



A Purposeful  
Future

Annual  
Report 2020



UNIVERSITY  
OF WOLLONGONG  
AUSTRALIA

30 April 2021

The Hon. Dr Geoff Lee, MP  
NSW Minister for Skills and Tertiary Education and  
Minister for Sport, Multiculturalism, Seniors and Veterans  
C/- Higher Education  
Level 5  
2-10 Wentworth Street  
Parramatta NSW 2150

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 2020.

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 Christine McLoughlin  
Chancellor



Professor Paul Wellings CBE  
Vice-Chancellor and Principal





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# The UOW Purpose

## 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.

## 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.

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.

## SNAPSHOT

	Rounded	Actual
Total Student Enrolment	34,500	34,520
Onshore Student Enrolments	27,000	27,106
Offshore Student Enrolments	7,400	7,414
International Students Enrolled in Australia and Abroad	14,300	14,286
Nationalities at UOW	150	151
Employees (Head Count)	2,760	2,759

## 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](http://uow.edu.au/about/governance/legislation)

## 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.



# Vice-Chancellor's Overview



We will remember 2020 as the year the University of Wollongong achieved against all odds. Across Australia's universities, disruptions to education and research were profound and UOW experienced an immensely challenging year.

However, by contending with the difficulties presented by the global pandemic, the University has been able to showcase the deep sense of community that is central to our institutional culture. After all, our University is a community of students, staff, alumni, friends and supporters, and partners in government and industry within our communities.

The events that began in 2019 and continued into 2020 drove the University to work more closely with our partners to achieve significant outcomes such as quality remote teaching delivery, assistance for students and businesses, short courses for displaced workers, and research to help keep Australians safe.

As Vice-Chancellor, it is with pleasure that I present our 2020 annual report. This publication details our achievements and advancements in a year where our first priority was the safety of students and staff.

When we finalised the 2030 and Beyond Vision and the 2020 - 2025 Strategic Plan in 2019, we did not anticipate the scale of systemic risks associated with COVID-19. This has had a profound impact on the University, higher education sector and almost every business sector. The pandemic has prompted us to realign operations to ensure we are able to stay on path to fulfil commitments made in the strategic plan. We also remain focussed on our role in supporting Australia's economic and social recovery.

Remote working and teaching played a significant role in transformations this year. I thank and congratulate staff for their efforts in making the rapid transition to remote teaching, with a high percentage of students reporting satisfaction with our online learning platform.

While investing in a changed environment for student learning, we have also continued to deliver world-class outputs which is reflected in this year's national and international rankings. The stand-out result was UOW's placing in the world's top 200 – or 1 per cent – of institutions in the 2021 QS World University Rankings, released in June. The University's global approach to research partnerