equity. Excluding this impact the ratio was 19%. The target will be reviewed in 2020 to ensure consistency with the change in accounting standards and to align with the University's financial strategy.

Figure 14: Debt to Equity Ratio 2015 to 2019



STANDARD AND POOR'S CREDIT RATING

The University has maintained its' AA/A-1+ stable Standard and Poor's credit rating, reinforcing the strength of the University's financial strategy, position and performance.

RESULT COMPARED TO BUDGET (PARENT)

The budget table has prepared in accordance with NSW Treasury guidelines.

Table 5: Parent entity result compared to budget

| | Budget | Actual Result |
|---|------------------|------------------|
| | \$'000 | \$'000 |
| Income Statement | | |
| Income from continuing operations | 638,311 | 690,882 |
| Expenditure from continuing operations | 627,123 | 673,215 |
| Operating result from continuing operations | 11,188 | 17,667 |
| Balance Sheet | | |
| Current Assets | 303,200 | 131,177 |
| Non-Current Assets | 1,396,398 | 1,655,673 |
| Total Assets | 1,699,598 | 1,786,850 |
| Current Liabilities | 197,192 | 224,888 |
| Non-Current Liabilities | 558,190 | 653,331 |
| Total Liabilities | 755,382 | 878,219 |
| Net Assets | 944,216 | 908,631 |
| Cash Flow Statement | | |
| Net cash provided by operating activities | 40,264 | 47,818 |
| Net cash used in investing activities | (90,000) | (159,471) |
| Net cash provided from financing activities | (1,045) | (8,979) |
| Net increase/(decrease) in cash and cash equivalents | (50,781) | (120,632) |

The key differences between the 2019 result compared to original budget include:

- Modest teaching revenue and research revenue compared to budget
- Strong returns in investments compared to budget
- Salary expenditure growth generally in line with growing revenues
- Increase in depreciation due to completion of assets and implementation of new accounting standard AASB16
- Software development and infrastructure maintenance not capitalised contributing to additional operating expenditure
- Rate of spend on capital projects exceeded budget reducing cash and increasing non-current assets. Overall spend was within constraints of the Capital Management Plan
- Implementation of new accounting standards impacted both Non-Current Assets and Total Liabilities.

Index used for Mercer investment returns benchmark

| Asset Class | Market Index |
|-----------------------------|--|
| Diversified Alternatives | HFRI FOF : Market Defensive Index in \$AUD (hedged) |
| Australian Sovereign Bonds | Bloomberg AusBond Treasury Index 0+ (All Maturities) |
| Global Absolute Return Fund | Bloomberg AusBond Bank Bill Index plus 1% |
| Australian Inflation Plus | CPI+1% |
| Emerging Markets Debt | JP Morgan GBI-EM Global Diversified Index in A\$ (Unhedged) |
| Global Credit | 60% Barclays Global Aggregate – Corporate Index in \$A (Unhedged) 40% Barclays Capital Global Aggregate ex Government ex Treasuries Index in \$A (Hedged) |
| Cash | Bloomberg AusBond Bank bill Index |

PAYMENT OF ACCOUNTS

The payment of accounts table has been prepared in accordance with NSW Treasury guidelines.

Table 8: Details of payment of accounts

| Quarter Ended | Mar-19 | Jun-19 | Sep-19 | Dec-19 |
|---|--------|--------|--------|--------|
| | \$'000 | \$'000 | \$'000 | \$'000 |
| Interest due to late payment | 0 | 0 | 0 | 0 |
| Value of accounts payable at month end | | | | |
| Current | 8,208 | 4,170 | 18,062 | 4,874 |
| Between 30-60 days | 1,731 | 784 | 52 | 997 |
| Between 60-90 days | 65 | 45 | 33 | 101 |
| Between 90-120 days | 15 | 32 | 21 | 235 |
| Over 120 days | 0 | 0 | 0 | 0 |
| | 10,019 | 5,031 | 18,168 | 6,207 |
| Details of accounts paid on time | | | | |
| | \$'000 | \$'000 | \$'000 | \$'000 |
| % paid on time | 63% | 64% | 44% | 64% |
| # paid on time | 5,431 | 6,311 | 4,667 | 6,494 |
| Total # of accounts paid | 8,610 | 9,868 | 10,641 | 10,217 |

PRINCIPAL ACTIVITIES

Under the *University of Wollongong Act 1989* (NSW) (as amended), the object of the University is the promotion, within the limits of the University's resources, of scholarship, research, free enquiry, the interaction of research and teaching, and academic excellence. The University has the following principal functions for the promotion of its object.

- The provision of facilities for education and research of university standard.
- The encouragement of the dissemination, advancement, development and application of knowledge informed by free enquiry.
- The provision of courses of study or instruction across a range of fields, and the carrying out of research, to meet the needs of the community.
- The participation in public discourse.
- The conferring of degrees, including those of bachelor, master and doctor, and the awarding of diplomas, certificates and other awards.
- The provision of teaching and learning that engage with advanced knowledge and enquiry.
- The development of governance, procedural rules, admission policies, financial arrangements and quality assurance processes that are underpinned by the values and goals referred to in the functions set out in this subsection, and that are sufficient to ensure the integrity of the University's academic programs.

SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS

There were no significant changes in the State of Affairs of the University or any of its subsidiaries during and up to the date of this report that are not included elsewhere in the Annual Report and which require separate disclosure.

MATTERS SUBSEQUENT TO THE END OF THE YEAR

The spread of COVID-19 (coronavirus) in early 2020 has potential to materially impact on the financial position of the University. The travel bans implemented by the Commonwealth of Australia Government has impacted on the ability of students from some parts of the world to travel to Australia and commence study as expected. In addition the spread of the disease is likely to have broader economic impacts which may affect the University. It is expected that the University may suffer a decrease to enrolments of international students onshore within Australia, and as a result there may be a negative impact to the revenue ordinarily expected. The amount of the impact could not be accurately or reliably estimated at time of reporting. The University has responded by implementing a number of measures to mitigate the impact.

Other than what is noted, there has been no other matter or circumstance that has arisen since the end of the financial year that has significantly affected, or may significantly affect the operations of the Group, the result of those operations, or the state of affairs of the Group.

LIKELY DEVELOPMENTS AND EXPECTED RESULTS OF OPERATIONS

The likely developments in the operations and the expected results of those operations of the consolidated entity constituted by the University, and the entities it controls from time to time, are included within the Annual Report. There were no significant matters not finalised up to the date of this report that would impact on the interpretation of the financial statements.

INDEMNIFICATION AND INSURANCE OF OFFICERS

Unimutual was formed for the purpose of offering its members a commercially feasible alternative to insurance. Membership is available to universities, other educational or research

institutions or entities associated with education or research or with education or research institutions that have more than 20 employees. Unimutual is a discretionary mutual and was established to provide its members with access to a facility for the management of financial risks that have been traditionally difficult to place at an affordable price in the insurance market.

The University provides a Management Liability Policy and Employee Practices Liability through Unimutual. The policies insure directors and officers, employees and the members for defence costs and legal liability incurred on account of claims and prosecutions against them in their role. The policies also insure directors and officers, employees and the members for representation costs in relation to investigations by regulators and other authorities.

The Management Liability Policy provides \$10,000,000 of cover for any one claim but limited to \$20,000,000 in the aggregate for the policy period. The Employee Practices Liability provides \$1,000,000 of cover. The combined premium for the policies is \$101,207 (including GST).

PROCEEDINGS ON BEHALF OF THE UNIVERSITY

There are no material proceedings against or on behalf of the University or its controlled entities.

GRANTS TO NON-GOVERNMENT COMMUNITY ORGANISATIONS

The University made the following grants (excl. GST) to community organisations in 2019:

| Organisation | Grant | Purpose |
|--|-----------|--|
| Conservatorium of Music | \$128,000 | Contribution towards operating expense |
| Illawarra Regional Information Service | \$175,330 | Contribution to operations |
| Illawarra Academy of Sport | \$25,000 | Collaboration and Contribution to operations |
| Bundadon Trust | \$100,000 | Support as a centre for the Arts and education |
| Wreck Bay Soccer Club | \$5,000 | National Indigenous Football Championships |
| Life Education Illawarra | \$10,000 | Support program delivery |

RISK MANAGEMENT AND INSURANCE

The Risk, Audit and Compliance Committee is a formally constituted committee of Council with particular responsibility to assist and advise Council in fulfilling its corporate governance and independent oversight responsibilities in relation to the University's management of risk, its internal control structure and its external reporting responsibilities.

In September 2012 the University adopted a structured and consistent approach to risk management at all levels across the University, consistent with the Risk Management Standard AS/NZS ISO 31000:2009 Risk management – Principles and guidelines.

The University holds a self-insurance license for workers compensation purposes. A liability for outstanding claims has been measured as the present value of expected future payments. The expected future payments include amounts in relation to

unpaid reported claims and claims incurred but not reported. Reinsurance for occurrences in excess of \$500,000 has been obtained.

The University's Workplace Health and Safety Committee undertakes regular campus inspections and actively reports on safety in the workplace. The Committee meets regularly to ensure that awareness of safety and ergonomics is promoted throughout the University. Workplace Health and Safety performance is reported to every meeting of the University Council and to every meeting of the Risk, Audit and Compliance Committee.

The University has a range of insurance policies in place to cover property, general third party and product liability, directors' and officers' indemnity, professional indemnity, comprehensive motor vehicle, marine hull, marine cargo, voluntary workers, overseas travel for university officers and employees, business interruption and consequential loss, and student personal accidents. Property cover includes industrial special risk, burglary, fidelity guarantee, accidental damage, property in transit and machinery breakdown.

The majority of these policies are arranged through Unimutual Limited.

The University maintains a Governance and Legal Division to actively risk assess its services and programs, and to ensure compliance with statutory requirements in respect to its commercial activities.

The Human Research Ethics Committee is accredited by National Guidelines. It protects the welfare and rights of participants involved in research. A secondary aim is to facilitate research of benefit to the wider community. The Committee's approval is necessary for research ranging from examination of records containing personal information, to anonymous surveys and medical intervention.

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

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UNIVERSITY OF WOLLONGONG AUSTRALIA

University of Wollongong

Statement by Members of Council

31 December 2019

In accordance with a resolution of the Council of the University of Wollongong dated 3 April 2020 and pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983 (NSW), we state that to the best of our knowledge and belief:

1. The financial statements have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983 (NSW)*, the *Public Finance and Audit Regulation 2015 (NSW)* and the Financial Statement Guidelines for Australian Higher Education Providers for the 2019 Reporting Period issued by the Australian Government Department of Education and Training.
2. The financial statements have been prepared in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements in Australia.
3. We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.

In addition, in accordance with a resolution of the Council of University of Wollongong dated 3 April 2020 we state that to the best of our knowledge and belief:

1. There are reasonable grounds to believe that the Group (the University of Wollongong and its subsidiaries) will be able to pay its debts as and when they fall due.
2. The amount of Australian Government financial assistance expended during the reporting period was for the purposes for which it was granted and the Group has complied with applicable legislation, contracts, agreements, and programme guidelines in making expenditure.
3. The University of Wollongong charged Student Services and Amenities Fees strictly in accordance with the *Higher Education Support Act 2003 (Cth)* and the Administration Guidelines made under the Act. Revenue from the fee was spent strictly in accordance with the Act and only on services and amenities specified in subsection 19-38(4) of the Act.
4. The financial statements exhibit a true and fair view of the financial position and financial performance of the Group.

P Wellings CBE
Vice-Chancellor

R Ryan
Deputy Chancellor

Dated at the 3 day of April 2020

This page is unaudited.



INDEPENDENT AUDITOR'S REPORT

University of Wollongong

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of University of Wollongong (the University), which comprise the Income Statement and Statement of Comprehensive Income for the year ended 31 December 2019, the Statement of Financial Position as at 31 December 2019, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, notes comprising a Summary of significant accounting policies and other explanatory information and the Statement by Members of Council of the University and the consolidated entity. The consolidated entity comprises the University and the entities it controlled at the year's end or from time to time during the financial year.

In my opinion, the financial statements:

- give a true and fair view of the financial position of the University and the consolidated entity, as at 31 December 2019, and of their 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* (PF&A Act) and the Public Finance and Audit Regulation 2015
- comply with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2019 Reporting Period' (the Guidelines), issued by the Australian Government Department of Education, pursuant to the *Higher Education Support Act 2003* and the *Australian Research Council Act 2001*

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

Basis for Opinion

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

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

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

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

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

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

Other Information

The University's annual report for the year ended 31 December 2019, includes other information in addition to the financial statements and my Independent Auditor's Report thereon. The members of the Council of the University are responsible for the other information. At the date of this Independent Auditor's Report, the other information I have received comprise the Statement by Members of Council.

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

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

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

I have nothing to report in this regard.

University Council's Responsibilities for the Financial Statements

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

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

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements.

Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

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

http://www.auasb.gov.au/auditors_responsibilities/ar3.pdf. The description forms part of my auditor's report.

My opinion does *not* provide assurance:

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



Dominika Ryan
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

13 April 2020
SYDNEY

INCOME STATEMENT

For the Year Ended 31 December 2019

| | | Consolidated | | Parent entity | |
|---|-------|--------------|---------|---------------|---------|
| | | 2019 | 2018 | 2019 | 2018 |
| | | 000 | 000 | 000 | 000 |
| Note | | \$ | \$ | \$ | \$ |
| Revenue and income from continuing operations | | | | | |
| Australian Government financial assistance | | | | | |
| Australian Government grants | 4 | 246,364 | 243,152 | 246,364 | 243,152 |
| HELP - Australian Government payments | 4 | 113,519 | 113,003 | 113,519 | 113,003 |
| State and local government financial assistance | 5 | 7,418 | 7,606 | 7,418 | 7,606 |
| HECS-HELP - Student payments | | 7,750 | 8,339 | 7,750 | 8,339 |
| Fees and charges | 6 | 353,531 | 337,744 | 224,653 | 222,799 |
| Investment revenue | 11 | 72,736 | 16,969 | 50,364 | 14,997 |
| Consultancy and contracts | 7 | 29,426 | 32,764 | 29,451 | 32,795 |
| Other revenue | 8 | 28,127 | 31,758 | 11,363 | 12,344 |
| Total revenue and income from continuing operations | | 858,871 | 791,335 | 690,882 | 655,035 |
| Expenses from continuing operations | | | | | |
| Employee related expenses | 12 | 455,000 | 440,990 | 371,344 | 368,953 |
| Depreciation and amortisation | 13 | 62,723 | 41,482 | 48,308 | 38,024 |
| Repairs and maintenance | 14 | 9,810 | 8,753 | 8,496 | 8,110 |
| Borrowing costs | 15 | 13,664 | 9,977 | 11,291 | 9,920 |
| Loss on disposal of assets ² | | 546 | 676 | 487 | 509 |
| Deferred superannuation expense | 47/12 | 220 | 195 | 220 | 195 |
| Other expenses | 16 | 268,956 | 264,422 | 233,069 | 221,485 |
| Total expenses from continuing operations | | 810,919 | 766,495 | 673,215 | 647,196 |
| Income tax expense | 17 | (7,090) | (2,734) | - | - |
| Net result from continuing operations, after tax | | 40,862 | 22,106 | 17,667 | 7,839 |
| Net result after income tax for the period | | 40,862 | 22,106 | 17,667 | 7,839 |
| Net result attributable to: | | | | | |
| Members | | 40,018 | 22,106 | 17,667 | 7,839 |
| Non-controlling interest | 41 | 844 | - | - | - |
| Total | | 40,862 | 22,106 | 17,667 | 7,839 |

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

STATEMENT OF COMPREHENSIVE INCOME

For the Year Ended 31 December 2019

| | Note | Consolidated | | Parent entity | |
|--|------|-------------------|-------------------|-------------------|-------------------|
| | | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Net result after income tax for the period | | 40,862 | 22,106 | 17,667 | 7,839 |
| Items that will be reclassified to profit or loss | | | | | |
| Gain / (loss) on value of instruments at fair value through other comprehensive income, net of tax | | - | 2,010 | - | 2,010 |
| Exchange differences on translation of foreign operations | | 1,811 | 20,012 | - | - |
| Total | | 1,811 | 22,022 | - | 2,010 |
| Items that will not be reclassified to profit or loss | | | | | |
| Net Actuarial losses / (gains) recognised in respect of defined benefits plans | | (86) | (410) | (86) | (410) |
| Acquisition of controlled entities | | (3,645) | - | - | - |
| Other minor movements | | - | (4) | - | (4) |
| Total | | (3,731) | (414) | (86) | (414) |
| Total other comprehensive income | | (1,920) | 21,608 | (86) | 1,596 |
| Comprehensive result | | 38,942 | 43,714 | 17,581 | 9,435 |
| Total comprehensive income attributable to: | | | | | |
| Members of the parent entity | | 38,099 | 43,714 | 17,581 | 9,435 |
| Non-controlling interest | | 843 | - | - | - |
| Total | | 38,942 | 43,714 | 17,581 | 9,435 |
| Total comprehensive income attributable to members from: | | | | | |
| Continuing operations | | 38,099 | 43,714 | 17,581 | 9,435 |
| Discontinued operations | | - | - | - | - |
| Total | | 38,099 | 43,714 | 17,581 | 9,435 |

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

STATEMENT OF FINANCIAL POSITION

For the Year Ended 31 December 2019

| | | Consolidated | | Parent entity | |
|--------------------------------------|----|------------------|------------------|------------------|------------------|
| | | 2019 | 2018 | 2019 | 2018 |
| | | 000 | 000 | 000 | 000 |
| | | \$ | \$ | \$ | \$ |
| Note | | | | | |
| Assets | | | | | |
| Current assets | | | | | |
| Cash and cash equivalents | 18 | 144,049 | 113,940 | 24,822 | 13,877 |
| Receivables | 19 | 33,531 | 27,389 | 25,170 | 27,806 |
| Inventories | 20 | 1,344 | 1,698 | 389 | 420 |
| Other financial assets | 21 | 68,253 | 216,820 | 68,253 | 199,820 |
| Contract assets | 19 | 124 | - | 124 | - |
| Other non-financial assets | 25 | 12,568 | 9,430 | 12,419 | 8,054 |
| Total current assets | | 259,869 | 369,277 | 131,177 | 249,977 |
| Non-current assets | | | | | |
| Receivables | 19 | 383,150 | 343,835 | 397,105 | 343,835 |
| Other financial assets | 21 | 594,243 | 531,025 | 388,479 | 355,682 |
| Property, plant and equipment | 23 | 977,240 | 703,555 | 838,682 | 688,328 |
| Investment properties | 22 | 28,939 | 29,863 | 28,939 | 29,863 |
| Deferred tax assets | 26 | 3,265 | - | - | - |
| Intangible assets | 24 | 16,256 | 2,968 | 1,929 | 1,445 |
| Other non-financial assets | 25 | 539 | 411 | 539 | 411 |
| Total non-current assets | | 2,003,632 | 1,611,657 | 1,655,673 | 1,419,564 |
| Total assets | | 2,263,501 | 1,980,934 | 1,786,850 | 1,669,541 |
| Liabilities | | | | | |
| Current liabilities | | | | | |
| Trade and other payables | 27 | 69,287 | 41,076 | 46,475 | 37,795 |
| Borrowings | 28 | 17,540 | 561 | 7,397 | 394 |
| Current tax liabilities | | 608 | (117) | - | - |
| Provisions | 30 | 107,946 | 104,233 | 96,736 | 94,052 |
| Contract liabilities | 9 | 29,102 | - | 29,102 | - |
| Other liabilities | 32 | 61,816 | 56,915 | 45,178 | 40,885 |
| Total current liabilities | | 286,299 | 202,668 | 224,888 | 173,126 |
| Non-current liabilities | | | | | |
| Borrowings | 28 | 373,748 | 234,080 | 272,812 | 233,928 |
| Provisions | 30 | 376,687 | 337,807 | 373,281 | 336,293 |
| Deferred tax liabilities | 26 | 14,934 | 7,098 | - | - |
| Other liabilities | 32 | 7,238 | 10,584 | 7,238 | 10,584 |
| Total non-current liabilities | | 772,607 | 589,569 | 653,331 | 580,805 |
| Total liabilities | | 1,058,906 | 792,237 | 878,219 | 753,931 |
| Net assets | | 1,204,595 | 1,188,697 | 908,631 | 915,610 |
| Equity | | | | | |
| Parent entity interest | | | | | |
| Reserves | 33 | 225,492 | 209,778 | - | - |
| Retained earnings | 33 | 976,743 | 978,919 | 908,631 | 915,610 |
| Parent interest | | 1,202,235 | 1,188,697 | 908,631 | 915,610 |
| Non-controlling interest | 41 | 2,360 | - | - | - |
| Total equity | | 1,204,595 | 1,188,697 | 908,631 | 915,610 |

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

STATEMENT OF CHANGES IN EQUITY

For the Year Ended 31 December 2019

2019

| 2019 | | Parent entity | | | |
|---|------|-----------------------|---|-----------------------------------|--------------------|
| | | Reserves 000 \$ | Non controlling interest 000 \$ | Retained earnings 000 \$ | Total 000 \$ |
| | Note | | | | |
| Balance at 1 January 2019 | | - | - | 915,610 | 915,610 |
| Adoption of AASB15 | | - | - | (25,233) | (25,233) |
| Adoption of AASB16 | | - | - | 673 | 673 |
| Balance as restated | | - | - | 891,050 | 891,050 |
| Net result after income tax | | - | - | 17,667 | 17,667 |
| Remeasurements of Defined Benefit Plans | 33 | - | - | (86) | (86) |
| Total comprehensive income | | - | - | 17,581 | 17,581 |
| Balance at 31 December 2019 | | - | - | 908,631 | 908,631 |

2018

| 2018 | | Parent entity | | | |
|--|--|-----------------------|---|-----------------------------------|--------------------|
| | | Reserves 000 \$ | Non controlling interest 000 \$ | Retained earnings 000 \$ | Total 000 \$ |
| Note | | | | | |
| Balance at 1 January 2018 | | (2,010) | - | 908,185 | 906,175 |
| Net result after income tax | | - | - | 7,839 | 7,839 |
| Gain/(loss) on revaluation of instruments at fair value through other comprehensive income | | 33 | 2,010 | - | 2,010 |
| Remeasurements of Defined Benefit Plans | | 33 | - | (410) | (410) |
| Other minor movements | | 33 | - | (4) | (4) |
| Total comprehensive income | | | 2,010 | - | 7,425 |
| Balance at 31 December 2018 | | | - | - | 915,610 |

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

STATEMENT OF CHANGES IN EQUITY

For the Year Ended 31 December 2019

2019

| | | Consolidated | | | |
|---|-------------|--------------------------------|--|---|-----------------------------|
| | Note | Reserves 000 \$ | Non controlling interest 000 \$ | Retained earnings 000 \$ | Total 000 \$ |
| Balance at 1 January 2019 | | 209,778 | - | 978,919 | 1,188,697 |
| Adoption of AASB15 | | - | - | (25,233) | (25,233) |
| Adoption of AASB16 | | - | - | 673 | 673 |
| Balance as restated | | 209,778 | - | 954,359 | 1,164,137 |
| Net result after income tax | | - | 843 | 40,018 | 40,861 |
| Gain/(loss) on foreign exchange | | 1,811 | - | - | 1,811 |
| Remeasurements of Defined Benefit Plans | 33 | - | - | (86) | (86) |
| Transfer from UOWCHK Ltd other reserves and retained earnings | 33 | 17,548 | - | (17,548) | - |
| Acquisition of controlled entities | | (3,645) | - | - | (3,645) |
| Total comprehensive income | | 15,714 | 843 | 22,384 | 38,941 |
| Non Controlling interest on acquisition | | - | 1,517 | - | 1,517 |
| Distributions to owners | | - | - | - | - |
| Contributions from owners | | - | - | - | - |
| Balance at 31 December 2019 | | 225,492 | 2,360 | 976,743 | 1,204,595 |

2018

| | | Consolidated | | | |
|--|-------------|--------------------------------|--|---|-----------------------------|
| | Note | Reserves 000 \$ | Non controlling interest 000 \$ | Retained earnings 000 \$ | Total 000 \$ |
| Balance at 1 January 2018 | | 187,725 | - | 957,258 | 1,144,983 |
| Adoption of AASB9 | | (9,318) | - | 9,318 | - |
| Balance as restated | | 178,407 | - | 966,576 | 1,144,983 |
| Net result after income tax | | - | - | 22,106 | 22,106 |
| Gain/(loss) on revaluation of instruments at fair value through other comprehensive income | 33 | 2,010 | - | - | 2,010 |
| Gain/(loss) on foreign exchange | | 20,012 | - | - | 20,012 |
| Remeasurements of Defined Benefit Plans | 33 | - | - | (410) | (410) |
| Transfer from UOWCHK Ltd other reserves and retained earnings | 33 | 9,349 | - | (9,349) | - |
| Other minor movements | 33 | - | - | (4) | (4) |
| Total comprehensive income | | 31,371 | - | 12,343 | 43,714 |
| Distributions to owners | | - | - | - | - |
| Contributions from owners | | - | - | - | - |
| Balance at 31 December 2018 | | 209,778 | - | 978,919 | 1,188,697 |

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

STATEMENT OF CASH FLOWS

For the Year Ended 31 December 2019

| | | Consolidated | | Parent entity | |
|--|----|--------------|-----------|---------------|-----------|
| | | 2019 | 2018 | 2019 | 2018 |
| | | 000 | 000 | 000 | 000 |
| Note | | \$ | \$ | \$ | \$ |
| Cash flows from operating activities: | | | | | |
| Australian Government Grants | | 360,845 | 356,155 | 360,845 | 356,155 |
| OS-HELP (net) | | 101 | (1,007) | 101 | (1,007) |
| State Government Grants | | 7,418 | 7,606 | 7,418 | 7,606 |
| HECS-HELP - Student payments | | 7,750 | 8,339 | 7,750 | 8,339 |
| Receipts from student fees and other customers | | 363,702 | 355,210 | 235,161 | 233,920 |
| Dividends received | | - | 3,370 | 10,755 | 10,470 |
| Interest received | | 8,798 | 9,385 | 6,812 | 7,601 |
| Interest and other costs of finance | | (13,986) | (9,977) | (9,619) | (9,920) |
| Other receipts | | 84,586 | 79,790 | 67,033 | 60,407 |
| Payments to suppliers and employees (inclusive of GST) | | (730,514) | (740,320) | (631,693) | (623,267) |
| Income taxes paid | | (6,365) | (3,577) | - | - |
| Short-term lease payments | | (11,201) | - | (1,500) | - |
| Lease payments for leases of low-value assets | | (5,565) | - | (5,245) | - |
| Variable lease payments not included in the measurement of the lease liability | | (51) | - | - | - |
| Net cash provided by/(used in) operating activities | 44 | 65,518 | 64,974 | 47,818 | 50,304 |
| Cash flows from investing activities: | | | | | |
| Proceeds from sale of property, plant and equipment | | 21,191 | 10,542 | (2,157) | 10,537 |
| Purchase of property, plant and equipment | | (175,694) | (76,743) | (143,359) | (71,393) |
| Interest received | | - | 2,647 | - | 2,392 |
| Dividends received | | 10,966 | 12,947 | 9,211 | 12,947 |
| Purchase of financial assets | | (13,236) | (188,504) | (9,211) | (187,946) |
| Loans to related parties | | - | - | (13,955) | - |
| Acquisition of other entities | | (12,493) | - | - | - |
| Net cash provided by/(used in) investing activities | | (169,266) | (239,111) | (159,471) | (233,463) |
| Cash flows from financing activities: | | | | | |
| Repayment of borrowings | | (1,324) | (1,009) | (2,829) | (851) |
| Repayment of lease liabilities | | (14,147) | - | (6,150) | - |
| Net cash provided by/(used in) financing activities | | (15,471) | (1,009) | (8,979) | (851) |
| Net increase/(decrease) in cash and cash equivalents | | (119,219) | (175,146) | (120,632) | (184,010) |
| Cash and cash equivalents at beginning of year | | 330,760 | 500,656 | 213,697 | 397,938 |
| Effects of exchange rate changes on cash and cash equivalents | | 760 | 5,250 | 10 | (231) |
| Cash and cash equivalents at end of financial year | 18 | 212,301 | 330,760 | 93,075 | 213,697 |

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

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

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 for all years reported unless otherwise stated. The financial statements include separate statements for University of Wollongong as the parent entity and the consolidated entity consisting of University of Wollongong and its subsidiaries.

The principal address of University of Wollongong is:

Northfields Avenue

Wollongong

NSW 2522

(a) Basis of preparation

The annual financial statements represent the audited general purpose financial statements of University of Wollongong. They have been prepared on an accrual basis and comply with the Australian Accounting Standards (AAS) and other authoritative pronouncements of the AAS Board.

University of Wollongong applies Tier 1 reporting requirements.

Additionally the statements have been prepared in accordance with following statutory requirements:

- *Higher Education Support Act 2003* (Financial Statement Guidelines)
- NSW Public Finance and Audit Act 1983 and Public Finance and Audit Regulation 2015

University of Wollongong is a not-for-profit entity and these statements have been prepared on that basis. Some of the AAS requirements for not-for-profit entities are inconsistent with the IFRS requirements.

Date of authorisation for issue

The financial statements were authorised for issue by the Council members of University of Wollongong on 3 April 2020.

Historical cost convention

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

Critical accounting estimates

The preparation of financial statements in conformity with AAS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the University of Wollongong'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 below:

- (i) Provisions (note 30).
- (ii) Defined benefit plans (note 47).
- (iii) Leases (note 29).
- (iv) Revenue from contracts with customers (note 9).
- (v) Deferred tax assets (note 26)

(b) Foreign currency translation*(i) Functional and presentation currency*

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operations ('the functional currency'). The consolidated financial statements are presented in Australian dollars, which is the Group'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. Foreign currency differences on qualifying cash flow hedges and qualifying net investment hedges in a foreign operation are accounted for by recognising the portion of the gain or loss determined to be an effective hedge in other comprehensive income and the ineffective portion in profit or loss.

If gains or losses on non-monetary items are recognised in other comprehensive income, translation gains or losses are

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

also recognised in other comprehensive income. Similarly, if gains or losses on non-monetary items are recognised in profit or loss, translation gains or losses are also recognised in profit or loss.

(iii) Group companies

The results and financial position of all the Group entities that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- assets and liabilities for each statement of financial position presented are translated at the closing rate at the end of the reporting period;
- income and expenses for each income statement are translated at average exchange rates (unless this is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction dates, in which case income and expenses are translated at the dates of the transactions); and
- all resulting exchange differences are recognised as a separate component of equity.

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

(c) Rounding of amounts

Amounts have been rounded off to the nearest thousand dollars.

(d) Web site costs

Costs in relation to web sites controlled by a subsidiary arising from development are recognised as an intangible asset if, and only if, in addition to complying with the general requirements described in AASB 138.21 for recognition and initial measurement, the subsidiary can satisfy the requirements in AASB 138.57. When these criteria cannot be satisfied, all expenditure on developing such a web site shall be recognised as an expense when incurred. Expenditure on start-up activities is recognised as an expense when incurred.

(e) Goods and Services Tax (GST)

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

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the 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.

(f) Comparative amounts

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

(g) Public Private Partnerships (PPP)

The University of Wollongong has entered into a PPP with the private sector in relation to the construction, refurbishment, operation and maintenance of new and existing student accommodation for a period of 39 years. Each individual PPP is accounted for in accordance with its substance and economic reality, and not merely its legal form.

Where asset risk, first loss in relation to occupancy risk and the risk of financial loss to the University of Wollongong is considered to be remote, the risks and rewards of ownership in relation to the student accommodation assets are considered to have been transferred to the PPP company and consequently the accommodation asset is derecognised and a gain or loss is recognised in the income statement.

Management makes an estimate of the future value of the new accommodation assets constructed during the term of the agreement and the transfer of those assets to the University of Wollongong at the end of the agreement is accounted for as an emerging asset. Emerging assets are recognised incrementally over the lease period using an annuity approach which reflects the expected written down replacement cost of the student accommodation to be transferred at the end of the arrangement.

Under this agreement and commencing from the 2015 year:

- The University will not disclose student accommodation revenue.
- The University will recognise as income operational service payments for providing operational activities under the service level agreement.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(h) New Accounting Standards and Interpretations

The following standards have been issued but are not mandatory for 31 December 2019 reporting periods. University of Wollongong has elected not to early adopt any of these standards. University of Wollongong's assessment of the impact of these new Standards and Interpretations is set out below:

| Standard | Application date | Implications |
|-----------------|--|--|
| AASB1059 | 1 Jan 2020 (early adoption may be permitted by the department if it is justified) | The University is continuing to assess the impact of this standard at the reporting date |
| AASB17 | Insurance Contracts | The University is continuing to assess the impact of this standard at the reporting date |
| AASB 2018-6 | Amendments to Australian Accounting Standards – Definition of a Business | The University is continuing to assess the impact of this standard at the reporting date |
| AASB 2018-7 | Amendments to Australian Accounting Standards – Definition of Material | The University is continuing to assess the impact of this standard at the reporting date |
| AASB 2019-1 | Amendments to Australian Accounting Standards – References to the Conceptual Framework | The University is continuing to assess the impact of this standard at the reporting date |
| AASB 2019-2 | Amendments to Australian Accounting Standards – Implementation of AASB 1059 | The University is continuing to assess the impact of this standard at the reporting date |
| AASB 2019-3 | Amendments to Australian Accounting Standards – Interest Rate Benchmark Reform | The University is continuing to assess the impact of this standard at the reporting date |
| AASB 2019-4 | Amendments to Australian Accounting Standards – Disclosure in Special Purpose Financial Statements of Not-for-Profit Private Sector Entities on Compliance with Recognition and Measurement Requirements | The University is continuing to assess the impact of this standard at the reporting date |
| AASB 2019-5 | Amendments to Australian Accounting Standards – Disclosure of the Effect of New IFRS Standards Not Yet Issued in Australia | The University is continuing to assess the impact of this standard at the reporting date |

In addition, at the date of authorisation of the financial statements the following IASB Standards and IFRIC Interpretations were on issue but not yet effective, but for which Australian equivalent Standards and Interpretations have not yet been issued:

Amendments to References to the Conceptual Framework in IFRS Standards – 1 January 2020.

(i) Initial application of AAS

University of Wollongong has adopted AASB15, AASB1058 and AASB16 in accordance with the transitional provisions applicable to each standard. The nature and effect of the changes as a result of adoption of these new accounting standards are described below.

The following interpretations and amending standards have also been adopted. There are no impacts to the University from these standards:

| | |
|-------------------|---|
| AASB2016-8 | Amendments to Australian Accounting Standards – Australian Implementation Guidance for Not-for-Profit Entities |
| AASB2017-1 | Amendments to Australian Accounting Standards – Transfers of Investment Property |
| Interpretation 23 | Uncertainty over Income Tax Treatments |
| AASB2017-6 | Amendments to Australian Accounting Standards – Prepayment Features with Negative Compensation |
| AASB2017-7 | Amendments to Australian Accounting Standards – Long-term Interests in Associates and Joint Ventures |
| AASB2018-1 | Amendments to Australian Accounting Standards – Annual Improvements 2015-2017 Cycle |
| AASB2018-2 | Amendments to Australian Accounting Standards – Plan Amendment, Curtailment or Settlement |
| AASB2018-4 | Amendments to Australian Accounting Standards – Australian Implementation Guidance for Not-for-Profit Public Sector Licensors |
| AASB2018-8 | Amendments to Australian Accounting Standards – Right-of-Use Assets of Not-for-Profit Entities |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

1.i.i AASB15 and AASB1058

The University of Wollongong adopted AASB15 Revenue from contracts with customers and AASB1058 Income of not-for-profit entities using the modified retrospective method of transition, with the date of initial application of 1 January 2019. In accordance with the provisions of this transition approach, the University of Wollongong recognised the cumulative effect of applying these new standards as an adjustment to opening retained earnings at the date of initial application, i.e., 1 January 2019. Consequently, the comparative information presented has not been restated and continues to be reported under the previous standards on revenue and income. In addition, the University of Wollongong has applied the practical expedient and elected to apply these standards retrospectively only to contracts and transactions that were not completed contracts at the date of initial application, i.e., as at 1 January 2019.

As the University of Wollongong is applying the modified retrospective approach, the University of Wollongong did apply the practical expedient described in AASB15.C5 (c), for contracts that were modified before the beginning of the earliest period presented.

The University of Wollongong did not retrospectively restate the contract for those modifications in accordance with AASB15.20-21. Instead, the University of Wollongong reflected the aggregate effect of all of the modifications that occur before the beginning of the earliest period presented when:

- Identifying the satisfied and unsatisfied performance obligations
- Determining the transaction price
- Allocating the transaction price to the satisfied and unsatisfied performance obligation

The new accounting policies for revenue and other income for not-for-profit in accordance with AASB15 and AASB1058 respectively are provided in Note 9.

1.i.ii Overview of AASB15 and AASB1058

Under the new income recognition model applicable to not-for-profit entities, the University of Wollongong shall first determine whether an enforceable agreement exists and whether the promises to transfer goods or services to the customer are 'sufficiently specific'.

If an enforceable agreement exists and the promises are 'sufficiently specific' (to a transaction or part of a transaction), the Group applies the general AASB15 principles to determine the appropriate revenue recognition. If these criteria are not met, the Group shall consider whether AASB1058 applies.

The nature and effect of the changes as a result of adoption of AASB15 and AASB1058 are described as follows:

| | Consolidated 1 January 2019 000 \$ | Parent entity 1 January 2019 000 \$ |
|-----------------------------------|---|--|
| Assets | | |
| Current assets | | |
| Contracts assets | 526 | 526 |
| Total current assets | 526 | 526 |
| Non-current assets | | |
| Total assets | 526 | 526 |
| Liabilities | | |
| Current liabilities | | |
| Contract liabilities | 25,759 | 25,759 |
| Total current liabilities | 25,759 | 25,759 |
| Non-current liabilities | | |
| Total liabilities | 25,759 | 25,759 |
| Net liability | (25,233) | (25,233) |
| Total adjustment on equity | | |
| Retained earnings | (25,233) | (25,233) |
| Total equity | (25,233) | (25,233) |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

Set out below are the amounts by which each financial statement line item is affected as at and for the year ended 31 December 2019 as a result of the adoption of AASB15 and AASB1058. The adoption of AASB15 had a material impact on OCI or the Group's operating, investing and financing cash flows. The first column shows amounts prepared under AASB15 and AASB1058 and the second column shows what the amounts would have been had AASB15 and AASB1058 not been adopted:

| | | Amounts prepared under | | | | | |
|--|--|----------------------------------|-----------------------|---------------------------------------|----------------------------------|-----------------------|---------------------------------------|
| | | Consolidated | | | Parent entity | | |
| | | AASB15/ AASB1058 000 \$ | Previous 000 \$ | Increase / (decrease) 000 \$ | AASB15/ AASB1058 000 \$ | Previous 000 \$ | Increase / (decrease) 000 \$ |
| Income Statement | | | | | | | |
| Revenue and income from continuing operations | | | | | | | |
| Australian Government grants | | 246,364 | 247,325 | (961) | 246,364 | 247,325 | (961) |
| HELP – Australian Government payments | | 113,519 | 113,519 | - | 113,519 | 113,519 | - |
| State and local government financial assistance | | 7,418 | 7,418 | - | 7,418 | 7,418 | - |
| HECS-HELP – Student payments | | 7,750 | 7,750 | - | 7,750 | 7,750 | - |
| Fees and charges | | 353,531 | 353,531 | - | 224,653 | 224,653 | - |
| Investment Revenue | | 72,736 | 72,736 | - | 50,364 | 50,364 | - |
| Consultancy and contracts | | 29,426 | 30,753 | (1,327) | 29,451 | 30,778 | (1,327) |
| Other revenue | | 28,127 | 29,583 | (1,456) | 11,363 | 12,819 | (1,456) |
| Total revenue and income from continuing operations | | 858,871 | 862,615 | (3,744) | 690,882 | 694,626 | (3,744) |
| Expenses from continuing operations | | | | | | | |
| Employee related expenses | | 455,000 | 455,000 | - | 371,344 | 371,344 | - |
| Depreciation and amortisation | | 62,723 | 62,723 | - | 48,308 | 48,308 | - |
| Repairs and maintenance | | 9,810 | 9,810 | - | 8,496 | 8,496 | - |
| Borrowing costs | | 13,664 | 13,664 | - | 11,291 | 11,291 | - |
| Losses on disposal of assets | | 546 | 546 | - | 487 | 487 | - |
| Deferred superannuation expense | | 220 | 220 | - | 220 | 220 | - |
| Other expenses | | 268,956 | 268,956 | - | 233,069 | 233,069 | - |
| Total expenses from continuing operations | | 810,919 | 810,919 | - | 673,215 | 673,215 | - |
| Net result before income tax from continuing operations | | 47,952 | 51,696 | (3,744) | 17,667 | 21,411 | (3,744) |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| | Amounts prepared under | | | | | |
|---|----------------------------------|-----------------------|---------------------------------------|----------------------------------|-----------------------|---------------------------------------|
| | Consolidated | | | Parent entity | | |
| | AASB15/ AASB1058 000 \$ | Previous 000 \$ | Increase / (decrease) 000 \$ | AASB15/ AASB1058 000 \$ | Previous 000 \$ | Increase / (decrease) 000 \$ |
| Income Statement | | | | | | |
| Income tax expense | (7,090) | (7,090) | - | - | - | - |
| Net result from continuing operations, after tax | 40,862 | 44,606 | (3,744) | 17,667 | 21,411 | (3,744) |
| Net result after income tax for the period | 40,862 | 44,606 | (3,744) | 17,667 | 21,411 | (3,744) |
| Net result attributable to: | | | | | | |
| Members | 40,018 | 43,762 | (3,744) | 17,667 | 21,411 | (3,744) |
| Non-controlling interest | 844 | 844 | - | - | - | - |
| Total | 40,862 | 44,606 | (3,744) | 17,667 | 21,411 | (3,744) |

| | Amounts prepared under | | | | | |
|--|----------------------------------|-----------------------|---------------------------------------|----------------------------------|-----------------------|---------------------------------------|
| | Consolidated | | | Parent entity | | |
| | AASB15/ AASB1058 000 \$ | Previous 000 \$ | Increase / (decrease) 000 \$ | AASB15/ AASB1058 000 \$ | Previous 000 \$ | Increase / (decrease) 000 \$ |
| Statement Of Financial Position | | | | | | |
| Assets | | | | | | |
| Current assets | | | | | | |
| Cash and cash equivalents | 144,049 | 144,049 | - | 24,822 | 24,822 | - |
| Receivables | 33,531 | 33,531 | - | 25,170 | 25,170 | - |
| Contracts assets | 124 | - | 124 | 124 | - | 124 |
| Inventories | 1,344 | 1,344 | - | 389 | 389 | - |
| Other financial assets | 68,253 | 68,253 | - | 68,253 | 68,253 | - |
| Other non-financial assets | 12,568 | 12,568 | - | 12,419 | 12,419 | - |
| Total current assets | 259,869 | 259,745 | 124 | 131,177 | 131,053 | 124 |
| Non-current assets | | | | | | |
| Receivables | 383,150 | 383,150 | - | 397,105 | 397,105 | - |
| Other financial assets | 594,243 | 594,243 | - | 388,479 | 388,479 | - |
| Property, plant and equipment | 977,240 | 977,240 | - | 838,682 | 838,682 | - |
| Investment properties | 28,939 | 28,939 | - | 28,939 | 28,939 | - |
| Deferred tax assets | 3,265 | 3,265 | - | - | - | - |
| Intangible assets | 16,256 | 16,256 | - | 1,929 | 1,929 | - |
| Other non-financial assets | 539 | 539 | - | 539 | 539 | - |
| Total non-current assets | 2,003,632 | 2,003,632 | - | 1,655,673 | 1,655,673 | - |
| Total assets | 2,263,501 | 2,263,377 | 124 | 1,786,850 | 1,786,726 | 124 |
| Liabilities | | | | | | |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| Statement Of Financial Position | Amounts prepared under | | | | | |
|--------------------------------------|----------------------------------|-----------------------|---------------------------------------|----------------------------------|-----------------------|---------------------------------------|
| | Consolidated | | | Parent entity | | |
| | AASB15/ AASB1058 000 \$ | Previous 000 \$ | Increase / (decrease) 000 \$ | AASB15/ AASB1058 000 \$ | Previous 000 \$ | Increase / (decrease) 000 \$ |
| Current liabilities | | | | | | |
| Trade and other payables | 69,287 | 69,287 | - | 46,475 | 46,475 | - |
| Borrowings | 17,540 | 17,540 | - | 7,397 | 7,397 | - |
| Provisions | 107,946 | 107,946 | - | 96,736 | 96,736 | - |
| Current tax liabilities | 608 | 608 | - | - | - | - |
| Other liabilities | 61,816 | 61,816 | - | 45,178 | 45,178 | - |
| Contract liabilities | 29,102 | - | 29,102 | 29,102 | - | 29,102 |
| Total current liabilities | 286,299 | 257,197 | 29,102 | 224,888 | 195,786 | 29,102 |
| Non-current liabilities | | | | | | |
| Borrowings | 373,748 | 373,748 | - | 272,812 | 272,812 | - |
| Provisions | 376,687 | 376,687 | - | 373,281 | 373,281 | - |
| Other liabilities | 7,238 | 7,238 | - | 7,238 | 7,238 | - |
| Deferred tax liabilities | 14,934 | 14,934 | - | - | - | - |
| Total non-current liabilities | 772,607 | 772,607 | - | 653,331 | 653,331 | - |
| Total liabilities | 1,058,906 | 1,029,804 | 29,102 | 878,219 | 849,117 | 29,102 |
| Net assets | 1,204,595 | 1,233,573 | (28,978) | 908,631 | 937,609 | (28,978) |
| Equity | | | | | | |
| Retained earnings | 1,204,595 | 1,233,573 | (28,978) | 908,631 | 937,609 | (28,978) |
| Total equity | 1,204,595 | 1,233,573 | (28,978) | 908,631 | 937,609 | (28,978) |

1.a.i AASB16

University of Wollongong has adopted AASB16 using the modified retrospective method of transition, with the date of initial application date of 1 January 2019.

Under the modified approach, University of Wollongong has chosen, on a lease-by-lease basis, to measure the related right-of-use asset at either:

1. its carrying amount as if AASB16 had been applied since the commencement date, but discounted using the lessee's incremental borrowing rate at the date of initial application, or
2. an amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments relating to that lease recognised in the statement of financial position immediately before the date of initial application.

In accordance with the provisions of this transition approach, University of Wollongong recognised the cumulative effect of applying this new standard as an adjustment to opening retained earnings at the date of initial application i.e. 1 January 2019. Consequently, the comparative information presented has not been restated and continues to be reported under the previous standards on leases - AASB117 and AASB Interpretation 4 *Determining whether an arrangement contains a lease* (Interpretation 4). The new accounting policies for leases in accordance with AASB16 is provided in the note 29.

The nature and effect of the changes as a result of adoption of AASB16 and AASB1058 are as described below:

1.a.ii Definition of a lease

Previously, University of Wollongong determined at contract inception whether an arrangement is or contains a lease under Interpretation 4. Under AASB16, University of Wollongong will continue to assess at contract inception whether a contract is, or contains, a lease but now uses the new definition of a lease.

On transition to AASB16, University of Wollongong elected to apply the practical expedient to grandfather the assessment of which transactions are or contain leases. This means that for arrangements entered into before 1 January 2019, University of Wollongong has not reassessed whether they are, or contain, a lease in accordance with the new

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

AASB16 lease definition. Consequently, contracts existing prior to 1 January 2019 which were assessed per the previous accounting policy described below in accordance with AASB117 and Interpretation 4 as a lease will be treated as a lease under AASB16. Whereas, contracts previously not identified as a lease, will not be reassessed to determine whether they would meet the new definition of a lease in accordance with AASB16. Therefore, University of Wollongong applied the recognition and measurement requirements of AASB16 only to contracts that were previously identified as leases, and does not apply AASB16 to contracts that were previously not identified as leases. The new definition of lease under AASB16 will only be applied to contracts entered into or modified on or after 1 January 2019.

1.a.iii Incentives

A number of lease agreements for the University include fit-out contributions by the lessor as a lease incentive. The assets obtained by the University have been recognised as leasehold improvements at fair value and are depreciated over the shorter of their useful life and the lease term. Until December 2018 the lease incentive was presented as part of the other liabilities and recognised on a straight-line basis over the lease term. With the transition of AASB16, the lease incentives are included in lease liabilities on or after 1 January 2019.

1.a.iv Assets in relation to make good provisions

Upon transition the assets in relation to make good provisions were included as part of right-of-use asset by the balance carrying forward from 31 December 2018.

University of Wollongong as a lessee

University of Wollongong previously classified leases as operating or finance leases based on its assessment of whether the lease transferred substantially all of the risks and rewards incidental to ownership of the underlying asset to University of Wollongong. Under AASB16, this classification no longer exists for University of Wollongong as a lessee. Instead, practically all leases are now recognised on the statement of financial position as right-of-use assets with corresponding lease liabilities comprising all amounts which are considered to be lease payments (see Note 29).

1.a.v Leases previously classified as operating leases under AASB117

On transition to AASB16, the Group recognised lease liabilities for leases previously classified as operating leases by discounting the remaining lease payments using the incremental borrowing rate as at the date of initial application, i.e. 1 January 2019. The right-of-use assets were recognised at an amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments relating to that lease recognised in the statement of financial position immediately before the date of initial application.

The Group has applied the following practical expedients in transitioning existing operating leases:

- a Applied a single discount rate to a portfolio of leases with reasonably similar characteristics
- b Applied the exemption not to recognise right-of-use assets and lease liabilities where the remaining leases term is 12 months or less from the date of initial application
- c Relied on its assessment of whether leases are onerous applying AASB137 immediately before the date of initial application, as an alternative to undertaking an impairment review
- d Used hindsight in determining the lease term where the contract contains options to extend or terminate the lease
- e Excluded initial direct costs from the measurement of right-of-use asset at the date of initial application.

1.a.vi Leases previously classified as finance leases under AASB117

On the date of initial application, right-of-use assets and lease liabilities continued to be recognised for leases previously classified as finance leases at the same carrying amounts of the leased assets and finance lease liabilities recognised in accordance with AASB117 immediately before the date of initial application.

1.a.vii Reconciliation of operating lease commitments under AASB117 and lease liabilities under AASB16

As a lessee, the weighted average incremental borrowing rate applied to lease liabilities recognised in the statement of financial position on the date of initial application was 3.56%.

The difference between the operating lease commitments disclosed previously by applying AASB117 and the value of the lease liabilities recognised under AASB16 on 1 January 2019 is explained as follows:

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| | Consolidated | Parent entity |
|--|-----------------------|----------------------|
| | 1 January 2019 | |
| | 000 | 000 |
| | \$ | \$ |
| Operating lease commitments disclosed at 31 December 2018 | 156,798 | 38,950 |
| Discounted using the University of Wollongong weighted average incremental borrowing rate of 3.56% | 114,145 | 20,558 |
| (Less): Short-term leases recognised on a straight-line basis as an expense | (13,119) | (5,432) |
| Add/(less): Adjustments as a result of a different treatment of extension and termination options | 59,630 | 36,229 |
| Add/(less): Adjustments relating to GST included in operating lease commitments | (3,541) | (3,541) |
| Add/(less): Lease for low value assets included in commitments note | (537) | - |
| Add/(less): Commitment not meeting recognition criteria under AASB 16 | (74,768) | - |
| Add/(less): Other | (22) | - |
| Lease liability recognised as at 1 January 2019 | 81,788 | 47,814 |

University of Wollongong as a lessor**Overview**

University of Wollongong is not required to make any adjustments on transition to AASB16 where it is a lessor, except for subleases.

Subleases

For subleases where University of Wollongong is an intermediate lessor, the sublease shall be classified as an operating lease or finance leases with reference to the right-of-use asset arising from the head lease and not the underlying asset. On transition, University of Wollongong reassessed the classification of subleases recognised as operating sub-leases under AASB117 with reference to the right-of-use asset and accordingly recognised impacts on transition.

The assessment was performed on the basis of the remaining contractual terms and conditions of the head lease and sublease at transition date.

2 Disaggregated information**(a) Geographical - Consolidated entity**

| | Revenue | | Results | | Assets | |
|----------------------|----------------|-------------|-----------------|-------------|------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Australia | 739,167 | 690,043 | 31,547 | 6,297 | 1,834,451 | 1,750,046 |
| United Arab Emirates | 43,219 | 48,615 | (10,287) | 6,460 | 128,662 | 11,505 |
| Hong Kong | 65,293 | 55,040 | 17,548 | 9,349 | 263,177 | 219,383 |
| Malaysia | 11,192 | - | 2,054 | - | 37,211 | - |
| Total | 858,871 | 793,698 | 40,862 | 22,106 | 2,263,501 | 1,980,934 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

3 Revenue and Income

The notes 4 to 8 disclose the revenue and income received during the year according to the mandatory disclosures required by the department. The disclosures as per AASB15 and AASB1058 are included in the note 9 and a reconciliation is included in note 10.

4 Australian Government financial assistance including Australian Government loan programs (HELP)**(a) Commonwealth Grants Scheme and Other Grants**

| | | Consolidated | | Parent entity | |
|--|-------|-------------------|-------------------|-------------------|-------------------|
| | | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Commonwealth Grants Scheme ^{#1} | | 147,485 | 144,725 | 147,485 | 144,725 |
| Indigenous Student Success Program ^{#3} | | 2,127 | 1,961 | 2,127 | 1,961 |
| Higher Education Participation and Partnership Program | | 3,078 | 3,313 | 3,078 | 3,313 |
| Disability Performance Funding ^{#2} | | 229 | 240 | 229 | 240 |
| Total Commonwealth Grants Scheme and Other Grants | 48(a) | 152,919 | 150,239 | 152,919 | 150,239 |

(b) Higher Education Loan Programs

| | | | | | |
|---|-------|----------------|---------|----------------|---------|
| HECS - HELP | | 104,888 | 103,856 | 104,888 | 103,856 |
| FEE - HELP | | 5,536 | 6,042 | 5,536 | 6,042 |
| SA-HELP payments | | 3,095 | 3,105 | 3,095 | 3,105 |
| Total Higher Education Loan Programs | 48(b) | 113,519 | 113,003 | 113,519 | 113,003 |

(c) EDUCATION Research

| | | | | | |
|--|-------|---------------|--------|---------------|--------|
| Research Training Program | | 22,841 | 22,752 | 22,841 | 22,752 |
| Research Support Program | | 14,855 | 13,748 | 14,855 | 13,748 |
| Joint Research Engagement Program | | - | 16 | - | 16 |
| Total EDUCATION Research Grants | 48(c) | 37,696 | 36,516 | 37,696 | 36,516 |

(d) Other Capital Funding

| | | | | | |
|--|-------|----------|-------|----------|-------|
| Linkage Infrastructure, Equipment and Facilities grant ^{#4} | | - | 1,680 | - | 1,680 |
| Total Other Capital Funding | 48(d) | - | 1,680 | - | 1,680 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(e) Australian Research Council

| | | Consolidated | | Parent entity | |
|--|-------|-------------------|-------------------|-------------------|-------------------|
| | | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Discovery | | 9,670 | 8,673 | 9,670 | 8,673 |
| Linkages ^{#4} | | 3,665 | 3,164 | 3,665 | 3,164 |
| Networks and Centres | | 8,032 | 8,818 | 8,032 | 8,818 |
| Total Australian Research Council | 48(e) | 21,367 | 20,655 | 21,367 | 20,655 |

(f) Other Australian Government Financial Assistance**Non-capital**

Other Australian Government Financial Assistance

| | | | | | |
|--------------|--|---------------|--------|---------------|--------|
| Total | | 34,382 | 33,017 | 34,382 | 33,017 |
|--------------|--|---------------|--------|---------------|--------|

Capital

National Stronger Regions Fund

| | | | | | |
|--------------|--|---|-------|---|-------|
| Total | | - | 1,045 | - | 1,045 |
|--------------|--|---|-------|---|-------|

Total other Australian Government financial assistance

| | | | | | |
|--|--|---------------|--------|---------------|--------|
| | | 34,382 | 34,062 | 34,382 | 34,062 |
|--|--|---------------|--------|---------------|--------|

Total Australian Government Financial Assistance

| | | | | | |
|--|--|----------------|---------|----------------|---------|
| | | 359,883 | 356,155 | 359,883 | 356,155 |
|--|--|----------------|---------|----------------|---------|

#1 Includes the basic CGS grant amount, CGS Regional Loading, CGS Enabling Loading, CGS Medical Student Loading, Allocated Places and Non Designated Courses.

#2 Disability Performance Funding includes Additional Support for Students with Disabilities and Australian Disability Clearinghouse on Education & Training.

#3 Indigenous Student Success Program replaced the Indigenous Commonwealth Scholarships Program and the Indigenous Support Program as of 1 January 2018.

#4 ARC Linkage Infrastructure, Equipment and Facilities grants should be reported in (d) Other Capital Funding.

| | Consolidated | | Parent entity | |
|---|----------------|---------|----------------|---------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Reconciliation | | | | |
| Australian Government Grants | 246,364 | 243,152 | 246,364 | 243,152 |
| Higher Education Loan Programs | 113,519 | 113,003 | 113,519 | 113,003 |
| Total Australian Government financial assistance | 359,883 | 356,155 | 359,883 | 356,155 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

5 State and Local Government financial assistance

| | Consolidated | | Parent entity | |
|--|-------------------|-------------------|-------------------|-------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Non-capital | | | | |
| Higher Education | 7,418 | 7,606 | 7,418 | 7,606 |
| Total Non-capital | 7,418 | 7,606 | 7,418 | 7,606 |
| Total State and Local Government financial assistance | 7,418 | 7,606 | 7,418 | 7,606 |

6 Fees and charges

| | Consolidated | | Parent entity | |
|---|-------------------|-------------------|-------------------|-------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Course Fees and Charges | | | | |
| Fee-paying onshore overseas students | 205,741 | 179,232 | 170,718 | 159,833 |
| Continuing education | 884 | 762 | 884 | 762 |
| Fee-paying domestic postgraduate students | 3,271 | 3,391 | 3,271 | 3,391 |
| Fee-paying offshore overseas students | 102,521 | 104,918 | 9,253 | 9,201 |
| Total Course Fees and Charges | 312,417 | 288,303 | 184,126 | 173,187 |
| Other Non-Course Fees and Charges | | | | |
| Student Services and Amenities Fees from students | 2,747 | 2,414 | 2,747 | 2,414 |
| Late fees | 104 | 111 | 104 | 111 |
| Library fines and charges | 28 | 29 | 28 | 29 |
| Parking fees and fines | 3,271 | 3,262 | 3,341 | 3,353 |
| Rental charges | 9,113 | 10,653 | 10,235 | 9,725 |
| Other fees and charges | 8,188 | 11,586 | 6,409 | 12,593 |
| Publication sales | 1,383 | 1,794 | 1,383 | 1,794 |
| Student administration fees | 2,462 | 5,745 | 2,462 | 5,745 |
| Miscellaneous sales | 1,643 | 1,627 | 1,643 | 1,628 |
| Accommodation operating service fee | 12,175 | 12,220 | 12,175 | 12,220 |
| Total Other Fees and Charges | 41,114 | 49,441 | 40,527 | 49,612 |
| Total Fees and Charges | 353,531 | 337,744 | 224,653 | 222,799 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

7 Consultancy and contracts

| | Consolidated | | Parent entity | |
|--|---------------|---------------|---------------|---------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Consultancy | 4,013 | 3,190 | 4,013 | 3,191 |
| Contract research | 6,121 | 8,062 | 6,121 | 8,062 |
| Other contract revenue | 19,292 | 21,512 | 19,317 | 21,542 |
| Total consultancy and contracts | 29,426 | 32,764 | 29,451 | 32,795 |

8 Other revenue

| | Consolidated | | Parent entity | |
|------------------------------|---------------|---------------|---------------|---------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Donations and bequests | 2,236 | 2,007 | 2,239 | 2,013 |
| Scholarships and prizes | 1,920 | 1,750 | 1,920 | 1,751 |
| Non-government grants | 124 | 325 | 124 | 325 |
| Other revenue | 4,669 | 5,517 | 2,206 | 2,677 |
| Sale of goods | 14,372 | 16,648 | - | - |
| Other external grants | 405 | 394 | 473 | 461 |
| Publications and merchandise | 606 | 573 | 606 | 573 |
| Accommodation lease income | 3,751 | 4,170 | 3,751 | 4,170 |
| Lease incentive | 44 | 374 | 44 | 374 |
| Total other revenue | 28,127 | 31,758 | 11,363 | 12,344 |

* if the arrangement is enforceable a sufficiently specific promise to transfer a good or service, then it will be in scope of AASB 15. Transactions within the scope of AASB1058 or AASB15 must be disclosed separately in note 9.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

9 Revenue and Income from continuing operations

(a) Basis for disaggregation

Sources of funding: the Group receives funds from Australian Government as well as State and Local Government to assist with education programs across a wide range of disciplines, and at different education qualification levels. Apart from the sources received from Government, the Group also receives funds and fees from private organisations or individuals that are used for the different programs led by the University of Wollongong or correspond to the education services provided by the University of Wollongong.

Revenue and income streams: the streams are distinguishing the different activities performed by the Group as well as acknowledge the different type of users of the programs and services provided:

- Education: University of Wollongong has domestic and overseas students enrolled in a variety of programs for different qualification levels (from certificates to doctoral degrees). Whilst, the number of domestic students is affected by national economic factors as interest rates or unemployment, the overseas students are impacted by the changes in the immigration policies.
- Research: University of Wollongong performs research activities in different fields such as health, engineering, education, or science. The Group enters into many different types of research agreements with different counterparties, such as with private sector customers and Government agencies that award research grants. Each grant agreement needs to be assessed as to whether it is an enforceable arrangement and contains sufficiently specific promises to transfer outputs from the research to the customer (or at the direction of the customer). Judgement is required in making this assessment. The Group has concluded that some research agreements represent a contract with a customer whereas other research grants are recognised as income when the Group obtains control of the research funds.
- Non-course fees and charges: these correspond to the services provided by the Group such as parking and amenities fees.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(b) Disaggregation

The Group derives revenue and income from:

| | Higher Education Loan Program (HELP) 000 \$ | Consolidated Sources of funding | | | | | | 2019 | |
|--|--|--|----------------|---|----------|-------------------------|--------------|--|----------------|
| | | Australian Government financial assistance | | State and Local Government financial assistance | | Commercial arrangements | | Donations, including corporate sponsorship | |
| | | 000 \$ | 000 \$ | 000 \$ | 000 \$ | 000 \$ | 000 \$ | Bequest ^{#1} 000 \$ | Others 000 \$ |
| Revenue and Income Streams | | | | | | | | | |
| Course fees and charges | | | | | | | | | |
| Domestic students undergraduate | 98,320 | | 134,989 | - | - | - | - | - | 240,574 |
| Onshore overseas students undergraduate | - | | - | - | - | - | - | - | 78,964 |
| Offshore overseas students undergraduate | - | | - | - | - | - | - | - | 98,814 |
| Domestic students postgraduate | 12,104 | | 12,496 | - | - | - | - | - | 28,356 |
| Onshore overseas students postgraduate | - | | - | - | - | - | - | - | 114,750 |
| Offshore overseas students postgraduate | - | | - | - | - | - | - | - | 15,735 |
| Continuing education and executive programs | - | | - | - | - | - | - | - | 884 |
| Total course fees and charges | 110,424 | 320,168 | 147,485 | - | - | - | - | - | 578,077 |
| Research | | | | | | | | | |
| Research goods and services [AASB15] | - | - | 21,367 | 7,293 | - | 29,426 | - | - | 58,086 |
| Research income [AASB1058] | - | - | 37,696 | - | - | - | - | - | - |
| Total research | - | - | 59,063 | 7,293 | - | 29,426 | - | - | 87,696 |
| Non-course fees and charges | | | | | | | | | |
| Parking fees | - | - | - | - | - | - | - | - | 3,271 |
| Student Services and Amenities Fees ^{#7} | - | - | - | - | - | - | - | - | 2,747 |
| Rental Charges | - | - | - | - | - | - | - | - | 9,113 |
| Accommodation operating service fees | - | - | - | - | - | - | - | - | 12,175 |
| Other | 3,095 | - | 5,434 | 125 | - | - | 2,239 | - | 39,695 |
| Total non-course fees and charges | 3,095 | - | 5,434 | 125 | - | - | 2,239 | - | 75,655 |
| Other^{#2} | | | | | | | | | |
| Other [AASB15] | - | - | 34,382 | - | - | - | - | - | 34,382 |
| Other [AASB1058] | - | - | - | - | - | - | - | - | - |
| Total other | - | - | 34,382 | - | - | - | - | - | 34,382 |
| Total revenue from contracts with customers | 113,519 | 320,168 | 208,668 | 7,418 | - | 29,426 | - | 67,001 | 746,200 |
| Total income of not-for-profit | - | - | 37,696 | - | - | - | 2,239 | - | 39,935 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| | Parent entity | | | | | | | | | | 2019 |
|---|--|------------------------|--|---|-----------------------------------|--|---------------------------------|------------------|---|---|------|
| | Sources of funding | | | | | | | | | | |
| | Higher Education Loan Program (HELP) 000 \$ | Student fees 000 \$ | Australian Government financial assistance 000 \$ | State and Local Government financial assistance 000 \$ | Commercial arrangements 000 \$ | Donations, including corporate sponsorship 000 \$ | Bequest ^{#3} 000 \$ | Others 000 \$ | Total Revenue from contracts with customers 000 \$ | Total income of not-for-profit entities 000 \$ | |
| Revenue and Income Streams | | | | | | | | | | | |
| Course fees and charges | | | | | | | | | | | |
| Domestic students undergraduate | 98,320 | 7,265 | 134,989 | - | - | - | - | - | 240,574 | - | |
| Onshore overseas students undergraduate | - | 55,969 | - | - | - | - | - | - | 55,969 | - | |
| Offshore overseas students undergraduate | - | 8,745 | - | - | - | - | - | - | 8,745 | - | |
| Domestic students postgraduate | 12,104 | 3,756 | 12,497 | - | - | - | - | - | 28,357 | - | |
| Onshore overseas students postgraduate | - | 114,750 | - | - | - | - | - | - | 114,750 | - | |
| Offshore overseas students postgraduate | - | 508 | - | - | - | - | - | - | 508 | - | |
| Continuing education and executive programs | - | 883 | - | - | - | - | - | - | 883 | - | |
| Total course fees and charges | 110,424 | 191,876 | 147,486 | - | - | - | - | - | 449,786 | - | |
| Research | | | | | | | | | | | |
| Research goods and services [AASBI5] | - | - | 21,367 | 7,293 | 29,451 | - | - | - | 58,111 | - | |
| Research income [AASBI058] | - | - | 37,696 | - | - | - | - | - | - | 37,696 | |
| Total research | - | - | 59,063 | 7,293 | 29,451 | - | - | - | 58,111 | 37,696 | |
| Non-course fees and charges | | | | | | | | | | | |
| Parking fees | - | - | - | - | - | - | - | 3,341 | 3,341 | - | |
| Student Services and Amenities Fees | - | - | - | - | - | - | - | 2,747 | 2,747 | - | |
| Rental Charges | - | - | - | - | - | - | - | 10,235 | 10,235 | - | |
| Accommodation operating service fees | - | - | - | - | - | - | - | 12,175 | 12,175 | - | |
| Other | 3,095 | - | 5,434 | 125 | - | 2,239 | - | 21,153 | 29,807 | 2,239 | |
| Total non-course fees and charges | 3,095 | - | 5,434 | 125 | - | 2,239 | - | 49,651 | 58,305 | 2,239 | |
| Other | | | | | | | | | | | |
| Other [AASBI5] | - | - | 34,381 | - | - | - | - | - | 34,381 | - | |
| Total revenue from contracts with customers | 113,519 | 191,876 | 208,668 | 7,418 | 29,451 | - | - | 49,651 | 600,583 | 39,935 | |
| Total income of not-for-profit | - | - | 37,696 | - | - | 2,239 | - | - | - | - | |

#1 Further disaggregation required to the extent that some bequests represent contracts with customer and others represent amounts contributed which do not include a sufficiently specific promise to transfer a good or service and hence in scope of AASBI058.

#2 Excludes interest income which is separately disclosed in Note 11.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(c) Accounting policies and significant accounting judgements and estimates**Course fees and charges**

The course fees and charges revenue relates to undergraduate programs, graduate and professional degree programs and continuing education and executive programs.

The revenue is recognised over time as and when the course is delivered to students over the semester.

When the courses or trainings have been paid in advanced by students or the University of Wollongong has received the government funding in advance, the University of Wollongong recognises a contract liability until the services are delivered.

The University of Wollongong does have obligations to return or refund obligations or other similar obligations. This is mainly applicable when a student applies to leave the University of Wollongong before census date, all or part of the paid fees may be refunded

There is no significant financing component, as the period from when the student pays and the service is provided is less than 12 months and the consideration is not variable.

Research

Revenue recognition for research funding is dependent upon the source of the funding and the nature of the transaction.

The following specific research revenue recognition criteria have been applied:

- Funding received from Australian Research Council "ARC":
 - Revenue is measured over time as the research activities are performed
 - Each incomplete ARC project/program is assessed at the reporting date to determine whether the University of Wollongong remains entitled to the consideration received
 - University disburses ARC funds to other participating organisations within the financial year in accordance with the Multi-Institutional Agreement. The University of Wollongong will assess the timing difference at reporting date for any impacts in fulfilling its contractual obligations
- Funding received from National Health and Medical Research Council "NHMRC":
 - Revenue is measured over time as the research activities are performed
 - Each incomplete NHMRC project/program is assessed at the reporting date to determine whether the University of Wollongong remains entitled to the consideration received
 - University disburses NHMRC funds to other participating organisations within the financial year in accordance with the Multi-Institutional Agreement. The University of Wollongong will assess the timing difference at reporting date for any impacts in fulfilling its contractual obligations
- Funding received from non-government entities:
 - The University of Wollongong assesses each commercial research contract and recognises revenue based on the individual assessment
 - Revenue is recognised when (or as) the University of Wollongong satisfies a performance obligation by transferring a promised good or service to a customer.
 - Satisfaction of performance obligations could be at a point in time or over time.

Non-course fees and charges

Non course fees and charges revenue relates to student services and amenities fees, parking fees and fines, and rental charges.

Revenue is recognised:

- over time as the student or customers simultaneously receives and consumes the benefits as the University performs
- at a point in time as the University transfers control of the goods to the student or customers

Donation and bequests

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

Royalties, trademarks and licences

Royalties, trademarks and licences that are within the scope of AASB15 mainly relate to book and software royalties.

The University of Wollongong reviews each licence agreement to assess when revenue can be recognised:

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

- Where a licence is distinct, revenue relating to this performance obligation is recognised at a point in time or over time.
- This is determined by whether the customer has the right to access the IP or the right to use the IP.
- If customer has the right to access, revenue for this type of promise to grant a licence is recognised over the period of the licence.
- If the criteria for the right to access IP is not met, the customer only has the right to use, revenue is recognised at a point in time in which the licence transfers.

(d) Unsatisfied performance obligations

Remaining performance obligations represent services University of Wollongong has promised to provide to customers under contracts which are satisfied as the goods or services are provided over the contract term. In determining the transaction price allocated to the remaining performance obligations in University of Wollongong's contracts with customers, The University of Wollongong chose the input method to recognise satisfied performance obligations.

For customer contracts with terms of one year or less, or where revenue is recognised using the 'right to invoice' method of recognising revenue, as permitted under AASB15, disclosures are not required in relation to the transaction price allocated to these unsatisfied performance obligations. Further, the amounts disclosed below do not include variable consideration which has been constrained.

These unsatisfied performance obligations are expected to be satisfied within the following periods:

| | Within 1 year 000 \$ | From 1 to 5 years 000 \$ | After 5 years 000 \$ | Total 000 \$ |
|---------------------------------------|----------------------------|-----------------------------------|----------------------------|--------------------|
| Consolidated | | | | |
| Australian government grants | 23,837 | - | - | 23,837 |
| State and local government assistance | 69 | - | - | 69 |
| Other research grants | 3,429 | - | - | 3,429 |
| Other revenue | 1,767 | - | - | 1,767 |
| Parent entity | | | | |
| Australian government grants | 23,837 | - | - | 23,837 |
| State and local government assistance | 69 | - | - | 69 |
| Other research grants | 3,429 | - | - | 3,429 |
| Other revenue | 1,767 | - | - | 1,767 |

As permitted under the transitional provisions in AASB15, the transaction price allocated to partially unsatisfied performance obligations as of 31 December 2018 is not disclosed.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(e) Assets and liabilities related to contracts with customers

The Group has recognised the following right of return assets and refund liabilities related to contracts with customers:

| | Note | Consolidated | | Parent entity | |
|---------------------------------------|------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| | | 2019 | | 2019 | |
| | | Closing balance 000 \$ | Opening balance 000 \$ | Closing balance 000 \$ | Opening balance 000 \$ |
| Contract assets | | 124 | - | 124 | - |
| Contract assets - current | | 124 | - | 124 | - |
| Other contract liabilities | | 29,102 | - | 29,102 | - |
| Contract liabilities - current | | 29,102 | - | 29,102 | - |

Revenue recognised in the reporting period that was included in the contract liability balance at the beginning of the period was \$3.7 million.

Revenue recognised in the reporting period from performance obligations satisfied (or partially satisfied) in previous periods (e.g. changes in transaction price) was nil.

Contract assets

The contract assets are associated with costs to fulfil a contract that fall under AASB15. A contract asset is recognised only if the fulfilment costs:

- relate directly to an existing contract or specific anticipated contract;
- generate or enhance resources of the Group that will be used to satisfy the performance obligations in the future; and
- the costs are expected to be recovered

The University of Wollongong expects to recover the costs within 12 months from the reporting date.

The impairment associated with the contract assets is disclosed in Note 19. Receivables and contract assets.

Contract liabilities

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

University used below two methods for measuring its progress towards satisfaction of a performance obligation. The measurement method may be either Output Method or Input Method

1. Output method - recognise revenue on the basis of direct measurement of the value to the customer of the goods or services, which includes methods such as surveys of performance completed to date, appraisals of results achieved, milestone reached, units produced and units delivered, or

2. Input method - recognise revenue on the basis of the University's inputs to the satisfaction of a performance obligation, which University chooses with costs incurred within each contract on reporting date. (Spend a dollar earn a dollar method)

The classification of contract liabilities is current as the University of Wollongong expects to fulfil the performance obligations within 12 months of the reporting date.

Income of not-for-profit

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(f) Accounting policies and significant judgements and estimates**Grants**

Grants are recognised on receipt from contracts where the consideration provided to acquire an asset is significantly less than the fair value of the asset principally to enable the University to further its objectives.

Donations

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

10 Reconciliation of revenue and income

The following table reconciles the amounts disclosed in notes 4 to 8 which contain the mandatory disclosures required by the department and the disclosures provided in note 9 as per AASB15 and AASB1058, which excludes the investment revenue in note 11.

| | Note | Consolidated | | Parent entity | |
|---|------|-------------------|-------------------|-------------------|-------------------|
| | | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Total Australian Government financial assistance including Australian Government loan programs (HELP) | 4 | 359,883 | 356,156 | 359,883 | 356,156 |
| Total State and Local Government financial assistance | 5 | 7,418 | 7,606 | 7,418 | 7,606 |
| Total Fees and charges | 6 | 353,531 | 337,744 | 224,653 | 222,798 |
| Total HECS-HELP - Student payments | | 7,750 | 8,339 | 7,750 | 8,339 |
| Total Consultancy and contract fees | 7 | 29,426 | 32,764 | 29,451 | 32,795 |
| Total Other revenue and income | 8 | 28,127 | 31,758 | 11,363 | 12,344 |
| Total | | 786,135 | 774,367 | 640,518 | 640,038 |
| Total Revenue from contracts with customers as per AASB15 | 9 | 746,200 | - | 600,583 | - |
| Total Income of not-for-profit as per AASB1058 | 9 | 39,935 | - | 39,935 | - |
| Total Revenue and Income from continuing operations | | 786,135 | - | 640,518 | - |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

11 Investment revenue

| | Consolidated | | Parent entity | |
|--|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Interest | | | | |
| Financial assets at amortised cost | 8,798 | 9,385 | 6,812 | 7,601 |
| Financial assets at fair value through profit or loss | - | 2,647 | - | 2,392 |
| Total interest | 8,798 | 12,032 | 6,812 | 9,993 |
| Dividends | | | | |
| Equity investments | 3,999 | 3,370 | 10,755 | 10,470 |
| Distribution from managed funds | 9,211 | 12,947 | 9,211 | 12,947 |
| Total dividends | 13,210 | 16,317 | 19,966 | 23,417 |
| Other investment gains/(losses) | | | | |
| Net gain/(loss) arising on financial assets designated as at fair value through profit or loss | 50,728 | (11,380) | 23,586 | (18,413) |
| Total other investment gains/(losses) | 50,728 | (11,380) | 23,586 | (18,413) |
| Investment income gains/(losses) | 72,736 | 16,969 | 50,364 | 14,997 |

(a) Accounting Policy**Interest**

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

Dividends

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

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

12 Employee related expenses

| | Consolidated | | Parent entity | |
|--|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Academic | | | | |
| Salaries | 194,285 | 186,868 | 151,776 | 151,180 |
| Contributions to superannuation and pension schemes | | | | |
| Contributions to funded schemes | 30,649 | 29,585 | 25,207 | 24,222 |
| Payroll tax | 8,535 | 10,410 | 8,535 | 10,410 |
| Worker's compensation | 1,057 | 1,138 | 1,057 | 1,138 |
| Long service leave expense | 3,936 | 4,892 | 3,936 | 4,892 |
| Annual leave | 11,229 | 9,565 | 11,229 | 9,565 |
| Other | 1,458 | 1,352 | 1,458 | 1,352 |
| Total academic | 251,149 | 243,810 | 203,198 | 202,759 |
| Non-academic | | | | |
| Salaries | 157,491 | 147,974 | 125,159 | 120,163 |
| Contributions to superannuation and pension schemes | | | | |
| Contributions to funded schemes | 23,093 | 21,869 | 21,120 | 19,937 |
| Payroll tax | 7,368 | 8,967 | 7,368 | 8,967 |
| Worker's compensation | 1,173 | 1,103 | 898 | 952 |
| Long service leave expense | 3,537 | 4,349 | 3,326 | 4,093 |
| Annual leave | 10,538 | 11,683 | 9,733 | 10,932 |
| Other | 651 | 1,235 | 542 | 1,150 |
| Total non-academic | 203,851 | 197,180 | 168,146 | 166,194 |
| Total employee related expenses | 455,000 | 440,990 | 371,344 | 368,953 |
| Deferred superannuation expense | 220 | 195 | 220 | 195 |
| Total employee related expenses, including deferred government employee benefits for superannuation | 455,220 | 441,185 | 371,564 | 369,148 |

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NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

13 Depreciation and amortisation

| | Consolidated | | Parent entity | |
|--|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Depreciation | | | | |
| Buildings | 20,870 | 18,884 | 20,614 | 18,616 |
| Plant and equipment | 9,616 | 8,255 | 7,874 | 7,120 |
| Leasehold improvements | 3,721 | 2,950 | 2,425 | 1,757 |
| Library | 142 | 86 | 142 | 86 |
| Furniture and fixtures | - | 161 | - | - |
| Right-of-use assets | 14,893 | - | 5,190 | - |
| Other property, plant and equipment | 10,371 | 8,987 | 10,111 | 8,665 |
| Investment property | 924 | 924 | 924 | 924 |
| Total depreciation | 60,537 | 40,247 | 47,280 | 37,168 |
| Amortisation | | | | |
| Computer software, other | 2,186 | 1,229 | 1,028 | 856 |
| Other intangible assets | - | 6 | - | - |
| Total amortisation | 2,186 | 1,235 | 1,028 | 856 |
| Total depreciation and amortisation | 62,723 | 41,482 | 48,308 | 38,024 |

(a) Accounting Policy

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

| Depreciable assets | 2019 | 2018 |
|---|--|--|
| Buildings | 10-40 years | 10-40 years |
| Infrastructure | 3-24 years | 3-24 years |
| Library | 1 to 10 years | 1 to 10 years |
| Other Plant and Equipment | 3 to 15 years | 3 to 15 years |
| Motor Vehicles | 5 years | 5 years |
| Computer Equipment | 3 to 8 years | 3 to 8 years |
| Leasehold Improvements | The shorter of 10 years and the lease term | The shorter of 10 years and the lease term |
| Right of Use Assets - Make Good Asset | The shorter of the lease term and the useful life of 40 years | |
| Right of Use Assets - Buildings | The shorter of the lease term and the useful life of 40 years | |
| Right of Use Assets - Motor Vehicles | The shorter of the lease term and the useful life of 5 years | |
| Right of Use Assets - Computer Equipments | The shorter of the lease term and the useful life of 8 years | |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

Right of use assets (under AASB 16), Plant and equipment held under finance lease (under AASB 117) and leasehold improvements are depreciated/amortised over the shorter of the lease term and the useful life of the asset.

The library holdings are reviewed every year to account for additions and disposals. The result is the library holdings are depreciated between one and ten years.

The assets' useful lives and residual values are reviewed, and adjusted if appropriate, at each statement of financial position date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income statement.

Intangible assets

Amortisation has been included within depreciation and amortisation line in the income statement. The following useful lives are applied for intangible assets with finite useful lives

Computer Software 5 years

Intangible assets with indefinite useful lives are not amortised.

14 Repairs and maintenance

| | Consolidated | | Parent entity | |
|--------------------------------------|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Buildings | 6,825 | 6,397 | 5,711 | 5,853 |
| Equipment | 1,405 | 1,308 | 1,231 | 1,235 |
| Infrastructure | 1,580 | 1,048 | 1,554 | 1,022 |
| Total repairs and maintenance | 9,810 | 8,753 | 8,496 | 8,110 |

(a) Accounting Policy

Repairs and maintenance costs are recognised as expenses as incurred, except where they relate to the replacement of a component of an asset, in which case the carrying amount of those parts that are replaced is derecognised and the cost of the replacing part is capitalised if the recognition criteria are met. Other routine operating maintenance, repair and minor renewal costs are also recognised as expenses, as incurred.

15 Borrowing costs

| | Consolidated | | Parent entity | |
|---|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Interest expense on financial liabilities | 10,049 | 9,977 | 9,619 | 9,920 |
| Interest expenses on lease liabilities | 3,615 | - | 1,672 | - |
| Total borrowing costs expensed | 13,664 | 9,977 | 11,291 | 9,920 |

(a) Accounting Policy

Finance charges in respect of finance leases, and exchange differences arising from foreign currency borrowings to the extent that they are regarded as an adjustment to interest costs are included in the definition of borrowing costs.

For Interest expense on lease liabilities, please refer to note 29 which details the policy for lease accounting where University of Wollongong is a lessee.

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For the Year Ended 31 December 2019

16 Other expenses

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| | Consolidated | | Parent entity | |
|--|-------------------|-------------------|-------------------|-------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Agency staff | 2,434 | 2,793 | 2,376 | 2,729 |
| Advertising, marketing and promotional expenses | 8,246 | 7,635 | 4,979 | 5,088 |
| Audit fees, bank charges, legal costs and insurance expenses | 7,004 | 6,144 | 4,294 | 3,663 |
| Agent fees | 15,365 | 13,913 | 11,706 | 10,819 |
| Computer maintenance and software | 12,114 | 10,516 | 11,324 | 9,796 |
| Consulting and professional fees | 12,196 | 11,160 | 11,784 | 10,859 |
| Consumables | 4,261 | 3,759 | 4,011 | 3,765 |
| Contracts (including cleaning) | 18,920 | 15,224 | 18,380 | 13,482 |
| Catering expenses | 2,506 | 2,534 | 2,644 | 2,593 |
| Fees | 20,510 | 22,025 | 9,414 | 10,354 |
| Net foreign currency loss | 593 | 419 | 419 | 332 |
| Contributions | 31,048 | 29,622 | 41,064 | 38,318 |
| Printing and stationary | 2,123 | 2,093 | 1,446 | 1,547 |
| Motor vehicle expenses | 509 | 528 | 346 | 365 |
| Minimum lease payments on operating lease | 392 | 1,031 | 52 | 575 |
| Non-capitalised equipment | 4,339 | 5,207 | 3,958 | 4,920 |
| Rental, hire and other leasing fees | 13,633 | 24,923 | 6,752 | 9,454 |
| Scholarships, grants and prizes | 41,941 | 40,949 | 41,997 | 40,997 |
| Subscriptions | 7,987 | 7,715 | 7,845 | 6,584 |
| Trading expenses | 5,110 | 5,973 | - | - |
| Telecommunications | 2,098 | 1,954 | 1,175 | 1,277 |
| Travel and related staff development and training | 19,845 | 18,682 | 17,506 | 17,301 |
| Utilities | 10,597 | 8,559 | 9,092 | 7,719 |
| Visitor expenses | 500 | 678 | 532 | 745 |
| Copyright | 892 | 867 | 892 | 867 |
| Staff appointment expenses | 811 | 1,179 | 508 | 867 |
| Miscellaneous | 22,982 | 18,340 | 18,573 | 16,469 |
| Total other expenses | 268,956 | 264,422 | 233,069 | 221,485 |

(a) Accounting Policy

All other expenses are expensed as incurred.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

17 Income Tax**(a) Income tax expense**

| | Consolidated | | Parent entity | |
|---|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Current tax | 1,056 | 461 | - | - |
| Deferred tax | 6,034 | 2,243 | - | - |
| Adjustment for current tax of prior periods | - | 28 | - | - |
| Adjustments for deferred tax of prior periods | - | 2 | - | - |
| | 7,090 | 2,734 | - | - |
| Income tax expense is attributable: | | | | |
| Net result from continuing operations | 7,090 | 2,734 | - | - |
| Aggregate income tax expense | 7,090 | 2,734 | - | - |

(b) Accounting Policy

The income tax expense or income for the period is the tax payable/receivable on the current period's taxable income based on the national income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences between the tax bases of assets and liabilities and their carrying amounts in the financial statements, and to unused tax losses.

(c) Numerical reconciliation of income tax expense to prima facie tax payable

| | Consolidated | | Parent entity | |
|---|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Net result before income tax: | | | | |
| From continuing operations | 47,952 | 24,840 | 17,667 | 7,839 |
| Tax at the Australian tax rate of 30% (2018: 30%) | 14,386 | 7,452 | 5,300 | 2,352 |
| Tax effect of amounts which are not deductible / (taxable) in calculating taxable income: | | | | |
| Non-deductible expenses | 437 | 383 | - | - |
| Imputation gross up on dividends received | 244 | - | - | - |
| Other deductible expenses | (2) | (156) | - | - |
| Tax exempt income | (9,965) | (4,283) | (5,300) | (2,352) |
| Inter-group transactions | (451) | (692) | - | - |
| Tax offset for franked dividends | (814) | - | - | - |
| Other assessable income | 1,266 | - | - | - |
| Deferred tax recognised on unrealised gains | 2,778 | - | - | - |
| Other | 149 | - | - | - |
| | (6,358) | (4,748) | (5,300) | (2,352) |
| Adjustment for current tax of prior periods | (938) | 30 | - | - |
| Total Income tax expense: | 7,090 | 2,734 | - | - |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(d) Unrecognised temporary differences

Deferred tax assets have not been recognised in respect of the following items:

| | Consolidated | | Parent entity | |
|-----------------------|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Temporary differences | 695 | 69 | - | - |
| Tax losses | 2,301 | - | - | - |
| Capital losses | 837 | 865 | - | - |
| Total | 3,833 | 934 | - | - |

Temporary differences, tax losses and capital losses do not expire under the current tax legislation. The deferred tax asset with respect to certain temporary differences and tax capital losses has not been recognised because it is not probable that future income or capital gains will be available against which the Group can utilise the benefits therefrom.

18 Cash and cash equivalents

| | Consolidated | | Parent entity | |
|--|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Cash at bank and on hand | 132,241 | 102,195 | 24,822 | 13,877 |
| Other cash and cash equivalents | 11,808 | 11,745 | - | - |
| Total cash and cash equivalents | 144,049 | 113,940 | 24,822 | 13,877 |

(a) Reconciliation to cash at the end of the year

The above figures are reconciled to cash at the end of the year as shown in the statement of cash flows as follows:

| | Consolidated | | Parent entity | |
|--|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Balances as above | 144,049 | 113,940 | 24,822 | 13,877 |
| Other financial assets | 68,253 | 216,820 | 68,253 | 199,820 |
| Balance per Statement of Cash Flows | 212,302 | 330,760 | 93,075 | 213,697 |

Restricted cash and cash equivalents

The following cash and cash equivalents are restricted in their use:

Prizes and donations \$18.97m (2018: \$18.49m) for the parent entity. These funds are restricted for purposes of providing student scholarships and supporting research and other specific activities.

In accordance with the agreement for the transfer of control of UOWCHK Ltd, certain cash balances were placed in a trust arrangement that effectively, restricts the access to the cash and other financial assets, unless certain conditions and events occur. Further details on these arrangements are disclosed in note 33.

(b) Cash at bank and on hand

Cash at bank includes cash held in day to day bank transaction accounts earning an average interest rate of 1.17% (2018: 1.50%).

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(c) Deposits at call

The deposits are bearing floating interest rates between 1.12% and 2.43% (2018: 2.59% and 2.92%). These deposits have an average maturity of 272 days. Deposits with a maturity of more than 90 days are reported as Other financial assets.

(d) Accounting Policy

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

19 Receivables and contract assets

| | Consolidated | | Parent entity | |
|--|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Current | | | | |
| Trade receivables | 23,555 | 18,040 | 17,183 | 19,892 |
| Student fees | 647 | 800 | 647 | 800 |
| Less: allowance for expected credit losses | (2,100) | (2,182) | (1,825) | (2,004) |
| | 22,102 | 16,658 | 16,005 | 18,688 |
| Accrued income | 2,743 | 1,231 | 5,025 | 4,111 |
| Other loans and receivables | 8,686 | 9,500 | 4,140 | 5,007 |
| Total current receivables | 33,531 | 27,389 | 25,170 | 27,806 |
| Non-current | | | | |
| Accommodation lease receivables | 21,040 | 17,397 | 21,040 | 17,397 |
| Deferred government benefit for superannuation | 362,110 | 326,438 | 362,110 | 326,438 |
| Related party receivables | - | - | 13,955 | - |
| Total non-current receivables | 383,150 | 343,835 | 397,105 | 343,835 |
| Total receivables | 416,681 | 371,224 | 422,275 | 371,641 |

As of 31 December 2019 current receivables of \$7.073 million (2018: \$8.159 million) were past due but not impaired. These relate to a number of independent customers for whom there is no recent history of default. The ageing analysis of these receivables is as follows:

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| | Consolidated | | Parent entity | |
|--|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| | - | - | - | - |
| 3 to 6 months | 2,987 | 3,744 | 1,366 | 1,906 |
| Over 6 months | 3,352 | 4,415 | 3,291 | 4,299 |
| Total past due but not impaired current receivables | 6,339 | 8,159 | 4,657 | 6,205 |

Trade receivables are non-interest bearing and are generally on terms of 30 to 120 days.

A receivable represents University of Wollongong's right to an amount of consideration that is unconditional (i.e., only the passage of time is required before payment of the consideration is due).

(a) Contract assets

As at 31 December 2019, the Group has contract assets of \$124 thousand which is net of an allowance for expected credit losses of nil. Refer to note 9 for further details.

Set out below is the movement in the allowance for expected credit losses of trade receivables:

| | Consolidated | | Parent entity | |
|--------------------------------------|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| At 1 January | 2,182 | 928 | 2,004 | 783 |
| Provision for expected credit losses | 378 | 1,521 | 20 | 1,330 |
| Write-off | (460) | (273) | (199) | (109) |
| Foreign exchange movement | - | 6 | - | - |
| At 31 December | 2,100 | 2,182 | 1,825 | 2,004 |

The information about the credit exposures are disclosed in Note 45 Financial Risk Management.

(b) Accounting Policy**Classification and measurement**

Trade receivables are held to collect contractual cash flows and give rise to cash flows representing solely payments of principal and interest. At initial recognition trade receivables are measured at their transaction price and subsequently these are classified and measured as debt instruments at amortised cost. Trade receivables are due for settlement no more than 120 days from the date of recognition for related parties, and no more than 30 days for other debtors.

Impairment

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

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for impairment of receivables is established when there is objective evidence that the 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 receivable are not discounted if the effect of discounting is immaterial. The amount of the provision is recognised in the income statement.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

20 Inventories

| | Consolidated | | Parent entity | |
|----------------------------------|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Current | | | | |
| At cost: | | | | |
| Catering stock | 231 | 193 | 22 | 31 |
| Print and paper stock | 367 | 389 | 367 | 389 |
| Newsagency and book store stock | 746 | 1,116 | - | - |
| Total current inventories | 1,344 | 1,698 | 389 | 420 |

(a) Accounting Policy*(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 estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

(ii) Inventories held for distribution

University of Wollongong holds inventories for distribution in the future for no or nominal consideration. The future economic benefit or service potential of the inventory is reflected by the amount University of Wollongong would need to pay to acquire the economic benefit or service potential if it were necessary to achieve University of Wollongong's objectives. Where the economic benefit or service potential cannot be acquired in a market, the replacement cost is estimated. If the purpose of the inventory changes it will be measured as per (i) above.

21 Other financial assets

| | Consolidated | | Parent entity | |
|--|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Current | | | | |
| Other financial assets designated at fair value through profit or loss | 68,253 | 216,820 | 68,253 | 199,820 |
| Total current other financial assets | 68,253 | 216,820 | 68,253 | 199,820 |
| Non-current | | | | |
| Other financial assets designated at fair value through profit or loss | 553,223 | 508,106 | 388,479 | 355,682 |
| Other financial assets designated at fair value through profit or loss - Education Australia Ltd | 41,020 | 22,919 | - | - |
| Total non-current other financial assets | 594,243 | 531,025 | 388,479 | 355,682 |
| Total other financial assets | 662,496 | 747,845 | 456,732 | 555,502 |

Changes in fair values of other financial assets at fair value through profit or loss are recorded in other income in the income statement (note 11 – Investment income).

(a) Valuation of shareholding ownership in Education Australia Ltd is 2.6% (2018: 2.6%)

Education Australia Ltd owns 49.3% of IDP Education Ltd, a company that provides services for international students

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

wishing to study in Australian educational institutions and also provides International English Language Testing (IELTS).

During the year there was a dividend declared and payable by Education Australia Ltd of \$570,000 (2018: \$1,900,000) for the Group and Company.

These investments consist of ordinary shares and therefore have no fixed maturity date or coupon rate.

Valuation assumptions

The fair value of the unlisted other financial assets through profit or loss has been estimated using valuation techniques based on the assumptions listed below, that are partially supported by observable market prices or rates. Management believes the estimated fair value resulting from the valuation techniques and recorded in the statement of financial position and the related changes in fair value recorded in equity are reasonable and the most appropriate at the reporting date.

Education Australia Ltd – an estimate of the value of Education Australia Ltd after taking into account its 49.3% shareholding in, the publicly listed company, IDP Education Ltd and the remaining net tangible assets within the company. The shareholding in IDP Education Ltd reflects the share price determined based on the Volume Weighted Average Price (VWAP) of IDP shares and trading range over the 10 day period up to 31 December 2019, discounted by a factor to reflect the level of shareholding and the inability to immediately sell the shares.

(b) Valuation sensitivity

The Group and Company estimates the value of Education Australia Ltd taking into account the current market value of its holding in IDP Education Ltd, discounted by a factor to reflect the lack of marketability of these shares, and the net value attributable to the remainder of Education Australia Ltd.

The potential effect of using an alternative discount rate (up or down 5%) would have the effect of reducing or increasing fair value by \$2,930,000 (2018: \$1,629,000) assuming all other variables are held constant.

(a) Accounting Policy**Financial assets**

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Initial recognition and measurement

Financial assets are classified, at initial recognition, as subsequently measured at amortised cost, fair value through other comprehensive income (OCI), and fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Group's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Group initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest (SPPI)' on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Group's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Group commits to purchase or sell the asset.

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in five categories:

- (Other) financial assets at amortised costs
- (Other) financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income
- (Other) financial assets at fair value through profit or loss
- (Other) financial assets designated at fair value through profit or loss

Financial assets at amortised cost

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

The Group measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured using the effective interest (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

The Group's financial assets at amortised cost includes trade receivables, and loan to related parties.

Financial assets at fair value through other comprehensive income

The University of Wollongong measures debt instruments at fair value through OCI if both of the following conditions are met:

- The financial asset is held within a business model with the objective of both holding to collect contractual cash flows and selling; and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

For debt instruments at fair value through OCI, interest income, foreign exchange revaluation and impairment losses or reversals are recognised in the income statement and computed in the same manner as for financial assets measured at amortised cost. The remaining fair value changes are recognised in OCI. Upon derecognition, the cumulative fair value change recognised in OCI is recycled to profit or loss.

The University of Wollongong's debt instruments at fair value through OCI includes investments in quoted debt instruments included under other non-current financial assets.

Financial assets at fair value through profit or loss (including designated)

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives, are also classified as held for trading unless they are designated as effective hedging instruments. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortised cost or at fair value through OCI, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at fair value through profit or loss are carried in the statement of financial position at fair value with net changes in fair value recognised in the income statement.

This category includes derivative instruments and listed equity investments which the University of Wollongong had not irrevocably elected to classify at fair value through OCI. Dividends on listed equity investments are also recognised as other income in the income statement when the right of payment has been established.

Derecognition

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is primarily derecognised (i.e., removed from the Group's consolidated statement of financial position) when:

- The rights to receive cash flows from the asset have expired or
- The Group has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement and either (a) the Group has transferred substantially all the risks and rewards of the asset, or (b) the Group has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Group has transferred its rights to receive cash flows from an asset or has entered into a passthrough arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Group continues to recognise the transferred asset to the extent of its continuing involvement. In that case, the Group also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the Group has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Group could be required to repay.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

Impairment of debt instruments other than receivables

The Group recognises an allowance for expected credit losses (ECLs) for all debt instruments other than receivables and not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognised in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL).

For debt instruments at fair value through OCI, the Group applies the low credit risk simplification. At every reporting date, the Group evaluates whether the debt instrument is considered to have low credit risk using all reasonable and supportable information that is available without undue cost or effort. In making that evaluation, the Group reassesses the internal credit rating of the debt instrument. In addition, the Group considers that there has been a significant increase in credit risk when contractual payments are more than 30 days past due.

The Group considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Group may also consider a financial asset to be in default when internal or external information indicates that the Group is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Group. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

22 Investment properties

| | Consolidated | | Parent entity | |
|---------------------------------------|-------------------|-------------------|-------------------|-------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| At Cost | | | | |
| Opening balance at 1 January | 29,863 | 30,787 | 29,863 | 30,787 |
| Depreciation | (924) | (924) | (924) | (924) |
| Closing balance at 31 December | 28,939 | 29,863 | 28,939 | 29,863 |

(a) Amounts recognised in profit or loss for investment properties

| | Consolidated | | Parent entity | |
|---|-------------------|-------------------|-------------------|-------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Rental income | 3,147 | 2,843 | 3,147 | 2,843 |
| Other income | 798 | 794 | 798 | 794 |
| Rental outgoings | (191) | (261) | (191) | (261) |
| Repairs and maintenance | (204) | (228) | (204) | (228) |
| Total recognised in profit or loss | 3,550 | 3,148 | 3,550 | 3,148 |

(b) Valuation basis

Investment properties are held at historical cost.

(c) Non-current assets pledged as security

The group does not have any investment properties pledged as security.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(d) Contractual obligations

No contractual obligations are in place for the Group's investment property.

(e) Leasing arrangements

The Group's investment property is leased out to third parties. Each lease has been individually negotiated with the lessee with non-cancellable lease terms ranging from five to ten years. In most cases annual rents are indexed by a fixed percent. Subsequent renewals will be negotiated with the lessee.

Refer below for the future minimum lease payments under non-cancellable operating leases for the Group.

| | Consolidated | | Parent entity | |
|---|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Not later than one year | 5,820 | 6,387 | 5,820 | 6,387 |
| Later than one year and not later than five years | 10,655 | 16,089 | 10,655 | 16,089 |
| Later than five years | 275 | 299 | 275 | 299 |
| Total | 16,750 | 22,775 | 16,750 | 22,775 |

(f) Accounting Policy

Investment properties exclude properties held to meet service delivery objectives of University of Wollongong.

Investment properties are initially recognised at cost. Costs incurred subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally assessed performance of the asset will flow to University of Wollongong. Where an investment property is acquired at no cost or for nominal consideration, its cost shall be deemed to be its fair value as at the date of acquisition.

Rental revenue from the leasing of investment properties is recognised in the income statement in the periods in which it is receivable, as this represents the pattern of service rendered through the provision of the properties.

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23 Property, plant and equipment**Parent entity****At 1 January 2018**

- Cost
Accumulated depreciation and impairment

Net book amount**Year ended 31 December 2018**

Opening net book amount
Additions
Assets included in a disposal group classified as held for sale and other disposals
Transfer from construction in progress
Transfer to buildings
Transfer to plant and equipment
Transfer to other plant and equipment
Transfer to leasehold improvements
Transfer to intangibles
Depreciation charge
Writeoff

Closing net book amount**At 31 December 2018**

- Cost
Accumulated depreciation and impairment

Net book amount**Year ended 31 December 2019**

Opening net book amount
Adoption of AASB16
Reclassify from Plant and Equipment
Additions
Assets included in a disposal group classified as held for sale and other disposals

Transfer from construction in progress
Transfer to buildings

Transfer to plant and equipment
Transfer to other plant and equipment

Transfer to leasehold improvements
Transfer to intangibles

Depreciation charge
Writeoff

Closing net book amount**At 31 December 2019**

- Cost
Accumulated depreciation and impairment

Net book amount

| Capital Works in Progress 000 \$ | Land 000 \$ | Buildings 000 \$ | Leased Plant and Equipment 000 \$ | Plant and Equipment 000 \$ | Other Plant and Equipment 000 \$ | Leasehold Improvements 000 \$ | Right of Use Assets 000 \$ | Library Collections 000 \$ | Subtotal Property, plant and equipment (owned) 000 \$ | Subtotal Right of use assets*** 000 \$ | Total 000 \$ |
|--|----------------|---------------------|--|----------------------------------|---|-------------------------------------|----------------------------------|----------------------------------|--|---|-----------------|
| 23,955 | 66,488 | 646,816 | - | 111,937 | 116,096 | 8,242 | - | 9,695 | 983,229 | - | 983,229 |
| - | - | (187,338) | - | (36,833) | (74,880) | (3,721) | - | (7,450) | (310,222) | - | (310,222) |
| 23,955 | 66,488 | 459,478 | - | 75,104 | 41,216 | 4,521 | - | 2,245 | 673,007 | - | 673,007 |
| 23,955 | 66,488 | 459,478 | - | 75,104 | 41,216 | 4,521 | - | 2,245 | 673,007 | - | 673,007 |
| 44,217 | - | 6,328 | - | 12,525 | 7,342 | - | - | 974 | 71,386 | - | 71,386 |
| - | (1,916) | (13,422) | - | (20) | (112) | (545) | - | (2,214) | (18,229) | - | (18,229) |
| - | - | 9,627 | - | 7,896 | 16,829 | 9,028 | - | - | 43,380 | - | 43,380 |
| (9,627) | - | - | - | - | - | - | - | - | (9,627) | - | (9,627) |
| (7,896) | - | - | - | - | - | - | - | - | (7,896) | - | (7,896) |
| (94) | - | - | - | (16,735) | - | - | - | - | (16,829) | - | (16,829) |
| (9,028) | - | - | - | - | - | - | - | - | (9,028) | - | (9,028) |
| (1,580) | - | - | - | - | - | - | - | - | (1,580) | - | (1,580) |
| - | - | (18,616) | - | (7,120) | (8,665) | (1,757) | - | (86) | (36,244) | - | (36,244) |
| - | - | - | - | (12) | - | - | - | - | (12) | - | (12) |
| 39,947 | 64,572 | 443,395 | - | 71,638 | 56,610 | 11,247 | - | 919 | 688,328 | - | 688,328 |
| 39,947 | 64,572 | 639,168 | - | 115,158 | 137,883 | 15,863 | - | 8,454 | 1,021,045 | - | 1,021,045 |
| - | - | (195,773) | - | (43,520) | (81,273) | (4,616) | - | (7,535) | (332,717) | - | (332,717) |
| 39,947 | 64,572 | 443,395 | - | 71,638 | 56,610 | 11,247 | - | 919 | 688,328 | - | 688,328 |
| 39,947 | 64,572 | 443,395 | - | 71,638 | 56,610 | 11,247 | - | 919 | 688,328 | - | 688,328 |
| - | - | - | - | - | - | - | 44,317 | - | - | 44,317 | 44,317 |
| 2,660 | - | - | - | (2,660) | - | - | - | - | - | - | - |
| 146,173 | - | 22 | - | 1,552 | 6,816 | - | 3,054 | 652 | 155,215 | 3,054 | 158,269 |
| - | - | - | - | (10) | (1,237) | (423) | - | - | (1,670) | - | (1,670) |
| - | - | 18,992 | - | 8,604 | 4,113 | 3,161 | - | - | 34,870 | - | 34,870 |
| (18,992) | - | - | - | - | - | - | - | - | (18,992) | - | (18,992) |
| (8,604) | - | - | - | - | - | - | - | - | (8,604) | - | (8,604) |
| (4,113) | - | - | - | - | - | - | - | - | (4,113) | - | (4,113) |
| (3,161) | - | - | - | - | - | - | - | - | (3,161) | - | (3,161) |
| (1,512) | - | - | - | - | - | - | - | - | (1,512) | - | (1,512) |
| - | - | (20,614) | - | (7,874) | (10,111) | (2,425) | (5,190) | (142) | (41,166) | (5,190) | (46,356) |
| (2,694) | - | - | - | - | - | - | - | - | (2,694) | - | (2,694) |
| 149,704 | 64,572 | 441,795 | - | 71,250 | 56,191 | 11,560 | 42,181 | 1,429 | 796,501 | 42,181 | 838,682 |
| 149,704 | 64,572 | 658,172 | - | 122,418 | 145,740 | 18,177 | 47,371 | 6,324 | 1,165,107 | 47,371 | 1,212,478 |
| - | - | (216,377) | - | (51,168) | (89,549) | (6,617) | (5,190) | (4,895) | (368,606) | (5,190) | (373,796) |
| 149,704 | 64,572 | 441,795 | - | 71,250 | 56,191 | 11,560 | 42,181 | 1,429 | 796,501 | 42,181 | 838,682 |

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| | Capital Works In Progress 000 \$ | Land 000 \$ | Buildings 000 \$ | Leased Plant and Equipment 000 \$ | Plant and Equipment 000 \$ | Other Plant and Equipment 000 \$ | Leasehold Improvements 000 \$ | Right of Use Assets 000 \$ | Library Collections 000 \$ | Subtotal Property, plant and equipment (owned) 000 \$ | Subtotal Right of use assets*** 000 \$ | Total 000 \$ |
|---|--|----------------|---------------------|--|----------------------------------|---|-------------------------------------|----------------------------------|----------------------------------|--|---|-----------------|
| Consolidated | | | | | | | | | | | | |
| At 1 January 2018 | | | | | | | | | | | | |
| - Cost | 24,044 | 66,488 | 650,797 | 922 | 135,405 | 119,468 | 8,242 | - | 9,695 | 1,015,061 | - | 1,015,061 |
| Accumulated depreciation and impairment | - | - | (190,388) | (473) | (55,990) | (77,142) | (3,721) | - | (7,450) | (335,164) | - | (335,164) |
| Net book amount | 24,044 | 66,488 | 460,409 | 449 | 79,415 | 42,326 | 4,521 | - | 2,245 | 679,897 | - | 679,897 |
| Year ended 31 December 2018 | | | | | | | | | | | | |
| Opening net book amount | 24,044 | 66,488 | 460,409 | 449 | 79,415 | 42,326 | 4,521 | - | 2,245 | 679,897 | - | 679,897 |
| Additions | 24,044 | 66,488 | 460,409 | 449 | 79,415 | 42,326 | 4,521 | - | 2,245 | 679,897 | - | 679,897 |
| Assets included in a disposal group classified as held for sale and other disposals | - | (1,916) | (13,422) | - | (176) | (128) | (545) | - | (2,214) | (18,401) | - | (18,401) |
| Additions through business combinations | - | - | - | - | 81 | - | - | - | - | 81 | - | 81 |
| Transfer from construction in progress | - | - | 9,627 | - | 7,896 | 16,829 | 9,028 | - | - | 43,380 | - | 43,380 |
| Transfer to buildings | (9,627) | - | - | - | - | - | - | - | - | (9,627) | - | (9,627) |
| Transfer to plant and equipment | (7,896) | - | - | - | - | - | - | - | - | (7,896) | - | (7,896) |
| Transfer to other plant and equipment | (94) | - | - | - | (16,735) | - | - | - | - | (16,829) | - | (16,829) |
| Transfer to leasehold improvements | (9,028) | - | - | - | - | - | - | - | - | (9,028) | - | (9,028) |
| Transfer to intangibles | (1,580) | - | - | - | (8,937) | (8,966) | (2,289) | - | (86) | (1,580) | - | (1,580) |
| Depreciation charge | - | - | (18,884) | (161) | 257 | - | - | - | - | (39,323) | - | (39,323) |
| Exchange differences | 38 | - | - | - | (12) | - | - | - | - | 295 | - | 295 |
| Writeoff | - | - | - | - | - | - | - | - | - | (12) | - | (12) |
| Closing net book amount | 41,236 | 64,572 | 444,296 | 288 | 76,889 | 57,457 | 17,898 | - | 919 | 703,555 | - | 703,555 |
| At 31 December 2018 | | | | | | | | | | | | |
| - Cost | 41,236 | 64,572 | 643,073 | 834 | 142,471 | 141,217 | 33,153 | - | 8,454 | 1,075,010 | - | 1,075,010 |
| Accumulated depreciation and impairment | - | - | (198,777) | (546) | (65,582) | (83,760) | (15,255) | - | (7,535) | (371,455) | - | (371,455) |
| Net book amount | 41,236 | 64,572 | 444,296 | 288 | 76,889 | 57,457 | 17,898 | - | 919 | 703,555 | - | 703,555 |
| Year ended 31 December 2019 | | | | | | | | | | | | |
| Opening net book amount | 41,236 | 64,572 | 444,296 | 288 | 76,889 | 57,457 | 17,898 | - | 919 | 703,555 | - | 703,555 |
| Adoption of AASB16 | - | - | - | - | (2,660) | - | - | - | - | - | - | - |
| Reclassify from Plant and Equipment | 2,660 | - | - | - | 9,165 | 6,765 | 167 | 78,007 | 652 | 171,905 | 78,007 | 249,912 |
| Additions | 154,678 | - | 478 | - | - | - | - | - | - | - | - | - |
| Assets included in a disposal group classified as held for sale and other disposals | - | - | (32) | - | (10) | (1,260) | (423) | - | - | (1,725) | - | (1,725) |
| Additions through business combinations | 1,939 | - | - | - | 28 | - | 2,873 | 9,027 | - | 4,840 | 9,027 | 13,867 |
| Assets commissioned for use | (461) | - | - | - | 390 | - | 71 | - | - | - | - | - |
| Transfer from construction in progress | - | - | 18,992 | - | 8,604 | 4,113 | 3,161 | - | - | 34,870 | - | 34,870 |
| Transfer between categories | - | - | - | - | (66) | - | 66 | - | - | - | - | - |
| Transfer to buildings | (18,992) | - | - | - | - | - | - | - | - | (18,992) | - | (18,992) |
| Transfer to plant and equipment | (8,604) | - | - | - | - | - | - | - | - | (8,604) | - | (8,604) |
| Transfer to other plant and equipment | (4,113) | - | - | - | - | - | - | - | - | (4,113) | - | (4,113) |
| Transfer to leasehold improvements | (3,161) | - | - | - | - | - | - | - | - | (3,161) | - | (3,161) |
| Transfer to intangibles | (1,512) | - | - | - | - | - | - | - | - | (1,512) | - | (1,512) |
| Depreciation charge | - | - | (20,870) | - | (9,617) | (10,371) | (3,721) | (14,895) | (142) | (44,721) | (14,895) | (59,616) |
| Exchange differences | (209) | - | - | - | (79) | - | 9 | 215 | - | (279) | 215 | (64) |
| Writeoff | (2,694) | - | - | (288) | (2,873) | - | - | - | - | (5,855) | - | (5,855) |
| Closing net book amount | 160,767 | 64,572 | 442,864 | - | 79,771 | 56,704 | 20,101 | 151,032 | 1,429 | 826,208 | 151,032 | 977,240 |
| At 31 December 2019 | | | | | | | | | | | | |
| - Cost | 160,767 | 64,572 | 662,375 | - | 160,627 | 148,651 | 50,870 | 165,927 | 6,324 | 1,254,186 | 165,927 | 1,420,113 |
| Accumulated depreciation and impairment | - | - | (219,511) | - | (80,856) | (91,947) | (30,769) | (14,895) | (4,895) | (427,978) | (14,895) | (442,873) |
| Net book amount | 160,767 | 64,572 | 442,864 | - | 79,771 | 56,704 | 20,101 | 151,032 | 1,429 | 826,208 | 151,032 | 977,240 |

* Plant & equipment includes all operational assets.

** Other Plant & equipment includes non-operational assets such as artworks.

*** Right-of-use assets excluding those disclosed as part of investment property. Disclosure per each class of right-of-use asset in note 23(c).

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(a) Valuations of land and buildings

Items of property, plant and equipment are stated at cost or deemed cost less accumulated depreciation and impairment losses.

(b) Accounting Policy

Items of property, plant and equipment are stated at cost or deemed cost less accumulated depreciation (see below) and impairment losses.

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.

Certain items of property, plant and equipment that had been revalued to fair value on or prior to 1 January 2004, the date of transition to Australian Accounting Standards AIFRSs are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

Under the Group's assets policy, some building improvements are not recognised as assets and are expensed in the period they occur. Under the University's practice, if a building improvement does not increase the floor area and capacity, then it is improbable that future economic benefits will be increased and the costs are expensed.

The following summarises the differences in accounting policies for property plant and equipment among the Group:

Capitalisation threshold:

The University's policy is to capitalise purchases of land, buildings, infrastructure, library collection, works of art, motor vehicles, computer and other equipment over \$5,000, as part of a business combination. Below are the capitalisation thresholds for the parent and its subsidiaries:

Parent

- University of Wollongong >\$5,000 (furniture is not capitalised)

Subsidiaries

- UOWGE Ltd >\$300
- UOW Pulse Limited >\$5,000

The Group has assessed the differences in the accounting treatment and consider any differences to be immaterial.

Construction work in progress

Construction in progress is stated at cost, net of accumulated impairment losses, if any. Plant and equipment is stated at cost, net of accumulated depreciation and accumulated impairment losses, if any. Such cost includes the cost of replacing part of the plant and equipment and borrowing costs for long-term construction projects if the recognition criteria are met. When significant parts of plant and equipment are required to be replaced at intervals, the Group depreciates them separately based on their specific useful lives. Likewise, when a major inspection is performed, its cost is recognised in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognised in profit or loss as incurred. The present value of the expected cost for the decommissioning of an asset after its use is included in the cost of the respective asset if the recognition criteria for a provision are met.

Leasehold improvements

Leasehold improvements are capitalised and amortised over the shorter of ten years or the remaining life of the lease.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(c) Right-of-use assets

Information about leases where University of Wollongong is a lessee is presented below:

| | Consolidated | | Parent entity | |
|---|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Buildings | | | | |
| At 1 January 2019 | 76,734 | - | 42,760 | - |
| Additions of right-of-use assets | 76,658 | - | 1,919 | - |
| Additions through business combinations | 9,027 | - | - | - |
| Depreciation charge | (13,904) | - | (4,484) | - |
| Foreign exchange movement | 214 | - | - | - |
| At 31 December 2019 | 148,729 | - | 40,195 | - |
| Motor Vehicles | | | | |
| At 1 January 2019 | 984 | - | 884 | - |
| Additions of right-of-use assets | 402 | - | 204 | - |
| Depreciation charge | (568) | - | (447) | - |
| At 31 December 2019 | 818 | - | 641 | - |
| Computer Equipment | | | | |
| At 1 January 2019 | - | - | - | - |
| Additions of right-of-use assets | 931 | - | 931 | - |
| Depreciation charge | (96) | - | (96) | - |
| At 31 December 2019 | 835 | - | 835 | - |
| Make Good Assets | | | | |
| At 1 January 2019 | 673 | - | 673 | - |
| Depreciation charge | (163) | - | (163) | - |
| At 31 December 2019 | 510 | - | 510 | - |
| Office Equipment | | | | |
| At 1 January 2019 | 287 | - | - | - |
| Additions of right-of-use assets | 16 | - | - | - |
| Depreciation charge | (162) | - | - | - |
| Foreign exchange movement | (1) | - | - | - |
| At 31 December 2019 | 140 | - | - | - |
| Total right-of-use assets | 151,032 | - | 42,181 | - |

(d) Accounting Policy**Assessment of whether a contract is, or contains, a lease**

At inception of a contract, the University of Wollongong assesses whether a contract is, or contains a lease. A contract is, or contains a lease if the contract conveys a right to control the use of an identified asset for a period of time in exchange for consideration.

University of Wollongong assesses whether:

- The contract involves the use of an identified asset - The asset may be explicitly or implicitly specified in the contract. A capacity portion of larger assets is considered an identified asset if the portion is physically distinct or if the portion represents substantially all of the capacity of the asset. The asset is not considered an identified asset, if the supplier has the substantive right to substitute the asset throughout the period of use.
- The customer has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The customer has the right to direct the use of the asset throughout the period of use - The customer is considered to have the right to direct the use of the asset only if either:
 - The customer has the right to direct how and for what purpose the identified asset is used throughout the period of use; or
 - The relevant decisions about how and for what purposes the asset is used is predetermined and the customer has the right to operate the asset, or the customer designed the asset in a way that predetermines how and for what purpose the asset will be used throughout the period of use.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

Accounting for leases - University of Wollongong as lessee

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

Right-of-use asset

A right-of-use asset is initially measured at cost comprising the initial measurement of the lease liability adjusted for any lease payments made before the commencement date (reduced by lease incentives received), plus initial direct costs incurred in obtaining the lease and an estimate of costs to be incurred in dismantling and removing the underlying asset, restoring the site on which it is located or restoring the underlying asset to the condition required by the terms and conditions of the lease.

If a right-of-use asset meets the definition of investment property, University of Wollongong as a lessee shall apply the disclosure requirements in AASB140. In that case, University is not required to provide the disclosures with AASB16 for those right-of-use assets.

If University of Wollongong as a lessee measures right-of-use assets at revalued amounts applying AASB116, University shall disclose the information required by AASB116 for those right-of-use assets.

Concessionary (peppercorn) leases

Leased assets arising from significantly below market leases are measured at fair value at the inception of the lease whereas the lease liability is recognised at present value of peppercorn lease payment amounts. The difference between the right-of-use asset and lease liability is recorded as income in the income statement under AASB1058.

The University of Wollongong has elected to measure a class (or classes) of right-of-use assets arising under

'concessionary leases' at initial recognition at cost, in accordance with AASB16 paragraphs 23-25, which incorporates the amount of the initial measurement of the lease liability.

24 Intangible Assets

| | Computer software 000 \$ | Other intangible assets 000 \$ | Goodwill 000 \$ | Total 000 \$ |
|---|---|---|--------------------------------|-----------------------------|
| Parent entity | | | | |
| At 1 January 2018 | | | | |
| Cost | 14,507 | - | - | 14,507 |
| Accumulated amortisation and impairment | (13,806) | - | - | (13,806) |
| Net book amount | 701 | - | - | 701 |
| Year ended 31 December 2018 | | | | |
| Opening net book amount | 701 | - | - | 701 |
| Additions - Separately acquired | 1,600 | - | - | 1,600 |
| Amortisation | (856) | - | - | (856) |
| Closing net book amount | 1,445 | - | - | 1,445 |
| At 31 December 2018 | | | | |
| Cost | 16,107 | - | - | 16,107 |
| Accumulated amortisation and impairment | (14,662) | - | - | (14,662) |
| Net book amount | 1,445 | - | - | 1,445 |
| Year ended 31 December 2019 | | | | |
| Opening net book amount | 1,445 | - | - | 1,445 |
| Additions - Separately acquired | 1,512 | - | - | 1,512 |
| Amortisation | (1,028) | - | - | (1,028) |
| Closing net book amount | 1,929 | - | - | 1,929 |
| At 31 December 2019 | | | | |
| Cost | 17,619 | - | - | 17,619 |
| Accumulated amortisation and impairment | (15,690) | - | - | (15,690) |
| Net book amount | 1,929 | - | - | 1,929 |

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| Consolidated | Computer software 000 \$ | Other intangible assets 000 \$ | Goodwill 000 \$ | Total 000 \$ |
|---|---|---|--------------------------------|-----------------------------|
| At 1 January 2018 | | | | |
| Cost | 14,840 | 1,777 | 180 | 16,797 |
| Accumulated amortisation and impairment | (14,089) | (936) | (114) | (15,139) |
| Net book amount | 751 | 841 | 66 | 1,658 |
| Year ended 31 December 2018 | | | | |
| Opening net book amount | 751 | 841 | 66 | 1,658 |
| Additions - Separately acquired | 1,600 | 856 | - | 2,456 |
| Amortisation | (874) | (305) | (49) | (1,228) |
| Impairment loss in income | (3) | - | - | (3) |
| Foreign exchange movements | - | 85 | - | 85 |
| Closing net book amount | 1,474 | 1,477 | 17 | 2,968 |
| At 31 December 2018 | | | | |
| Cost | 16,348 | 2,635 | 217 | 19,200 |
| Accumulated amortisation and impairment | (14,874) | (1,158) | (200) | (16,232) |
| Net book amount | 1,474 | 1,477 | 17 | 2,968 |
| Year ended 31 December 2019 | | | | |
| Opening net book amount | 1,474 | 1,477 | 17 | 2,968 |
| Additions - Separately acquired | 3,579 | 1,588 | - | 5,167 |
| Additions - Acquisition of subsidiary | - | - | 10,818 | 10,818 |
| Amortisation | (1,283) | (893) | - | (2,176) |
| Impairment loss in income | (6) | - | (376) | (382) |
| Foreign exchange movements | - | 17 | (156) | (139) |
| Closing net book amount | 3,764 | 2,189 | 10,303 | 16,256 |
| At 31 December 2019 | | | | |
| Cost | 19,923 | 3,649 | 11,035 | 34,607 |
| Accumulated amortisation and impairment | (16,159) | (1,460) | (732) | (18,351) |
| Net book amount | 3,764 | 2,189 | 10,303 | 16,256 |

(a) Accounting Policy*(i) Research*

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

(ii) Development

Development expenditures on an individual project are recognised as an intangible asset when the Group can demonstrate:

- The technical feasibility of completing the intangible asset so that the asset will be available for use or sale
- Its intention to complete and its ability and intention to use or sell the asset
- How the asset will generate future economic benefits
- The availability of resources to complete the asset
- The ability to measure reliably the expenditure during development

Following initial recognition of the development expenditure as an asset, the asset is carried at cost less any accumulated amortisation and accumulated impairment losses. Amortisation of the asset begins when development is complete and

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

the asset is available for use. It is amortised over the period of expected future benefit. Amortisation is recorded in profit or loss. During the period of development, the asset is tested for impairment annually.

(iii) Goodwill

Goodwill represents the excess of the aggregate of the fair value measurement of the consideration transferred in an acquisition, the amount of any non-controlling interest and any previously held equity interest in the acquiree, over the fair value of the Group's share of the net identifiable assets of the acquiree at the date of acquisition. Goodwill on acquisitions of subsidiaries is included in intangible assets. Goodwill on acquisitions of associates is included in investments in associates. Goodwill is not amortised, instead it is tested for impairment annually, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses. Gains and losses on the disposal of an entity include the carrying amount of goodwill relating to the entity sold.

Intangible assets acquired in a business combination are recognised separately from goodwill if they are separable, but only together with a related contract, identifiable asset or liability.

25 Other non-financial assets

| | Consolidated | | Parent entity | |
|---|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Current | | | | |
| Prepayments | 12,367 | 7,861 | 12,218 | 7,790 |
| Deposit for UOWM College | - | 1,305 | - | - |
| Lease incentive | 201 | 264 | 201 | 264 |
| | 12,568 | 9,430 | 12,419 | 8,054 |
| Non-current | | | | |
| Prepayments | 321 | 25 | 321 | 25 |
| Lease incentive | 218 | 386 | 218 | 386 |
| | 539 | 411 | 539 | 411 |
| Total other non-financial assets | 13,107 | 9,841 | 12,958 | 8,465 |

26 Deferred tax assets and liabilities**(a) Deferred tax asset**

| | Consolidated | | Parent entity | |
|---|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Deferred tax asset | | | | |
| The balance comprises temporary differences attributable to: | | | | |
| Amounts recognised in net result | | | | |
| Property, plant and equipment | (1,696) | - | - | - |
| Fees in advance | 28 | - | - | - |
| Deferred balancing charge | (1,384) | - | - | - |
| Unused tax losses | 1,501 | - | - | - |
| Unabsorbed capital allowances | 2,679 | - | - | - |
| Right-of-use asset | 527 | - | - | - |
| Other deferred tax | 1,610 | - | - | - |
| Total amounts recognised in net result | 3,265 | - | - | - |
| Amounts recognised directly in equity | | | | |
| Deferred tax assets to be recovered after more than 12 months | 3,265 | - | - | - |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(b) Deferred tax liability

| | Consolidated | | Parent entity | |
|---|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Deferred tax liability | | | | |
| The balance comprises temporary differences attributable to: | | | | |
| Amounts recognised in net result | | | | |
| Property plant and equipment | 114 | 108 | - | - |
| Leased assets | (19) | - | - | - |
| Other financial assets - non-current | (16,776) | (8,568) | - | - |
| Accruals | 249 | 251 | - | - |
| Provisions | 803 | 824 | - | - |
| Unearned income | 346 | 349 | - | - |
| Trade and other receivables | 180 | - | - | - |
| Other deferred tax | (340) | - | - | - |
| Other | 151 | (62) | - | - |
| Net deferred tax liabilities | (14,934) | (7,098) | - | - |
| Deferred tax liabilities to be settled after more than 12 months | (14,934) | (7,098) | - | - |
| Total deferred tax liabilities | (14,934) | (7,098) | - | - |

(c) Deferred tax liabilities movements - consolidated

| | Unearned income | Property plant and equipment | Available-for-sale financial assets | Accruals | Provisions | Other | Total |
|--|------------------------|-------------------------------------|--|-----------------|-------------------|--------------|-----------------|
| | 000 | 000 | 000 | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Movements - Consolidated | | | | | | | |
| At 1 January 2018 | 167 | 41 | (6,433) | 230 | 725 | 417 | (4,853) |
| Charged/(credited) to the income statement | 182 | 67 | (2,135) | 21 | 99 | (479) | (2,245) |
| At 31 December 2018 | 349 | 108 | (8,568) | 251 | 824 | (62) | (7,098) |
| Charged/(credited) to the income statement | (3) | 6 | (8,208) | 2 | (22) | 3,654 | (4,571) |
| Charged directly to equity | - | - | - | - | - | - | - |
| At 31 December 2019 | 346 | 114 | (16,776) | 253 | 802 | 3,592 | (11,669) |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(d) Deferred tax asset movements - consolidated

| | Total 000 \$ |
|---|-----------------------------|
| Movements - Consolidated | |
| At 31 December 2018 | - |
| Recognised on acquisition of controlled entities | 1,499 |
| Charged to the statement of profit or loss and other comprehensive income | 1,803 |
| Foreign exchange movement | (37) |
| At 31 December 2019 | 3,265 |

27 Trade and other payables

| | Consolidated | | Parent entity | |
|---|----------------------------|----------------------------|----------------------------|----------------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Current | | | | |
| Trade creditors | 69,831 | 41,718 | 47,016 | 38,438 |
| OS-HELP Liability to Australian Government | (541) | (643) | (541) | (643) |
| Total current trade and other payables | 69,290 | 41,075 | 46,475 | 37,795 |
| Total trade and other payables | 69,290 | 41,075 | 46,475 | 37,795 |

(a) Foreign currency risk

The carrying amounts of the Group's and parent entity's trade and other payables are in Australian dollars.

(b) Accounting Policy

Trade and other payables represent liabilities for goods and services provided to the Group prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 120 days for related parties and 30 days for other creditors.

28 Borrowings

| | Consolidated | | Parent entity | |
|-------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Current | - | - | - | - |
| Secured finance lease liabilities | 147 | 167 | - | - |
| Unsecured interest annuity bond | 957 | 394 | 957 | 394 |
| Lease Liability | 16,436 | - | 6,440 | - |
| Total current borrowings | 17,540 | 561 | 7,397 | 394 |
| Non-current | | | | |
| Secured finance lease liabilities | 5 | 152 | - | - |
| Unsecured annuity bond | 57,757 | 59,477 | 57,757 | 59,477 |
| Unsecured bank loans | 174,451 | 174,451 | 174,451 | 174,451 |
| Lease Liability | 141,535 | - | 40,604 | - |
| Total non-current borrowings | 373,748 | 234,080 | 272,812 | 233,928 |
| Total borrowings | 391,288 | 234,641 | 280,209 | 234,322 |

The fair value of borrowings at balance date was \$439.4m (2018: \$288.0m). Refer to note 46 for fair value measurement.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(a) Accounting Policy

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

Borrowings are removed from the 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 current liabilities unless the Group has an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period and does not expect to settle the liability for at least 12 months after the end of the reporting period.

(b) Class of borrowings

| | Face value | Term | Rate | Issue date |
|-------------------------|------------|----------|-------------------|---------------|
| Fixed Rate Note | 175,000 | 10 years | 3.5% | December 2017 |
| Interest Annuity Bond 1 | 42,500 | 30 years | 3.75%+CPI indexed | August 2008 |
| Interest Annuity Bond 2 | 20,000 | 25 years | 5.5%+CPI indexed | December 2010 |

The interest annuity bond represents two bonds issued to fund capital works on the University's Main and Innovation Campuses. The first bond of \$42.5m was issued in August 2008 for a term of 30 years. The second bond of \$20m was issued in December 2010 for a term of 25 years. Both bonds are instruments where the periodic interest rate applicable to the loan is indexed to the CPI.

(c) Financing arrangements

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

| | Consolidated | | Parent entity | |
|--|-------------------|-------------------|-------------------|-------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Credit standby arrangements | | | | |
| Total facilities | | | | |
| Bank overdraft | 2,785 | 750 | - | - |
| Credit card facilities | 2,569 | 2,552 | 2,000 | 2,000 |
| Lease facility | 2,770 | 3,270 | 1,500 | 1,500 |
| International facility | - | 1,000 | - | 1,000 |
| Bank guarantee | 7,557 | 5,370 | 5,000 | 5,000 |
| Margin on guarantee | - | 110 | - | - |
| Total credit standby arrangements | 15,681 | 13,052 | 8,500 | 9,500 |
| Used at balance date | | | | |
| Credit card facilities | 51 | 78 | 26 | 8 |
| Lease facility | 152 | 318 | - | - |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| | Consolidated | | Parent entity | |
|-------------------------------------|---------------|---------------|---------------|--------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Bank guarantee | 3,384 | 2,509 | 2,389 | 2,389 |
| Margin on guarantee | - | 110 | - | - |
| Total used at balance date | 3,587 | 3,015 | 2,415 | 2,397 |
| Unused at reporting date | | | | |
| Bank overdraft | 2,785 | 750 | - | - |
| Credit card facilities | 2,518 | 2,474 | 1,974 | 1,992 |
| Lease facility | 2,618 | 2,952 | 1,500 | 1,500 |
| International facility | - | 1,000 | - | 1,000 |
| Bank guarantee | 4,173 | 2,861 | 2,611 | 2,611 |
| Total unused at balance date | 12,094 | 10,037 | 6,085 | 7,103 |

(d) Reconciliation of liabilities arising from financing activities

| | 2018 | Cash flows | Non-cash changes | | | | 2019 |
|--|----------------|----------------|---------------------------|---------------------------|--------------------|------------|----------------|
| | | | Adoption of AASB16 Leases | Foreign exchange movement | Fair value changes | Other | |
| | 000 | 000 | 000 | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Long-term borrowings | 233,928 | (1,720) | - | - | - | - | 232,208 |
| Short-term borrowings | 394 | - | - | - | - | 563 | 957 |
| Lease liabilities | 319 | (167) | 157,971 | - | - | - | 158,123 |
| Total liabilities from financing activities | 234,641 | (1,887) | 157,971 | - | - | 563 | 391,288 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

29 University of Wollongong as lessee**Amounts recognised in the income statement**

| | Consolidated | | Parent entity | |
|--|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Interest on lease liabilities | (3,665) | - | (1,672) | - |
| Income from sub-leasing right-of use assets | 385 | - | - | - |
| Variable lease payments not included in the measurement of leases | (51) | - | - | - |
| Expenses relating to short-term leases | (9,202) | - | (1,500) | - |
| Expenses relating to leases of low-value assets, excluding short term leases of low-value assets | (5,565) | - | (5,245) | - |
| Depreciation of right-of-use assets | (14,895) | - | (5,190) | - |
| | (32,993) | - | (13,607) | - |

Maturity analysis - undiscounted contractual cash flows

| | Consolidated | | Parent entity | |
|---|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Less than one year | 22,292 | - | 6,553 | - |
| One to five years | 96,792 | - | 24,352 | - |
| More than 5 years | 76,756 | - | 25,174 | - |
| Total undiscounted lease payments receivable | 195,840 | - | 56,079 | - |
| Lease liabilities recognised in the statement of financial position | 157,971 | - | 47,044 | - |
| Current | 16,436 | - | 6,440 | - |
| Non-current | 141,535 | - | 40,604 | - |

Amounts recognised in statement of cash flows

| | Consolidated | | Parent entity | |
|-------------------------------|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Total cash outflow for leases | (30,964) | - | (12,895) | - |

(a) Accounting policy leases**Lease liabilities - University of Wollongong as lessee****Policy on assessment of whether a contract is, or contains, a lease is detailed in note 23(c).***Lease liability*

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

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

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

For a contract that contains a lease component and one or more additional lease or non-lease components, University of Wollongong allocates the consideration in the contract to each lease component on the basis of the relative stand-alone price of the lease component and the aggregate stand-alone price of the non-lease components.

Subsequently, the lease liability is measured at amortised cost using the effective interest rate method resulting in interest expense being recognised as a borrowing cost in the income statement. The lease liability is remeasured when there are changes in future lease payments arising from a change in an index or rate with a corresponding adjustment to the right-of-use asset. [HEP to insert whether other situations will lead to a remeasurement, e.g. change in a lease term, change in the assessment of an option to purchase the underlying asset]. The adjustment amount is factored into depreciation of the right-of-use asset prospectively.

Right-of-use assets are presented within the right-of-use assets note, in Note 23(c) and lease liabilities are presented within Note 29.

Short-term leases and leases of low-value assets

University of Wollongong has elected not to recognise right-of-use assets and lease liabilities for short-term leases i.e. leases with a lease term of 12 months or less and leases of low-value assets i.e., when the value of the leased asset when new is \$5,000 or less. University of Wollongong recognises the lease payments associated with these leases as expense on a straight-line basis over the lease term.

30 Provisions

| | Consolidated | | Parent entity | |
|--|-------------------|-------------------|-------------------|-------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Current provisions expected to be settled within 12 months | | | | |
| Employee benefits | | | | |
| Workers compensation | 569 | 493 | 569 | 493 |
| Long service leave | 14,887 | 13,780 | 6,904 | 6,551 |
| Annual leave | 23,255 | 21,901 | 20,044 | 19,051 |
| Provision for voluntary redundancy schemes | 2,736 | 1,061 | 2,736 | 1,061 |
| Short-term provisions | | | | |
| Restructuring | 16 | 102 | - | - |
| Additional superannuation contributions | - | 1,000 | - | 1,000 |
| Current provisions expected to be settled after more than 12 months | | | | |
| Employee benefits | | | | |
| Annual leave | 13,076 | 12,813 | 13,076 | 12,813 |
| Long service leave | 53,407 | 53,083 | 53,407 | 53,083 |
| | 66,483 | 65,896 | 66,483 | 65,896 |
| Total current provisions | 107,946 | 104,233 | 96,736 | 94,052 |
| Non-current provisions | | | | |
| Employee benefits | | | | |
| Long service leave | 8,183 | 7,449 | 7,709 | 6,981 |
| Defined benefit obligation | 362,960 | 327,250 | 362,960 | 327,250 |
| Workers compensation | 1,417 | 953 | 1,417 | 953 |
| Long-term provisions | | | | |
| Provision for restoration | 4,127 | 2,155 | 1,195 | 1,109 |
| Total non-current provisions | 376,687 | 337,807 | 373,281 | 336,293 |
| Total provisions | 484,633 | 442,040 | 470,017 | 430,345 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(a) Movements in provisions

Movements in each class of provision during the financial year, other than employee benefits, are set out below:

| | Provision for restoration \$ | Workers compensation \$ | Total \$ |
|---------------------------------------|---|--|---------------------|
| Consolidated - 2019 | | | |
| Carrying amount at start of year | 2,156 | 1,446 | 3,602 |
| Additional provisions recognised | 1,924 | 2,638 | 4,562 |
| Amounts used | - | (2,098) | (2,098) |
| Increase in discounted amount | 47 | - | 47 |
| Carrying amount at end of year | 4,127 | 1,986 | 6,113 |

| | Provision for restoration \$ | Workers compensation \$ | Total \$ |
|---------------------------------------|---|--|---------------------|
| Parent entity - 2019 | | | |
| Carrying amount at start of year | 1,109 | 1,446 | 2,555 |
| Additional provisions recognised | 86 | 2,638 | 2,724 |
| Amounts used | - | (2,098) | (2,098) |
| Carrying amount at end of year | 1,195 | 1,986 | 3,181 |

(b) Accounting Policy

Provisions for legal claims and service warranties are recognised when: the Group has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated.

Provisions are not recognised for future operating losses.

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

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

Employee benefits*(i) Short-term obligations*

Liabilities for short-term employee benefits including wages and salaries, non-monetary benefits and profit-sharing bonuses are measured at the amount expected to be paid when the liability is settled, if it is expected to be settled wholly before 12 months after the end of the reporting period, and is recognised in other payables. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates payable.

(ii) Other long-term obligations

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

It is measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to 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.

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

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

the reporting date, in which case it would be classified as a non-current liability.

(iii) Retirement benefit obligations

All employees of the Group are entitled to benefits on retirement, disability or death from the Group's superannuation plan. The Group has a defined benefit section 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 Group companies and the Group's legal or constructive obligation is limited to these contributions. The employees of the parent entity are all members of the defined contribution section of the Group's plan.

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

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

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur, directly in other comprehensive income. They are included in retained earnings in the statement of changes in equity and in the statement of financial position.

Past service costs are recognised in profit or loss at the earlier of the following dates:

- (a) when the plan amendment or curtailment occurs; and
- (b) when the entity recognises related restructuring costs or termination benefits

Contributions to the defined contribution section of University of Wollongong's superannuation fund and other independent defined contribution superannuation funds are recognised as an expense as they become payable.

(iv) Termination benefits

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. The Group recognises the expense and liability for termination benefits either when it can no longer withdraw the offer of those benefits or when it has recognised costs for restructuring within the scope of AASB137 that involves the payment of termination benefits. The expense and liability are recognised when the Group 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.

Termination benefits are measured on initial recognition and subsequent changes are measured and recognised in accordance with the nature of the employee benefit. Benefits expected to be settled wholly within 12 months are measured at the undiscounted amount expected to be paid. Benefits not expected to be settled before 12 months after the end of the reporting period are discounted to present value.

(v) Workers compensation

The Group has determined to self-insure for workers compensation. A provision for self-insurance has been made to recognise outstanding claims.

The provision for workers compensation was determined by David A Zaman Pty Ltd on 21 December 2019. Key assumptions made in the report are:

- Underlying risk premium rate for future periods is 0.20% (in current values);
- Payroll for the 12 months ending 31 December 2020 was taken to be \$359m pa. for the parent entity. This payroll estimate was provided to the actuary in November 2019 and is based on a 2019 payroll forecast increased by a 2.5% salary escalation.

As a self-insurer, the Group sets a notional annual premium, which is charged on inservice salaries. Costs of workers' compensation claims, claims administration expenses and actuarially assessed increases/decreases in the provision for outstanding claims liability are met from the notional premium. The outstanding claims liability includes incidents incurred but not reported as assessed actuarially. The Group contributes to the WorkCover authorities for its general fund, dust and diseases fund, insurers guarantee fund, and disaster insurance premiums. It is also a requirement of the licence that the Group maintain a provision for each fund in respect of outstanding claims liability as at 31 December each year.

(vi) Long service leave

The liability for long service leave (LSL) is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

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.

For the parent entity, the provision for LSL was assessed by PricewaterhouseCoopers for the year ending 31 December 2019. The assumptions underlying the actuarial assessment used to calculate the long service leave provision include:

Salary inflation rate per annum 2.5% (2018: 4.0%)

Discount rate 0.7% (2018: 2.0%)

Proportion of leave taken in service 23% per annum (2018: 12%)

(vii) Deferred government benefit for superannuation

An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for the University of Wollongong's beneficiaries of the State Superannuation Scheme and State Authorities 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 asset and the liability consequently does not affect the year end net asset position of the University of Wollongong and its controlled entities.

In accordance with the 1998 instructions issued by the Department of Education, Training and Youth Affairs (DETYA) now known as the Department of Education and Training, the effects of the unfunded superannuation liabilities of University of Wollongong and its controlled entities were recorded in the income statement and the statement of financial position for the first time in 1998. The prior years' practice had been to disclose liabilities by way of a note to the financial statements

The unfunded liabilities recorded in the statement of financial position under Provisions have been determined by Mercer for State Authorities Superannuation Scheme (SASS), State Superannuation Scheme (SSS) and State Authorities Noncontributory Superannuation Scheme (SANCS) and ALEA Actuarial Consulting Pty Ltd for the Professorial Superannuation Fund. For principal assumptions used in the actuarial valuations (refer to note 47).

Deferred government benefits for superannuation are the amounts recognised as reimbursement rights as they are the amounts expected to be received from the Australian Government for the emerging costs of the superannuation funds for the life of the liability.

(viii) Annual Leave

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

Other Provisions

(i) Restoration

In accordance with the lease conditions, the University of Wollongong and UOWD Ltd have leased premises that must be restored to their original condition at the end of their occupancy. Leased premises are renewed on an annual basis. The provision has been calculated by discounting the future economic outflows required to perform the restoration. Changes to the estimated future costs of restoration are recognised by adjusting the carrying amount of the related asset.

(ii) Restructuring

The Group recognises restructuring provisions when it is demonstrably committed to either terminating the employment of 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.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

31 Current tax liabilities

| | Consolidated | | Parent entity | |
|--------------------------------------|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Income tax payable | 608 | (117) | - | - |
| Total current tax liabilities | 608 | (117) | - | - |

(a) Accounting Policy

The parent entity, University of Wollongong is exempt from income tax under the provisions of Division 50 of the *Income Tax Assessment Act 1997 (ITAA)*. For the tax paying entities of the group, the income tax expenses on revenue for the period is the tax payable on the current period's taxable income based on the national income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities and their carrying amounts in the financial statements and for unused tax losses.

Current income tax assets and liabilities are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at the reporting date in the countries where the University of Wollongong operates and generates taxable income.

Current income tax relating to items recognised directly in equity is recognised in equity and not in the income statement. The University of Wollongong periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

32 Other liabilities

| | Consolidated | | Parent entity | |
|--|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Current | | | | |
| Income in advance | 61,572 | 55,603 | 44,934 | 39,573 |
| Accommodation lease liability | 244 | 244 | 244 | 244 |
| Lease incentive | - | 1,068 | - | 1,068 |
| Total current other liabilities | 61,816 | 56,915 | 45,178 | 40,885 |
| Non-current | | | | |
| Accommodation lease liability | 7,238 | 7,481 | 7,238 | 7,481 |
| Lease incentive | - | 3,103 | - | 3,103 |
| Total non-current other liabilities | 7,238 | 10,584 | 7,238 | 10,584 |
| Total other liabilities | 69,054 | 67,499 | 52,416 | 51,469 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

33 Reserves and retained earnings**(a) Reserves**

| | Consolidated | | Parent entity | |
|--|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Reserves | | | | |
| Foreign currency translation surplus | (1,112) | (559) | - | - |
| UOWCHK Ltd reserve | 230,249 | 210,337 | - | - |
| Transactions with non controlling interest | (3,645) | - | - | - |
| Total reserves | 225,492 | 209,778 | - | - |

(b) Movements**Foreign currency translation surplus**

| | | | | |
|-----------------------------------|----------------|----------|---|---|
| Balance 1 January | (559) | (276) | - | - |
| Translation of foreign operations | 1,811 | 20,012 | - | - |
| Transfer to UOWCHK Ltd reserve | (2,364) | (20,295) | - | - |
| Balance 31 December | (1,112) | (559) | - | - |

UOWCHK Ltd reserve

| | | | | |
|--|----------------|---------|---|---|
| Balance 1 January | 210,337 | 180,693 | - | - |
| Transfer from other reserves & retained earnings | 19,912 | 29,644 | - | - |
| Balance 31 December | 230,249 | 210,337 | - | - |

Available for sale revaluation reserve

| | | | | |
|--|---|----------|---|---------|
| Balance 1 January | - | 7,308 | - | (2,010) |
| Revaluation increments | - | (10,834) | - | - |
| Deferred tax liability arising on revaluation | - | 3,250 | - | - |
| (Gain) / loss recognised in the income statement | - | (5,885) | - | 2,010 |
| Transfer to UOWCHK Ltd reserve | - | 6,161 | - | - |

Transactions with non controlling interest

| | | | | |
|------------------------------------|----------------|---------|---|---|
| Balance 1 January | - | - | - | - |
| Acquisition of controlled entities | (3,645) | - | - | - |
| Balance 31 December | (3,645) | - | - | - |
| Total reserves | 225,492 | 209,778 | - | - |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

Movements in retained earnings were as follows:

| | Consolidated | | Parent entity | |
|---|---------------------|-------------|----------------------|-------------|
| | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ |
| Retained earnings (accumulated losses) at the beginning of the financial year | 978,919 | 957,258 | 915,610 | 908,185 |
| Adoption of new accounting standards | (24,560) | 9,318 | (24,560) | - |
| Net result for the period | 40,862 | 22,106 | 17,667 | 7,839 |
| Non controlling interest | (844) | - | - | - |
| Transfer to UOWCHK Ltd reserve | (17,548) | (9,349) | - | - |
| Actuarial changes for defined benefit schemes | (86) | (410) | (86) | (410) |
| Other minor movements | - | (4) | - | (4) |
| Retained earnings at end of the financial year | 976,743 | 978,919 | 908,631 | 915,610 |

(c) Nature and purpose of reserves**(i) Foreign currency translation surplus**

Exchange differences arising on translation of the foreign controlled entity are taken to the foreign currency translation reserve, as described in note 1(b). The reserve is recognised in the net result when the net investment is disposed of.

(ii) UOW College Hong Kong Ltd reserve

The net assets of UOW College Hong Kong Ltd (formerly CCCU Ltd), which are incorporated within the Group's Statement of Financial Position, are not available for distribution to its immediate parent or ultimate holding entities. Accordingly, the directors have chosen to reflect the net financial position of UOW College Hong Kong Ltd within a separate reserve. Refer to note 40. Following the change in name of CCCU Ltd to UOW College Hong Kong Ltd, the reserve was also re-named.

34 Key Management Personnel Disclosures**(a) Names of responsible persons and executive officers**

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

(i) Names of responsible persons and executive officers

Ms J Broadbent AO (Chancellor)
 Professor P Wellings CBE (Vice-Chancellor)
 Dr E Magassy (Deputy Chancellor)
 Mr R Ryan (Deputy Chancellor)
 Ms C Bale
 Mr P Ell
 Mr D Groves
 Ms N Murray
 Ms N Nankivell
 Mr Y Ruan
 Professor N Seuffert
 Mr W Shanks

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

Mr Z Todorcevski
 Professor W Vialle
 Associate Professor R Vickers
 Ms M Watson
 Mr G West
 Professor J Chicharo OM
 Professor A Frino
 Professor A Jones
 Professor T Marchant (from 1.1.2019 to 26.3.2019)
 Professor J Martin (from 27.3.2019)
 Professor T Farrell (from 14.10.2019)
 Ms M Crouch CSM (to 23.8.2019)
 Mr D Israel

(b) Remuneration of council members and executives

| | Consolidated | | | | Parent entity | | | |
|--|--------------|----------------|--------------|----------------|---------------|----------------|--------------|----------------|
| | 2019 Male | 2019 Female | 2018 Male | 2018 Female | 2019 Male | 2019 Female | 2018 Male | 2018 Female |
| Remuneration of Council Members | | | | | | | | |
| Nil to \$9,999 | 7 | 7 | 8 | 6 | 7 | 7 | 8 | 6 |
| \$10,000 to \$19,999 | - | 1 | - | - | - | 1 | - | - |
| \$20,000 to \$29,999 | 1 | - | - | - | 1 | - | - | - |
| \$150,000 to \$159,999 | - | - | - | 1 | - | - | - | 1 |
| \$170,000 to \$179,999 | - | 1 | - | - | - | 1 | - | - |
| \$210,000 to \$219,999 | - | - | 1 | - | - | - | 1 | - |
| \$220,000 to \$229,999 | 1 | - | - | - | 1 | - | - | - |
| \$230,000 to \$239,999 | - | - | - | 1 | - | - | - | 1 |
| \$240,000 to \$249,999 | - | 1 | - | - | - | 1 | - | - |
| \$250,000 to \$259,999 | - | - | - | 1 | - | - | - | 1 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| | Consolidated | | | | Parent entity | | | | | | | |
|------------------------------------|---------------------------------------|--------------|----------------|---------------------------------------|---------------|----------------|---------------------------------------|--------------|----------------|---------------------------------------|--------------|----------------|
| | 2019 SOORT Remuneration Band | 2019 Male | 2019 Female | 2018 SOORT Remuneration Band | 2018 Male | 2018 Female | 2019 SOORT Remuneration Band | 2019 Male | 2019 Female | 2018 SOORT Remuneration Band | 2018 Male | 2018 Female |
| Remuneration of Executive Officers | | | | | | | | | | | | |
| \$340,000 to \$349,999 | Band 2 | 1 | - | - | - | - | Band 2 | 1 | - | - | - | - |
| \$380,000 to \$389,999 | Band 3 | - | 1 | - | - | - | Band 3 | - | 1 | - | - | - |
| \$400,000 to \$409,999 | Band 3 | - | 1 | - | - | - | Band 3 | - | 1 | - | - | - |
| \$430,000 to \$439,999 | Band 3 | 1 | - | - | - | - | Band 3 | 1 | - | - | - | - |
| \$450,000 to \$459,999 | | - | - | - | - | - | | - | - | - | - | - |
| \$510,000 to \$519,999 | | - | - | - | - | - | | - | - | - | - | - |
| \$520,000 to \$529,999 | Band 4 | 1 | - | Band 4 | 1 | 2 | Band 4 | 1 | - | Band 4 | 1 | 2 |
| \$530,000 to \$539,999 | Band 4 | - | 1 | Band 4 | 2 | - | Band 4 | - | 1 | Band 4 | 2 | - |
| \$540,000 to \$549,999 | Band 4 | 1 | - | - | - | - | Band 4 | 1 | - | - | - | - |
| \$690,000 to \$699,999 | Over Band 4 | 1 | - | - | - | - | Over Band 4 | 1 | - | - | - | - |
| \$720,000 to \$729,999 | | - | - | Over Band 4 | - | 1 | | - | - | Over Band 4 | - | 1 |
| \$900,000 to \$909,999 | | - | - | - | - | - | | - | - | - | - | - |
| \$930,000 to \$939,999 | | - | - | Over Band 4 | 1 | - | | - | - | Over Band 4 | 1 | - |
| \$970,000 to \$979,999 | Over Band 4 | 1 | - | - | - | - | Over Band 4 | 1 | - | - | - | - |

The average remuneration of Executive Officers in 2019 was \$0.5797m (2018: \$0.587m). This represented 1.09% of 2019 employee related expenses (2018: 1.17%). Disclosures are in accordance with the *NSW Governments Annual Reports (Statutory Bodies) Regulation 2015*.

The Statutory and Other Offices Remuneration Tribunal (SOORT) bands are determined on an annual basis under Section 240 of the *Statutory and Other Offices Remuneration Act 1975* and published by the NSW Remunerations Tribunal.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(c) Key management personnel compensation

| | Consolidated | | Parent entity | |
|--|-------------------|-------------------|-------------------|-------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Short-term employee benefits | 4,647 | 4,256 | 4,647 | 4,256 |
| Post-employment benefits | 852 | 718 | 852 | 718 |
| Termination benefits | 17 | 192 | 17 | 192 |
| Total key management personnel compensation | 5,516 | 5,166 | 5,516 | 5,166 |

35 Remuneration of Auditors

| | Consolidated | | Parent entity | |
|--|-------------------|-------------------|-------------------|-------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Remuneration of the auditor The Audit Office of NSW, for | | | | |
| - auditing or reviewing the financial statements | 641 | 529 | 244 | 244 |
| Remuneration of other auditors of subsidiaries for: | | | | |
| - auditing or reviewing the financial statements of subsidiaries | 10 | 11 | - | - |
| Total | 651 | 540 | 244 | 244 |

36 Investments where the University has significant influence**(a) Interests in unconsolidated structured entities**

The University of Wollongong has a significant influence on the Illawarra Health and Medical Research Institute Limited. Details of the entity and the nature of risks for the University of Wollongong are disclosed in the following two tables.

| Name of unconsolidated structured entity | Nature of entity | Purpose of entity | Size of entity | Activities of entity | How the structured entity is financed |
|---|------------------------------|---|---------------------------|--|--|
| Illawarra Health and Medical Research Institute Ltd (IHMRI) | Company Limited by guarantee | The objectives of IHMRI are to foster, develop and promote health and medical research between through the University of Wollongong and the Illawarra Shoalhaven Local Health District. | Medium sized organisation | Health and medical research, publication of research and training. | Government grants and service agreements |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

Nature of risks in unconsolidated structured entities

| | Carrying amounts of assets and liabilities relating to interests in unconsolidated structured entities | Line items in the statement of financial position that assets and liabilities are recognised in | Maximum exposure to loss from University of Wollongong's interests in unconsolidated structured entities |
|--------------------------|--|---|--|
| Assets | | | |
| Cash | 3,960 | Cash | 1,980 |
| Accounts receivable | 134 | Accounts receivable | 67 |
| Term deposit | 1,500 | Term deposit | 750 |
| Liabilities | | | |
| Trade and other payables | (1,835) | Trade and other payables | (918) |
| Other liabilities | (196) | Other liabilities | (98) |
| Total | 3,563 | | 1,781 |

Financial support for unconsolidated structured entities

The University provides services and facilities to IHMRI under contractual arrangements.

37 Contingencies

The parent has a property lease with conditions that may be enforced at the end of the lease term. These conditions relate to possible remediation obligations. The lease term expires in 2047. At reporting date the parent considers any liability due to the obligation to be unlikely and uncertain. Other than specifically mentioned, the Group and parent entity does not have any other contingent assets or liabilities.

38 Related Parties**(a) Parent entities**

The ultimate parent entity within the economic entity is the University of Wollongong.

(b) Subsidiaries

Interests in subsidiaries are set out in note 41.

(c) Key management personnel

Disclosures relating to directors and specified executives are set out in note 34.

(d) Loans to/from related parties

| | | 2019 000 \$ | 2018 000 \$ |
|------------------------------|----|-------------------|-------------------|
| Loans to subsidiaries | | | |
| Loans advanced | 27 | 13,955 | - |
| Interest charged | | 177 | - |

No expected credit losses have been raised in relation to any outstanding balances, and no expense has been recognised in respect of bad or doubtful debts due from related parties.

(e) Transactions with related parties

The following transactions occurred with related parties:

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| | 2019 000 \$ | 2018 000 \$ |
|--------------------------------------|-------------------|-------------------|
| Sale of goods and services | | |
| Rent from subsidiaries | 1,699 | 1,999 |
| Contributions for library services | 429 | 447 |
| Contribution to project costs | - | 1,250 |
| Contribution to teaching expenses | 1,266 | - |
| Administration support | 1,544 | 1,154 |
| Purchase of goods | | |
| Rent and support subsidy | 2,799 | 2,799 |
| Contribution to payroll tax expenses | 2,402 | - |

(f) Outstanding balances

The following balances are outstanding at the reporting date in relation to transactions with related parties:

| | 2019 000 \$ | 2018 000 \$ |
|--|-------------------|-------------------|
| Current receivables (sale of goods and services) | | |
| Subsidiaries | 2,212 | 2,821 |
| Total current receivables | 2,212 | 2,821 |

| | 2019 000 \$ | 2018 000 \$ |
|---|-------------------|-------------------|
| Current payables (purchase of goods and services) | | |
| Commonly controlled entities | 255 | 59 |
| Total current payables | 255 | 59 |

No provisions for doubtful debts have been raised in relation to any outstanding balances, and no expense has been recognised in respect of bad or doubtful debts due from related parties.

(g) Terms and Conditions

During the financial year, all transactions between the University and its related parties were in the ordinary course of business and on normal arm's length commercial terms and conditions.

39 Commitments**(a) Capital commitments**

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

| | Consolidated | | Parent entity | |
|--------------------------------------|-------------------|-------------------|-------------------|-------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Property, plant and equipment | | | | |
| Within one year | 34,085 | 58,820 | 34,085 | 53,782 |
| Between one year and five years | 7,926 | 70,836 | 7,926 | 70,836 |
| Total PPE commitments | 42,011 | 129,656 | 42,011 | 124,618 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

The commitments are disclosed as net of the amount of GST. Input tax credits expected to be recovered from the Australian Taxation Office for capital lease commitments is \$5.43m.

(b) Lease commitments*(i) Operating Leases*

This represents non-cancellable operating leases contracted for but non capitalised in the accounts for motor vehicles, photocopiers, computer equipment and office buildings.

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

| | Consolidated | Parent entity |
|--|---------------------|----------------------|
| | 2018 | 2018 |
| | 000 | 000 |
| | \$ | \$ |
| Within one year | 21,074 | 8,332 |
| Between one year and five years | 77,920 | 22,575 |
| Later than five years | 57,937 | 8,043 |
| Total future minimum lease payments | 156,931 | 38,950 |

ii) Finance Leases

The consolidated entity leases plant and equipment under non-cancellable financial leases expiring from one to five years. The leases generally provide the consolidated entity with a right of renewal at which time all terms are renegotiated.

Commitments in relation to finance leases are payable as follows:

| | Consolidated | Parent entity |
|-------------------------------------|---------------------|----------------------|
| | 2018 | 2018 |
| | 000 | 000 |
| | \$ | \$ |
| Within one year | 178 | - |
| Between one year and five years | 154 | - |
| Total future minimum lease payments | 332 | - |
| Future finance charges | (14) | - |
| Finance lease liabilities | 318 | - |
| Representing lease liabilities | | |
| Current | 167 | - |
| Non-current | 151 | - |
| Total lease liabilities | 318 | - |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

40 Business combinations**(a) Summary of acquisition**

On 3 September 2019, the Group obtained control of:

- KDU University College (PG) Sdn. Bhd. (subsequently renamed UOW Malaysia KDU Penang University College Sdn Bhd.) by acquiring 65% of the voting shares;
- KDU University College Sdn. Bhd. (subsequently renamed UOW Malaysia KDU University College Sdn. Bhd.) by acquiring 65% of the voting shares; and
- KDU College (PJ) Sdn. Bhd. (subsequently renamed UOW Malaysia KDU College Sdn. Bhd.) by acquiring 70% of the voting shares.

The acquiring entity was UOWM Sdn Bhd. UOWM Sdn Bhd was incorporated in Malaysia on 14 November 2018 with the purpose of being the acquiring entity of the entities described above.

The acquisition was made to extend the global presence of UOW in alignment with the UOW Global Strategy.

The Group has a contractual obligation to acquire 5% of the voting shares in UOW Malaysia KDU Penang University College Sdn Bhd. and 5% of the voting shares in UOW Malaysia KDU University College Sdn Bhd. in 4 years. The fair value of these options has been included on the balance sheet as a liability and in the other equity reserves as a transaction with

NCI that does not change the percentage ownership.

The Group has call options to acquire the remaining 30% voting shares in both UOW Malaysia KDU Penang University College Sdn Bhd. and UOW Malaysia KDU University College Sdn Bhd. In years 5-7. As at 31 December 2019 management estimates that the fair value of these options is insignificant.

As of 31 December 2019 the purchase price accounting is provisional.

| | 2019 000 \$ |
|---|--|
| 2019 | |
| Outflow of cash to acquire subsidiaries, net of cash acquired | |
| Cash consideration | 13,599 |
| Less: Cash balance acquired | (1,105) |
| Outflow of cash | 12,494 |

(b) Statement of Financial Position

The assets and liabilities arising from the acquisition are as follows:

| | Acquiree's carrying amount 000 \$ | Fair value 000 \$ |
|---|--|--|
| 2019 | | |
| Cash and cash equivalents | 1,105 | 1,105 |
| Trade and other receivables | 6,479 | 6,479 |
| Property, plant and equipment | 8,554 | 8,554 |
| Deferred tax assets | 1,499 | 1,499 |
| Right of use asset | 9,128 | 9,128 |
| Trade and other payables | (8,968) | (8,968) |
| Lease liabilities | (11,232) | (11,232) |
| Other liabilities | (2,246) | (2,246) |
| Non-controlling interests | (1,539) | (1,539) |
| Net identifiable assets acquired | 2,780 | 2,780 |
| Goodwill arising on acquisition | 10,818 | 10,818 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

The acquired businesses contributed revenues of \$11,191,000 and a net profit of \$2,380,000 to the Group for the period from 3 September 2019 to 31 December 2019.

(c) Accounting Policy

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

The acquisition method shall be applied to account for each business combination; this does not include a combination of entities or businesses under common control, the formation of a joint venture, or the acquisition of an asset or a group of assets. The acquisition method requires identification of the acquirer, determining the acquisition date and recognising and measuring the identifiable assets acquired, liabilities assumed, any goodwill or gain from a bargain purchase and any non-controlling interest in the acquiree that are present ownership interests and entitle their holders to a proportionate share of the entity's net assets in the event of liquidation. Identifiable assets acquired, liabilities assumed and any non-controlling interest in the acquiree shall be recognised separately from goodwill as of the acquisition date.

Intangible assets acquired in a business combination are recognised separately from goodwill if they are separable, but only together with a related contract, identifiable asset or liability.

Acquisition related costs are expensed in the periods in which they are incurred with the exception of costs to issue debt or equity securities, which are recognised in accordance with AASB132 and AASB9.

Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. Measurement of any non-controlling interest in the acquiree is at fair value or the present ownership instruments' proportionate share in the recognised amounts of the acquiree's identifiable net assets. All other components of non-controlling interests shall be measured at their acquisition-date fair values, unless another measurement basis is required by AAS. Contingent liabilities assumed are recognised as part of the acquisition if there is a present obligation arising from past events and the fair value can be reliably measured. The excess at the acquisition date of the aggregate of the consideration transferred, the amount of any non-controlling interest and any previously held equity interest in the acquiree, over the net amounts of identifiable assets acquired and liabilities assumed is recognised as goodwill (refer to note 24). If the cost of acquisition is less than the fair value of the identifiable net assets of the subsidiary acquired, the difference is recognised directly in the income statement of the acquirer, but only after a reassessment of the identification and measurement of the net assets acquired.

Consideration transferred in a business combination is measured at fair value. Where the business combination is achieved in stages, the University of Wollongong remeasures previously held equity interest in the acquiree at its acquisition date fair value and recognises the resulting gain or loss in profit or loss.

41 Subsidiaries

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described below:

| Name of Entity | Principal place of business | Ownership interest | |
|--|-----------------------------|--------------------|-----------|
| | | 2019 % | 2018 % |
| UOWGE Ltd (a) | Australia | 100.00 | - |
| UOWD Ltd | Australia | 100.00 | 100.00 |
| UOWC Ltd | Australia | 100.00 | 100.00 |
| UOW Pulse Limited | Australia | 100.00 | 100.00 |
| University of Wollongong Recreation & Aquatic Centre Limited | Australia | - | 100.00 |
| The Sydney Business School Pty Ltd | Australia | 100.00 | 100.00 |
| The University of Wollongong USA Foundation | United States of America | 100.00 | 100.00 |
| UOW College Hong Kong Ltd (formerly CCCU Ltd) | Hong Kong | 100.00 | 100.00 |
| CCCU Deed of Trust | Hong Kong | 100.00 | 100.00 |
| University of Wollongong in Dubai FZ-LLC | United Arab Emirates | 100.00 | - |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| Name of Entity | Principal place of business | Ownership interest | |
|---|-----------------------------|--------------------|-----------|
| | | 2019 % | 2018 % |
| UOWM Sdn. Bhd. | Malaysia | 100.00 | - |
| UOW Malaysia KDU University College Sdn. Bhd. | Malaysia | 65.00 | - |
| UOW Malaysia KDU College Sdn. Bhd. | Malaysia | 70.00 | - |
| UOW Malaysia KDU Penang University College Sdn. Bhd | Malaysia | 65.00 | - |

(a) During 2018, the Council of UOW and the Board of UOWD Ltd approved a corporate restructure to provide greater education regulatory certainty, greater clarity of company roles and to provide a better structure for future growth. The business name of the Group was changed to UOW Global Enterprises. UOWGE Ltd (the Company), was incorporated on 6 September 2018. On 1 January 2019, control and ownership of UOWD Ltd was transferred from the University of Wollongong to the Company for \$2. On 2 January 2019, control and ownership of UOWC Ltd was transferred from UOWD Ltd to the Company for \$2.

Basis for control of the above entities is as follows:

UOWD Ltd

- ITC Ltd was renamed to UOWD Ltd on 12 July 2013
- 100% equity in 2 (two) fully paid shares of \$1.00.
- University Council appoints the Board of Directors of the Company.
- ITC Education Ltd was renamed to UOWC Ltd on 12 July 2013.

UOWC Ltd

- 100% equity in 2 (two) fully paid shares of \$1.00.
- University Council appoints the Board of Directors of the Company.

UOW Pulse Limited

- The University Council on the 22 April 2016 approved the restructure of University of Wollongong Recreation & Aquatic Centre Limited and Wollongong UniCentre Limited into a single entity UOW Pulse Limited effective from the 1 January 2017. The Council approved the transfer of URAC's existing activities and operations into UOW Pulse Limited on this restructure.
- Wollongong UniCentre Limited changed its business name to UOW Pulse Limited on 22 August 2016.
- The UOW Pulse budget is approved by the University Council.
- No alteration to the constitution of the UOW Pulse can be made without the approval of the Members.

Sydney Business School Pty Ltd

- Sydney Business School Pty Ltd is a non trading entity of the University of Wollongong.
- Commenced registration 17 February 2005.

The University of Wollongong USA Foundation

- Commenced registration in USA 20 March 2013.

UOW College Hong Kong Ltd (formerly CCCU Ltd) and the CCCU Deed of Trust

- Refer to note 33 for details on the acquisition of Community College of City University Ltd and the CCCU Deed of Trust.

(a) Accounting Policy

Subsidiaries

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of University of Wollongong ("parent entity") as at 31 December 2019 and the results of all subsidiaries for the year then ended. University of Wollongong and its subsidiaries together are referred to in this financial report as the Group or the consolidated entity.

Subsidiaries are all those entities (including structured entities) over which the Group has control. The Group has control over an investee when it is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. Power over the investee exists when the Group has existing rights that give it current ability to direct the relevant activities of the investee. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the Group

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

controls another entity. Returns are not necessarily monetary and can be only positive, only negative, or both positive and negative.

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.

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

Non-controlling interests in the results and equity of subsidiaries are shown separately in the consolidated statement of comprehensive income, statement of financial position and statement of changes in equity respectively.

Loss of control of the subsidiary will result in derecognition of the assets and liabilities of the former subsidiary from the consolidated statement of financial position. Any investment retained in the former subsidiary is recognised and accounted for in accordance with AASB10 Consolidated Financial Statements and AASB12 Disclosure of Interests in Other Entities. The loss or gain associated with loss of control attributable to the former controlling interest is recognised.

The parent entity accounts for its investments in subsidiaries using the cost method.

Associates

Associates are all entities over which the Group has significant influence but not control or joint control. Investments in associates are accounted for in the parent entity financial statements using the cost method, and in the consolidated financial statements using the equity method of accounting, after initially being recognised at cost.

The Group's share of its associates' post-acquisition profits or losses is recognised in the income statement, and its share of post-acquisition movements in reserves is recognised in reserves. The cumulative post-acquisition movements are adjusted against the carrying amount of the investment. Dividends receivable from associates are recognised in the parent entity's income statement, while in the consolidated financial statements they reduce the carrying amount of the investment.

When the Group's share of losses in an associate equals or exceeds its interest in the associate, including any other unsecured receivables, the Group does not recognise further losses, unless it has incurred obligations or made payments on behalf of the associate.

42 Contributions to controlled entities and financial arrangements

UOWD Ltd

- Minor quality assurance activities for academic programs reimbursed by way of a proportional share in dividends.

UOW Pulse Limited (previously Wollongong UniCentre Limited)

- UOW Pulse Limited pays rent to the University of Wollongong and the University of Wollongong makes a funding contribution towards the operations of UOW Pulse Limited.

The University of Wollongong USA Foundation

- Administrative and governance support.

The University of Wollongong is committed to ensuring that its subsidiaries have adequate cash reserves to meet all commitments as and when they fall due. The University will assist its subsidiaries by allowing flexible short term arrangements for balances owing by them to the University. The assistance provided to these organisations is offset by the benefits accruing to the University, its students and staff through enhanced facilities, community relations, marketing, funding and/or repute. All other identifiable costs and services relating to companies and organisations associated with the University are charged out to those entities under normal commercial terms and conditions. There is no material expenditure or assets provided by other government bodies or statutory bodies at no cost to the University.

43 Events occurring after the reporting date

The spread of COVID-19 (coronavirus) in early 2020 has potential to materially impact on the financial position of the University. The international travel bans implemented by the Commonwealth of Australia Government has impacted on the ability of students from some parts of the world to travel to Australia and commence study as expected. In addition the spread of the disease is likely to have broader economic impacts which may affect the University. It is expected that the University may suffer a decrease to enrolments of international students onshore within Australia, and as a result there may be a negative impact to the revenue ordinarily expected. The amount of the impact could not be accurately or reliably estimated at time of reporting. The University has responded by implementing a number of measures to mitigate the impact.

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For the Year Ended 31 December 2019

Other than what is noted, there has been no other matter or circumstances that has arisen since the end of the financial year that has significantly affected, or may significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group.

44 Reconciliation of net result after income tax to net cash provided by / (used in) operating activities

| | Consolidated | | Parent entity | |
|--|-------------------|-------------------|-------------------|-------------------|
| | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
| Net Result for the period | 40,862 | 22,106 | 17,667 | 7,839 |
| Depreciation and amortisation | 62,723 | 41,482 | 48,308 | 38,024 |
| Fair value gains on other financial assets at fair value through profit or loss 11 | (50,728) | 11,380 | (23,586) | 18,413 |
| Net exchange differences | - | 231 | (10) | 231 |
| Non cash retirement benefits expense | (86) | (410) | (86) | (410) |
| Net gain on disposal of property plant and equipment | (546) | 676 | 487 | 509 |
| Investment revenue and income | (13,210) | (15,594) | (9,211) | (15,339) |
| Other Non cash reserve movements | - | - | - | (4) |
| Adjustment for opening balance - Make good Provision | 673 | - | 673 | - |
| AASB16 Interest payment | (322) | - | 1,672 | - |
| Movements in contract liability | 3,744 | - | 3,744 | - |
| Impairment Writedown | 376 | - | - | - |
| Change in operating assets and liabilities, net of effects from purchase of controlled entity: | | | | |
| (Increase) / decrease in trade debtors | (39,711) | (22,343) | (35,765) | (24,211) |
| (Increase) / decrease in inventories | 354 | 578 | 31 | (31) |
| (Increase) / decrease in prepayments | (233) | (128) | (4,724) | (330) |
| (Increase) / decrease in accrued income | (1,512) | 805 | (914) | (1,838) |
| (Increase) / decrease in other operating assets | (3,033) | (1,406) | 231 | (101) |
| (Decrease) / increase in revenue in advance | 5,969 | 4,281 | 5,361 | 2,451 |
| Increase / (decrease) in trade creditors | 16,726 | (7,400) | 8,681 | (2,553) |
| Increase / (decrease) in other operating liabilities | 3,420 | 4,229 | (4,415) | 1,984 |
| Increase / (decrease) in provision for income taxes payable | 725 | (843) | - | - |
| Increase / (decrease) in provision for deferred tax liabilities | (3,266) | - | - | - |
| Increase / (decrease) in other provisions | 42,593 | 27,330 | 39,674 | 25,670 |
| Net cash provided by / (used in) operating activities | 65,518 | 64,974 | 47,818 | 50,304 |

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45 Financial Risk Management

The Group's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The 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.

The University Council has overall responsibility for the establishment and oversight of the risk management framework. The Council has established the Risk, Audit and Compliance Committee, which is responsible for developing and monitoring risk management policies. The Committee reports to the Council on its activities.

The Risk, Audit and Compliance Committee oversees how University management monitor compliance with the Group's risk management policies and procedures, and reviews the adequacy of the risk management framework, including financial risk management in relation to the risks faced by the Group.

For the University's investment portfolio, the Finance and Resource Committee is the delegated authority under the University Council to monitor the University's finance and investment direction. The Finance and Resource Committee reviews and recommends to Council new policies and strategies covering the investments of the University. Performance of the University's investment portfolio is reported at each Committee meeting. The Finance and Resource Committee reports to the Council on its activities.

(a) Market risk

(i) Foreign exchange risk

Foreign exchange risk arises when future commercial transactions and recognised financial assets and financial liabilities are denominated in a currency that is not the Group's functional currency. The risk is measured using sensitivity analysis and cash flow forecasting.

Exposure to foreign currency is managed by overseas operations transacting in the prevailing currency in the region and a US dollar cash hedging policy to protect against any large change in the Australian to US dollar exchange rate.

For sensitivity analysis of the foreign exchange risk, see (iv) Summarised sensitivity analysis below.

(ii) Price risk

The Group and the parent entity are exposed to equity securities price risk. This arises from investments held by the Group and classified on the statement of financial position as either current or non-current Other financial assets at fair value through profit or loss. Neither the Group nor the parent entity is exposed to commodity price risk.

To manage its price risk arising from investments in equity securities, the Group diversifies its portfolio. Diversification of the portfolio is performed in accordance with the limits set by the Group.

The exposure to price risk arises with the Group's Jana and Mercer investments classified as non-current Other financial assets at fair value through profit or loss.

Each portfolio is diversified across a variety of investment types consistent with the risk/return/timeframe objectives of the portfolio and the University's broader investment management objectives which can be found in the University's Investment Policy.

(iii) Cash flow and fair value interest rate risk

For the Group's assets, the Group's exposure to market interest rates relates primarily to the Group's cash and cash equivalents, current other financial assets at fair value through profit or loss and borrowings. The Group's trade and other receivables are non interest bearing and all related party loans and receivable are interest free.

(iv) Summarised sensitivity analysis

The following tables summarise the sensitivity of the Group's financial assets and financial liabilities to interest rate risk, foreign exchange risk and other price risk.

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For the Year Ended 31 December 2019

| 31 December 2019 | Interest rate risk | | | | | Foreign exchange risk | | | | Other price risk | | | |
|--|--------------------------|---------------------|---------------------|---------------------|---------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | Carrying amount \$ | -1% | | +1% | | -10% | | +10% | | -10% | | +10% | |
| | | Result 000 \$ | Equity 000 \$ | Result 000 \$ | Equity 000 \$ | Result 000 \$ | Equity 000 \$ | Result 000 \$ | Equity 000 \$ | Result 000 \$ | Equity 000 \$ | Result 000 \$ | Equity 000 \$ |
| Financial assets | | | | | | | | | | | | | |
| Cash and Cash Equivalents - at bank | 144,049 | (1,440) | (1,440) | 1,440 | 1,440 | (112) | (112) | 112 | 112 | - | - | - | - |
| Receivables | 49,535 | - | - | - | - | (59) | (59) | 59 | 59 | - | - | - | - |
| Non-current other financial assets at fair value through profit or loss | 594,243 | - | - | - | - | - | - | - | - | (59,424) | - | 59,424 | - |
| Current other financial assets at fair value through profit or loss | 68,253 | (683) | (683) | 683 | 683 | - | - | - | - | - | - | - | - |
| Financial liabilities | | | | | | | | | | | | | |
| Payables | 69,295 | - | - | - | - | - | - | - | - | - | - | - | - |
| Borrowings | 439,407 | - | - | - | - | - | - | - | - | - | - | - | - |
| Other financial liabilities | 5,700 | - | - | - | - | - | - | - | - | - | - | - | - |
| Total increase/(decrease) | | (2,123) | (2,123) | 2,123 | 2,123 | (171) | (171) | 171 | 171 | (59,424) | - | 59,424 | - |

| 31 December 2018 | Interest rate risk | | | | | Foreign exchange risk | | | | Other price risk | | | |
|--|--------------------------|---------------------|---------------------|---------------------|---------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | Carrying amount \$ | -1% | | +1% | | -10% | | +10% | | -10% | | +10% | |
| | | Result 000 \$ | Equity 000 \$ | Result 000 \$ | Equity 000 \$ | Result 000 \$ | Equity 000 \$ | Result 000 \$ | Equity 000 \$ | Result 000 \$ | Equity 000 \$ | Result 000 \$ | Equity 000 \$ |
| Financial assets | | | | | | | | | | | | | |
| Cash and Cash Equivalents - at bank | 113,940 | (1,139) | (1,139) | 1,139 | 1,139 | (107) | (107) | 107 | 107 | - | - | - | - |
| Receivables | 42,511 | - | - | - | - | (205) | (205) | 205 | 205 | - | - | - | - |
| Non-current other financial assets at fair value through profit or loss | 531,025 | - | - | - | - | - | - | - | - | (53,103) | - | 53,103 | - |
| Current other financial assets at fair value through profit or loss | 216,820 | (2,168) | (2,168) | 2,168 | 2,168 | - | - | - | - | - | - | - | - |
| Financial liabilities | | | | | | | | | | | | | |
| Payables | 41,076 | - | - | - | - | - | - | - | - | - | - | - | - |
| Borrowings | 288,022 | - | - | - | - | - | - | - | - | - | - | - | - |
| Other financial liabilities | 2,028 | - | - | - | - | - | - | - | - | - | - | - | - |
| Total increase/(decrease) | | (3,307) | (3,307) | 3,307 | 3,307 | (312) | (312) | 312 | 312 | (53,103) | - | 53,103 | - |

(b) Credit risk

Credit risk arises from the financial assets of the Group, which comprise cash and cash equivalents, trade and other receivables, current and non-current other financial assets at fair value through profit or loss. The Group's exposure to credit risk arises from potential default of the counter party. The carrying amount of the Group's financial assets represent the maximum credit exposure. Exposure at balance date is addressed in each applicable note to the financial statements.

The Group trades with students, government and other educational organisations and as such, collateral is not requested nor is it the Group's policy to securitise its trade and other receivables.

Receivable balances are monitored on an ongoing basis with the result that the Group's exposure to bad debts is not

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significant.

The Group's exposure to credit risk is influenced mainly by the individual characteristics of each customer.

The consolidated entity does not have any significant exposure to any individual customer, counter party or shareholding.

No credit limits were exceeded during the reporting period and management does not expect any losses from non performance by these counterparties. This information is prepared on a consolidated basis only and no similar information is provided to the key management personnel for the parent entity.

The carrying amount of financial assets (as contained in the table in subnote 46(a)) represents the Group's maximum exposure to credit risk.

Receivables

Credit risk is managed at group level subject to the University of Wollongong's established policy, procedures and control relating to credit risk management. Credit quality of a customer is assessed based on individual credit limits. Outstanding receivables are regularly monitored.

An impairment analysis is performed at each reporting date using a provision matrix to measure expected credit losses. The provision rates are based on days past due for groupings of various customer segments with similar loss patterns (i.e., by geographical region, product type, customer type and rating). The calculation reflects the probability-weighted outcome, the time value of money and reasonable and supportable information that is available at the reporting date about past events, current conditions and forecasts of future economic conditions. Generally, trade receivables are written-off if past due for more than one year and are not subject to enforcement activity. The maximum exposure to credit risk at the reporting date is the carrying value of each class of financial assets disclosed in the notes above.

The University of Wollongong evaluates the concentration of risk with respect to trade receivables as low, as its customers are located in several jurisdictions and industries and operate in largely independent markets.

Financial instruments and cash deposits

Credit risk from balances with banks and financial institutions is managed by the University of Wollongong in accordance with the University of Wollongong's policy. Investments of surplus funds are made only with approved counterparties and within credit limits assigned to each counterparty. Counterparty credit limits are reviewed by the University of Wollongong's Board of Directors on an annual basis, and may be updated throughout the year subject to approval of the University of Wollongong's Finance and Resource Committee. The limits are set to minimise the concentration of risks and therefore mitigate financial loss through a counterparty's potential failure to make payments.

The University of Wollongong's maximum exposure to credit risk for the components of the statement of financial position at 31 December 2019 and 2018 is the carrying amounts as illustrated in Note 18 and Note 21.

(c) Liquidity risk

Prudent liquidity risk management implies maintaining sufficient cash and cash equivalents and held to maturity investments and the funding through an adequate amount of credit facilities to meet obligations as they arise and fall due. At the end of the reporting period the group held unrestricted cash and cash equivalents of \$125 million (2018: \$84 million) and deposits at call of \$68 million (2018: \$217 million) that are expected to readily generate cash flows for managing liquidity risk.

Management monitors the rolling forecasts of the group's liquidity on the basis of expected cash flows. This is carried out by each entity within the Group and the management varies according to the size and liquidity needs of the individual entity.

The following tables summarise the maturity of the Group's financial assets and financial liabilities:

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| | Average Interest rate | | Variable interest rate | | Less than 1 year | | 5+ years | | Non-Interest Bearing | | Total | |
|---|-----------------------|-------|------------------------|---------|------------------|------|----------------|---------|----------------------|--------|----------------|---------|
| | 2019 | 2018 | 2019 | 2018 | 2019 | 2018 | 2019 | 2018 | 2019 | 2018 | 2019 | 2018 |
| | % | % | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Financial Assets: | | | | | | | | | | | | |
| Cash and cash equivalents | 1.17 | 1.50 | 143,938 | 113,844 | - | - | - | - | 111 | 96 | 144,049 | 113,940 |
| Receivables | - | - | - | - | - | - | - | - | 49,535 | 42,511 | 49,535 | 42,511 |
| Non-current other financial assets at fair value through profit or loss | 11.90 | 11.53 | 594,243 | 531,025 | - | - | - | - | - | - | 594,243 | 531,025 |
| Current other financial assets at fair value through profit or loss | 1.86 | 2.62 | 68,253 | 216,820 | - | - | - | - | - | - | 68,253 | 216,820 |
| Total Financial Assets | | | 806,434 | 861,689 | - | - | - | - | 49,646 | 42,607 | 856,080 | 904,296 |
| Financial Liabilities: | | | | | | | | | | | | |
| Payables | - | - | - | - | - | - | - | - | 69,295 | 41,076 | 69,295 | 41,076 |
| Borrowings | 4.10 | 4.20 | 152 | 319 | 17,393 | 394 | 421,862 | 287,309 | - | - | 439,407 | 288,022 |
| Other financial liabilities | - | - | - | - | - | - | - | - | 1,207 | 2,028 | 1,207 | 2,028 |
| Total Financial Liabilities | | | 152 | 319 | 17,393 | 394 | 421,862 | 287,309 | 70,502 | 43,104 | 509,909 | 331,126 |

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For the Year Ended 31 December 2019

46 Fair Value Measurement**(a) Fair value measurements**

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

Due to the short-term nature of the cash and cash equivalents and current receivables, their carrying value approximates their fair value and based on credit history it is expected that the receivables that are neither past due nor impaired will be received when due.

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

| | | Carrying Amount | | Fair Value | |
|---|----|------------------------|-------------|-------------------|-------------|
| | | 2019 | 2018 | 2019 | 2018 |
| | | 000 | 000 | 000 | 000 |
| | | \$ | \$ | \$ | \$ |
| Consolidated | | | | | |
| Financial assets | | | | | |
| Cash and cash equivalents | 18 | 144,049 | 113,940 | 144,049 | 113,940 |
| Receivables | 19 | 49,535 | 42,511 | 49,535 | 42,511 |
| Other financial assets | | | | | |
| Current other financial assets at fair value through profit or loss | 21 | 68,253 | 216,820 | 68,253 | 216,820 |
| Non-current other financial assets at fair value through profit or loss | 21 | 594,243 | 531,025 | 594,243 | 531,025 |
| Total financial assets | | 856,080 | 904,296 | 856,080 | 904,296 |
| | | | | | |
| Payables | 27 | 69,290 | 41,075 | 69,290 | 41,075 |
| Borrowings | 28 | 439,407 | 288,022 | 439,407 | 288,022 |
| Other Liabilities | 32 | 1,207 | 2,028 | 1,207 | 2,028 |
| Total financial liabilities | | 509,904 | 331,125 | 509,904 | 331,125 |
| Financial assets | | | | | |
| Cash and cash equivalents | 18 | 24,822 | 13,877 | 24,822 | 13,877 |
| Receivables | 19 | 55,129 | 42,928 | 55,129 | 42,928 |
| Current other financial assets at fair value through profit or loss | 21 | 68,253 | 199,820 | 68,253 | 199,820 |
| Non-current other financial assets at fair value through profit or loss | 21 | 388,479 | 355,682 | 388,479 | 355,682 |
| Total financial assets | | 536,683 | 612,307 | 536,683 | 612,307 |

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| Parent entity | Note | 2019 000 \$ | 2018 000 \$ | 2019 000 \$ | 2018 000 \$ |
|------------------------------------|-------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Financial Liabilities | | | | | |
| Payables | 27 | 46,475 | 37,795 | 46,475 | 37,795 |
| Borrowings | 28 | 280,209 | 287,703 | 280,209 | 287,703 |
| Other Liabilities | 32 | 1,207 | 2,082 | 1,207 | 2,082 |
| Total financial liabilities | | 327,891 | 327,580 | 327,891 | 327,580 |

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

- Current other financial assets at fair value through profit or loss
- Non-current other financial assets at fair value through profit or loss
- Fair value measurement of non-financial assets is based on the highest and best use of the asset. The University of Wollongong considers market participants use of, or purchase of, the asset to use it in a manner that would be highest and best use

(i) Disclosed fair values

The University of Wollongong has a number of assets and liabilities which are not measured at fair value, but for which the fair values are disclosed in the notes.

The fair value of assets or liabilities traded in active markets (such as publicly traded derivatives, and listed equity instruments) is based on quoted market prices for identical assets or liabilities at the end of the reporting period (level 1). This is the most representative of fair value in the circumstances.

The fair values of the non-listed equity investments have been estimated using a discounted cash flow model. The valuation requires management to make certain assumptions about the model inputs, including forecast cash flows, the discount rate, credit risk and volatility. The probabilities of the various estimates within the range can be reasonably assessed and are used in management's estimate of fair value for these non-listed equity investments.

The carrying value less impairment provision of trade receivables and payables is a reasonable approximation of 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 University of Wollongong for similar financial instruments (level 3).

The fair value of non-current borrowings disclosed in note 28 is estimated by discounting the future contractual cash flows at the current market interest rates that are available to the group for similar financial instruments. For the period ending 31 December 2019, the weighted average borrowing rate was determined to be 4.1%. The fair value of current borrowings approximates the carrying amount, as the impact of discounting is not significant (level 2).

(b) Fair value hierarchy

The University of Wollongong categorises assets and liabilities measured at fair value into a hierarchy based on the level of inputs used in measurement.

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

(i) Recognised fair value measurements

Fair value measurements recognised in the statement of financial position are categorised into the following levels at 31 December 2019.

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Fair value measurements at 31 December 2019

| | | 2019 000 \$ | Level 1 000 \$ | Level 2 000 \$ | Level 3 000 \$ |
|---|-------------|----------------------------|-------------------------------|-------------------------------|-------------------------------|
| Consolidated | Note | | | | |
| Recurring fair value measurements | | | | | |
| Financial assets | | | | | |
| Non-current other financial assets at fair value through profit or loss | 21 | 428,731 | - | 428,731 | - |
| Equity securities | 21 | 41,020 | - | 41,020 | - |
| Total financial assets | | 469,751 | - | 469,751 | - |
| | | | | | |
| | | 2019 000 \$ | Level 1 000 \$ | Level 2 000 \$ | Level 3 000 \$ |
| Parent entity | Note | | | | |
| Non-current other financial assets at fair value through profit or loss | 21 | 387,711 | - | 387,711 | - |
| Total financial assets | | 387,711 | - | 387,711 | - |

Fair value measurements at 31 December 2018

| | | 2018 000 \$ | Level 1 000 \$ | Level 2 000 \$ | Level 3 000 \$ |
|---|-------------|----------------------------|-------------------------------|-------------------------------|-------------------------------|
| Consolidated | Note | | | | |
| Recurring fair value measurements | | | | | |
| Financial assets | | | | | |
| Non-current other financial assets at fair value through profit or loss | 21 | 354,914 | - | 354,914 | - |
| Equity securities | 21 | 22,919 | - | 22,919 | - |
| Total financial assets | | 377,833 | - | 377,833 | - |
| | | | | | |
| | | 2018 000 \$ | Level 1 000 \$ | Level 2 000 \$ | Level 3 000 \$ |
| Parent entity | Note | | | | |
| Non-current other financial assets at fair value through profit or loss | 21 | 354,914 | - | 354,914 | - |
| Total financial assets | | 354,914 | - | 354,914 | - |

There were no transfers between levels 1 and 2 for recurring fair value measurements during the year.

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

(c) Valuation techniques used to derive level 2 and level 3 fair values*(i) Recurring fair value measurements*

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

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

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(d) Accounting Policy**Fair value**

The fair values of investments and other financial assets are based on quoted prices in an active market. If the market for a financial asset is not active (and for unlisted securities), the University of Wollongong establishes fair value by using valuation techniques that maximise the use of relevant data. These include reference to the estimated price in an orderly transaction that would take place between market participants at the measurement date. Other valuation techniques used are the cost approach and the income approach based on the characteristics of the asset and the assumptions made by market participants.

The University of Wollongong classifies fair value measurements using a fair value hierarchy that reflects the significance of the inputs used in making the measurements.

The fair value of assets or liabilities traded in active markets (such as publicly traded derivatives, and equity investments) is based on quoted market prices for identical assets or liabilities at the end of the reporting period (level 1). The quoted market price used for assets held by the University of Wollongong is the most representative of fair value in the circumstances within the bid-ask spread.

The fair value of assets or liabilities that are not traded in an active market is determined using valuation techniques. The University of Wollongong 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 assets and liabilities. 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 end of the reporting period. The level in the fair value hierarchy is determined on the basis of the lowest level input that is significant to the fair value measurement in its entirety.

Fair value measurement of non-financial assets is based on the highest and best use of the asset. The University of Wollongong considers market participants use of, or purchase of, the asset to use it in a manner that would be highest and best use.

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.

47 Defined Benefit Plans**(i) Nature of the benefits provided by the fund**

State schemes (SASS, SSS & SANCS)

The Pooled Fund holds in trust the investments of the closed NSW public sector superannuation schemes:

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

Professional Superannuation Fund (PSF)

The fund is closed to new members and provides active members with a combination of accumulation benefits and defined benefits based on professional salary levels. Pensioner members receive a pension payments from the Fund based on professional salary levels.

(ii) Description of the regulatory framework

State schemes (SASS, SSS & SANCS)

The schemes in the Pooled Fund are established and governed by the following NSW legislation: *Superannuation Act 1916*, *State Authorities Superannuation Act 1987*, *Police Regulation (Superannuation) Act 1906*, *State Authorities Non-Contributory Superannuation Scheme Act 1987*, and their associated regulations.

The schemes in the Pooled Fund are exempt public sector superannuation schemes under the *Commonwealth Superannuation Industry (Supervision) Act 1993* (SIS). The SIS Legislation treats exempt public sector superannuation funds as complying funds for concessional taxation and superannuation guarantee purposes.

Under a Heads of Government agreement, the New South Wales Government undertakes to ensure that the Pooled Fund will conform with the principles of the Commonwealth's retirement incomes policy relating to preservation, vesting and reporting to members and that members' benefits are adequately protected.

The New South Wales Government prudentially monitors and audits the Pooled Fund and the Trustee Board activities

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in a manner consistent with the prudential controls of the SIS legislation. These provisions are in addition to other legislative obligations on the Trustee Board and internal processes that monitor the Trustee Board's adherence to the principles of the Commonwealth's retirement incomes policy.

Professional Superannuation Fund (PSF)

The Fund is subject to the provisions of the *Superannuation Industry (Supervision) Act 1993*, the *Income Tax Assessment Act 1997*, and various other legislation and regulation applicable to Australian superannuation funds. Any surplus Fund assets are subject to a limit of the asset ceiling. Under Superannuation Guarantee laws, employers are required to make a minimum contribution of 9.50% of gross Ordinary Times Earnings into a fund for active members or to provide a minimum level of defined benefits.

(iii) Description of other entities' responsibilities for the governance of the fund**State schemes (SASS, SSS & SANCS)**

The Fund's Trustee is responsible for the governance of the Fund. The Trustee has a legal obligation to act solely in the best interests of fund beneficiaries. The Trustee has the following roles:

- Administration of the fund and payment to the beneficiaries from fund assets when required in accordance with the fund rules;
- Management and investment of the fund assets; and
- Compliance with other applicable regulations.

Professional Superannuation Fund (PSF)

The Fund's Trustee is responsible for the prudential operation of the Fund and is required to act in the best interest of all members.

(iv) Description of risks**State schemes (SASS, SSS & SANCS)**

There are a number of risks to which the Fund exposes the Employer. The more significant risks relating to the defined benefits are:

- Investment risk - The risk that investment returns will be lower than assumed and the Employer will need to increase contributions to offset this shortfall.
- Longevity risk - The risk that pensioners live longer than assumed, increasing future pensions.
- Pension indexation risk - The risk that pensions will increase at a rate greater than assumed, increasing future pensions.
- Salary growth risk - The risk that wages or salaries (on which future benefit amounts for active members will be based) will rise more rapidly than assumed, increasing defined benefit amounts and thereby requiring additional employer contributions.
- Legislative risk - The risk is that legislative changes could be made which increase the cost of providing the defined benefits.

The defined benefit fund assets are invested with independent fund managers and have a diversified asset mix. The Fund has no significant concentration of investment risk or liquidity risk.

Professional Superannuation Fund (PSF)

Whilst the Fund remains an ongoing arrangement the main risk to the Group is the need to make additional contributions to the Fund resulting from adverse investment experience, members and their spouses living longer than expected, salary increases being greater than expected and Fund expenses being greater than expected and allowed for in the recommended contribution rate.

(v) Description of significant events

There were no fund amendments, curtailments or settlements during the year.

The University of Wollongong expects to make a contribution of \$1.27 million (2018: \$1.44 million) to the defined benefit plan during the next financial year.

The weighted average duration of the defined benefit obligation is 10.9 years (2018: 11.4 years). The expected maturity analysis of undiscounted benefit payments is as follows:

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| | Less than 1 year 000 \$ | Between 1 and 2 years 000 \$ | Between 2 and 5 years 000 \$ | Over 5 years 000 \$ | Total 000 \$ |
|--|----------------------------------|---------------------------------------|---------------------------------------|---------------------------|--------------------|
| Defined benefit obligations - 31 December 2019 | 22,332 | 22,507 | 63,812 | 311,142 | 419,793 |
| Defined benefit obligations - 31 December 2018 | 21,223 | 21,339 | 63,498 | 330,489 | 436,549 |

(a) Categories of plan assets

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

| | 2019 (%) | | 2018 (%) | |
|---------------------------|---------------|------------------|---------------|------------------|
| | Active Market | No Active Market | Active Market | No Active Market |
| Cash and Cash Equivalents | 4.60 | 4.29 | 4.55 | 5.28 |
| Equity instruments | 45.60 | 5.44 | 39.44 | 6.85 |
| Debt instruments | 1.87 | 7.77 | 1.95 | 8.41 |
| Property | 1.83 | 6.51 | 1.67 | 6.88 |
| Other | 0.05 | 22.04 | 1.01 | 23.97 |
| Total | 53.95 | 46.05 | 48.62 | 51.39 |

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

| | 2019 % | 2018 % |
|-------------------------------------|-----------|-----------|
| Discount rate(s) | 1.37 | 2.33 |
| Expected rate(s) of salary increase | 3.20 | 2.69 |
| Rate of CPI increase | 2.00 | 2.00 |

(b) Actuarial assumptions and sensitivity

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

| | Change in assumption | Impact on defined benefit obligation | |
|--|-------------------------|--------------------------------------|------------------------|
| | | Increase in assumption | Decrease in assumption |
| Discount rate - SASS, SANCS & SSS | 1.00% | Decrease by 10.36% | Increase by 12.52% |
| Discount rate - PSF | 0.50% | Decrease by 3.62% | Increase by 3.84% |
| Salary growth rate - SASS, SANCS & SSS | 0.50% | Increase by 0.25% | Decrease by 0.24% |
| Salary growth rate - PSF | 0.50% | Increase by 3.57% | Decrease by 3.41% |

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

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

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(c) Statement of financial position amounts

| Amounts recognised in the statement of financial position - 2019 | Note | 000 \$ SASS | 000 \$ SANCS | 000 \$ SSS | 000 \$ PSF | 000 \$ Total |
|--|-------------|----------------------------|-----------------------------|---------------------------|---------------------------|-----------------------------|
| Liabilities | | | | | | |
| Provision for deferred government benefits for superannuation | | (1,954) | 6,311 | 357,753 | 849 | 362,959 |
| Total liabilities | | (1,954) | 6,311 | 357,753 | 849 | 362,959 |
| Assets | | | | | | |
| Receivable for deferred government benefit for superannuation | | (1,954) | 6,311 | 357,753 | - | 362,110 |
| Net liability recognised in the statement of financial position | | - | - | - | 849 | 849 |
| Defined benefit obligation | | | | | | |
| Defined benefit obligation | | 37,548 | 6,229 | 367,870 | 3,646 | 415,293 |
| Fair value of plan assets | | (39,502) | 82 | (10,117) | (2,797) | (52,334) |
| Net liability | 30 | (1,954) | 6,311 | 357,753 | 849 | 362,959 |
| Reimbursement right | 19 | 1,954 | (6,311) | (357,753) | - | (362,110) |
| Total net liability/(asset) | | - | - | - | 849 | 849 |
| Reimbursement right | | | | | | |
| Opening value of reimbursement right | | (3,194) | 6,865 | 322,767 | - | 326,438 |
| Remeasurements | | 1,240 | (554) | 34,986 | - | 35,672 |
| Closing value of reimbursement right | 19 | (1,954) | 6,311 | 357,753 | - | 362,110 |
| Defined benefit obligation | | | | | | |
| Opening defined benefit obligation | | 38,506 | 6,591 | 345,972 | 3,556 | 394,625 |
| Current service cost | | 809 | 208 | - | 212 | 1,229 |
| Interest expense | | 843 | 141 | 7,977 | 67 | 9,028 |
| | | 40,158 | 6,940 | 353,949 | 3,835 | 404,882 |
| Remeasurements | | | | | | |
| Actuarial losses/(gains) arising from changes in demographic assumptions | | - | - | - | - | - |
| Actuarial losses/(gains) arising from changes in financial assumptions | | 1,384 | 273 | 32,157 | 257 | 34,071 |
| Experience (gains)/losses | | 2,257 | (264) | (4,152) | 164 | (1,995) |
| | | 3,641 | 9 | 28,005 | 421 | 32,076 |
| Contributions | | | | | | |
| Plan participants | | 458 | - | 121 | - | 579 |
| | | 458 | - | 121 | - | 579 |
| Payments from plan | | | | | | |
| Benefits paid | | (6,504) | (888) | (16,048) | (610) | (24,050) |
| Taxes, premiums & expenses paid | | (205) | 168 | 1,843 | - | 1,806 |
| | | (6,709) | (720) | (14,205) | (610) | (22,244) |
| Closing defined benefit obligation | | 37,548 | 6,229 | 367,870 | 3,646 | 415,293 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| | | 000 \$ | 000 \$ | 000 \$ | 000 \$ | 000 \$ |
|---|-------------|---------------|--------------|---------------|--------------|---------------|
| Present value of plan assets - 2019 | Note | SASS | SANCS | SSS | PSF | Total |
| Opening fair value of plan assets | | 41,700 | (273) | 23,205 | 2,744 | 67,376 |
| Interest (income) | | 925 | (7) | 453 | 59 | 1,430 |
| | | 42,625 | (280) | 23,658 | 2,803 | 68,806 |
| Remeasurements | | | | | | |
| Return on plan assets, excluding amounts included in net interest expense | | 2,499 | 18 | 790 | 335 | 3,642 |
| | | 2,499 | 18 | 790 | 335 | 3,642 |
| Contributions | | | | | | |
| Employers | | 629 | 900 | (247) | 269 | 1,551 |
| Plan participants | | 458 | - | 121 | - | 579 |
| | | 1,087 | 900 | (126) | 269 | 2,130 |
| Payments from plan | | | | | | |
| Benefits paid | | (6,504) | (888) | (16,048) | (610) | (24,050) |
| Taxes, premiums & expenses paid | | (205) | 168 | 1,843 | - | 1,806 |
| | | (6,709) | (720) | (14,205) | (610) | (22,244) |
| Closing fair value of plans assets | | 39,502 | (82) | 10,117 | 2,797 | 52,334 |
| Amounts recognised in the statement of financial position - 2018 | | | | | | |
| Liabilities | | | | | | |
| Provision for deferred government benefits for superannuation | | (3,194) | 6,865 | 322,767 | 812 | 327,250 |
| Total liabilities | | (3,194) | 6,865 | 322,767 | 812 | 327,250 |
| Assets | | | | | | |
| Receivable for deferred government benefit for superannuation | | (3,194) | 6,865 | 322,767 | - | 326,438 |
| Net liability recognised in the statement of financial position | | - | - | - | 812 | 812 |
| Defined benefit obligation | | 38,506 | 6,591 | 345,972 | 3,556 | 394,625 |
| Fair value of plan assets | | (41,700) | 274 | (23,205) | (2,744) | (67,375) |
| Net liability | 30 | (3,194) | 6,865 | 322,767 | 812 | 327,250 |
| Reimbursement right | 19 | 3,194 | (6,865) | (322,767) | - | (326,438) |
| Total net liability/(asset) | | - | - | - | 812 | 812 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

| | | 000 \$ SASS | 000 \$ SANCS | 000 \$ SSS | 000 \$ PSF | 000 \$ Total |
|---|-------------|-------------------|--------------------|------------------|------------------|--------------------|
| Reimbursement rights - 2018 | Note | | | | | |
| Opening value of reimbursement right | | (5,164) | 6,792 | 303,839 | - | 305,467 |
| Remeasurements | | 1,970 | 73 | 18,928 | - | 20,971 |
| Closing value of reimbursement right | 19 | (3,194) | 6,865 | 322,767 | - | 326,438 |
| | | | | | | |
| Opening defined benefit obligation | | 37,998 | 6,610 | 339,717 | 3,572 | 387,897 |
| Current service cost | | 988 | 218 | 201 | 197 | 1,604 |
| Interest expense | | 953 | 163 | 8,801 | 75 | 9,992 |
| | | 39,939 | 6,991 | 348,719 | 3,844 | 399,493 |
| Remeasurements | | | | | | |
| Actuarial losses/(gains) arising from changes in demographic assumptions | | (347) | (71) | 1,656 | - | 1,238 |
| Actuarial losses/(gains) arising from changes in financial assumptions | | 504 | 100 | 11,996 | 78 | 12,678 |
| Experience (gains)/losses | | 1,872 | 183 | (3,258) | 223 | (980) |
| | | 2,029 | 212 | 10,394 | 301 | 12,936 |
| Contributions | | - | - | - | - | - |
| Plan participants | | 488 | - | 147 | - | 635 |
| | | 488 | - | 147 | - | 635 |
| Payments from plan | | | | | | |
| Benefits paid | | (3,656) | (630) | (14,965) | (589) | (19,840) |
| Taxes, premiums and expenses paid | | (294) | 18 | 1,677 | - | 1,401 |
| | | (3,950) | (612) | (13,288) | (589) | (18,439) |
| Closing defined benefit obligation | | 38,506 | 6,591 | 345,972 | 3,556 | 394,625 |
| | | | | | | |
| Opening fair value of plan assets | | 43,162 | (182) | 35,878 | 3,097 | 81,955 |
| Interest (income) | | 1,108 | (10) | 748 | 76 | 1,922 |
| | | 44,270 | (192) | 36,626 | 3,173 | 83,877 |
| Remeasurements | | | | | | |
| Return on plan assets, excluding amounts included in net interest expense | | (499) | 15 | (272) | (109) | (865) |
| | | (499) | 15 | (272) | (109) | (865) |
| Contributions | | | | | | |
| Employers | | 1,391 | 516 | (8) | 269 | 2,168 |
| Plan participants | | 488 | - | 147 | - | 635 |
| | | 1,879 | 516 | 139 | 269 | 2,803 |
| Payments from plan | | | | | | |
| Benefits paid | | (3,656) | (630) | (14,965) | (589) | (19,840) |
| Taxes, premiums and expenses paid | | (294) | 18 | 1,677 | - | 1,401 |
| | | (3,950) | (612) | (13,288) | (589) | (18,439) |
| Closing fair value of plans assets | | 41,700 | (273) | 23,205 | 2,744 | 67,376 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(d) Amounts recognised in other statements**Amounts recognised in the Income Statement - 2019**

The amounts recognised in the income statement are restricted to the Professional Superannuation Fund (PSF) in accordance with note 30. The amounts are included in the Income Statement.

| | Note | 000 \$ SASS | 000 \$ SANCS | 000 \$ SSS | 000 \$ PSF | 000 \$ Total |
|--|------|-------------------|--------------------|------------------|------------------|--------------------|
| Amounts recognised in the Income Statement - 2019 | | | | | | |
| Current service cost | | - | - | - | 212 | 212 |
| Interest expense | | - | - | - | 8 | 8 |
| Total expense recognised in the Income Statement | 12 | - | - | - | 220 | 220 |

Amounts recognised in other comprehensive income - 2019

The amounts recognised in the statement of comprehensive income are restricted to the Professional Superannuation Fund (PSF) in accordance with note 30. The amounts are included in retained earnings (note 33).

Remeasurements

| | | | | | | |
|--|--|---|---|---|----|----|
| Actuarial losses (gains) arising from experience adjustments | | - | - | - | 86 | 86 |
| Total remeasurements in OCI | | - | - | - | 86 | 86 |

Amounts recognised in the Income Statement - 2018

The amounts recognised in the income statement are restricted to the Professional Superannuation Fund (PSF) in accordance with note . The amounts are included in the Income Statement.

Amounts recognised in the Income Statement - 2018

| | | | | | | |
|---|----|---|---|---|-----|-----|
| Current service cost | | - | - | - | 197 | 197 |
| Interest income | | - | - | - | (2) | (2) |
| Total expense recognised in the Income Statement | 12 | - | - | - | 195 | 195 |

Amounts recognised in other comprehensive income - 2018

The amounts recognised in the statement of comprehensive income are restricted to the Professional Superannuation Fund (PSF) in accordance with note . The amounts are included in retained earnings (note 33).

Remeasurements

| | | | | | | |
|--|--|---|---|---|-----|-----|
| Actuarial losses (gains) arising from experience adjustments | | - | - | - | 410 | 410 |
| Total remeasurements in OCI | | - | - | - | 410 | 410 |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

48 Acquittal of Australian Government financial assistance**(a) Education - CGS and other Education grants**

| | Commonwealth Grants Scheme#1 | | | Indigenous Support Program | | | Higher Education Participation and Partnership Program | | | Disability Support Program | | | Total |
|--|------------------------------|-----------|--|----------------------------|---------|--|--|---------|--|----------------------------|--------|--|-----------|
| | 2019 | 2018 | | 2019 | 2018 | | 2019 | 2018 | | 2019 | 2018 | | |
| | 000 \$ | 000 \$ | | 000 \$ | 000 \$ | | 000 \$ | 000 \$ | | 000 \$ | 000 \$ | | |
| Parent Entity (University) Only | | | | | | | | | | | | | |
| Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program) | | | | | | | | | | | | | |
| Net accrual adjustments | 150,698 | - | | 2,127 | - | | 3,078 | - | | 229 | - | | 156,132 |
| | (3,213) | 144,725 | | - | 1,961 | | - | 3,313 | | - | 240 | | (3,213) |
| Revenue for the period | 147,485 | 144,725 | | 2,127 | 1,961 | | 3,078 | 3,313 | | 229 | 240 | | 152,919 |
| Surplus/(deficit) from the previous year | - | - | | 45 | 254 | | 766 | 940 | | - | - | | 811 |
| Total revenue including accrued revenue | 147,485 | 144,725 | | 2,172 | 2,215 | | 3,844 | 4,253 | | 229 | 240 | | 153,730 |
| Less expenses including accrued expenses | (147,485) | (144,725) | | (2,068) | (2,170) | | (3,611) | (3,487) | | (229) | (240) | | (153,393) |
| Surplus/(deficit) for reporting period | - | - | | 104 | 45 | | 233 | 766 | | - | - | | 337 |
| | | | | | | | | | | | | | 811 |

#1 Includes the basic CGS grant amount, CGS - Regional Loading, CGS - Enabling Loading, CGS - Medical Student Loading, Allocated Places, Non Designated Courses and CGS - Special Advances from Future Years.

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

| | HECS-HELP (Australian Government payments only) | | | | | | FEE-HELP | | | | | | SA-HELP | | | | | | Total | | | | | |
|---|---|---------|--|---------|---------|--|----------|--------|--|--------|--------|--|---------|--------|--|---------|---------|--|---------|---------|--|---------|---------|--|
| | 2019 | 2018 | | 2019 | 2018 | | 2019 | 2018 | | 2019 | 2018 | | 2019 | 2018 | | 2019 | 2018 | | 2019 | 2018 | | 2019 | 2018 | |
| | 000 \$ | 000 \$ | | 000 \$ | 000 \$ | | 000 \$ | 000 \$ | | 000 \$ | 000 \$ | | 000 \$ | 000 \$ | | 000 \$ | 000 \$ | | 000 \$ | 000 \$ | | 000 \$ | 000 \$ | |
| Parent Entity (University) Only | | | | | | | | | | | | | | | | | | | | | | | | |
| Cash Payable/(Receivable) at the beginning of the year | | | | | | | | | | | | | | | | | | | | | | | | |
| Financial assistance received in Cash during the reporting period | 104,888 | 103,856 | | 104,888 | 103,856 | | 5,425 | 6,042 | | 3,886 | 3,105 | | 3,886 | 3,105 | | 113,699 | 113,003 | | 113,699 | 113,003 | | 113,699 | 113,003 | |
| Cash available for period | 104,888 | 103,856 | | 104,888 | 103,856 | | 5,425 | 6,042 | | 3,886 | 3,105 | | 3,886 | 3,105 | | 113,699 | 113,003 | | 113,699 | 113,003 | | 113,699 | 113,003 | |
| Revenue earned | 104,888 | 103,856 | | 104,888 | 103,856 | | 5,536 | 6,042 | | 3,095 | 3,105 | | 3,095 | 3,105 | | 113,519 | 113,003 | | 113,519 | 113,003 | | 113,519 | 113,003 | |
| Cash Payable/(Receivable) at end of year | - | - | | 104 | 45 | | (111) | - | | 291 | - | | 291 | - | | 180 | - | | 180 | - | | 180 | - | |

VET Student Loan Program is not required to be acquitted here.

(c) Department of Education and Training Research #4

| | Research Training Program | | Research Support Program | | Total | |
|--|---------------------------|----------|--------------------------|----------|-----------------|----------|
| | 2019 | 2018 | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 | 000 | 000 |
| Parent Entity (University) Only | \$ | \$ | \$ | \$ | \$ | \$ |
| Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program) | 22,841 | 22,752 | 14,855 | - | 37,696 | 22,752 |
| Net accrual adjustments | - | - | - | 13,748 | - | 13,748 |
| Revenue for the period | 22,841 | 22,752 | 14,855 | 13,748 | 37,696 | 36,500 |
| Surplus/(deficit) from the previous year | 914 | 330 | - | - | 914 | 330 |
| Total revenue including accrued revenue | 23,755 | 23,082 | 14,855 | 13,748 | 38,610 | 36,830 |
| Less expenses including accrued expenses | (22,327) | (22,168) | (14,855) | (13,748) | (37,182) | (35,916) |
| Surplus/(deficit) for reporting period | 1,428 | 914 | - | - | 1,428 | 914 |

#4 The reported surplus for Research Training Program of \$1,428 million for 2019 are expected to be rolled over for future use by the Group.

(d) Other Capital Funding

| | Linkage Infrastructure, Equipment and Facilities Grant | | | | Total | |
|--|--|---------|----------------|---------|----------------|---------|
| | 2019 | 2018 | 2019 | 2018 | 2019 | 2018 |
| | 000 | 000 | 000 | 000 | 000 | 000 |
| Parent Entity (University) Only | \$ | \$ | \$ | \$ | \$ | \$ |
| Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program) | - | 1,680 | - | - | - | 1,680 |
| Revenue for the period | - | 1,680 | - | - | - | 1,680 |
| Surplus/(deficit) from the previous year | (3,113) | (1,798) | (3,113) | (1,798) | (3,113) | (1,798) |
| Total revenue including accrued revenue | (3,113) | (118) | (3,113) | (118) | (3,113) | (118) |
| Less expenses including accrued expenses | (269) | (2,995) | (269) | (2,995) | (269) | (2,995) |
| Surplus/(deficit) for reporting period | (3,382) | (3,113) | (3,382) | (3,113) | (3,382) | (3,113) |

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2019

(e) Australian Research Council Grants**Parent Entity (University) Only**

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

Net accrual adjustments

Revenue for the period

Surplus/(deficit) from the previous year

Total revenue including accrued revenue

Less expenses including accrued expenses

Surplus/(deficit) for reporting period

4(e)

| | Discovery | | Linkages | | Networks and Centres | | | Total | |
|--|-----------|----------|----------|---------|----------------------|---------|----------|----------|------|
| | 2019 | 2018 | 2019 | 2018 | 2019 | 2018 | 2019 | 2018 | 2018 |
| | 000 | 000 | 000 | 000 | 000 | 000 | 000 | 000 | 000 |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| | 10,378 | 8,673 | 2,684 | 3,164 | 8,985 | 8,818 | 22,047 | 20,655 | |
| | (708) | - | 981 | - | (953) | - | (680) | - | |
| | 9,670 | 8,673 | 3,665 | 3,164 | 8,032 | 8,818 | 21,367 | 20,655 | |
| | 2,485 | 4,283 | 246 | 1,159 | 4,018 | 3,491 | 6,749 | 8,933 | |
| | 12,155 | 12,956 | 3,911 | 4,323 | 12,050 | 12,309 | 28,116 | 29,588 | |
| | (10,216) | (10,471) | (4,216) | (4,077) | (8,815) | (8,291) | (23,247) | (22,839) | |
| | 1,939 | 2,485 | (305) | 246 | 3,235 | 4,018 | 4,869 | 6,749 | |

(f) OS-HELP**Parent Entity (University) Only**

Cash received during the reporting period

Cash spent during the reporting period

Net cash received

Cash surplus/(deficit) from the previous period

Cash surplus/(deficit) for reporting period

| | 2019 | 2018 |
|--|---------|---------|
| | 000 | 000 |
| | \$ | \$ |
| | 3,016 | 1,752 |
| | (2,915) | (2,759) |
| | 101 | (1,007) |
| | (644) | 363 |
| | (543) | (644) |

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(g) Student Services and Amenities Fee**Parent Entity (University) Only**

Unspent/(overspent) revenue from previous period

SA-HELP revenue earned

Student Services and Amenities Fees direct from Students

Total revenue expendable in period

Student services expenses during period

Unspent/(overspent) student services revenue

| | 2019 | 2018 |
|--|---------|---------|
| | 000 | 000 |
| | \$ | \$ |
| | (443) | (739) |
| | 3,095 | 3,105 |
| | 2,747 | 2,414 |
| | 5,399 | 4,780 |
| | (5,836) | (5,223) |
| | (437) | (443) |

4(b)

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END OF AUDITED FINANCIAL STATEMENTS

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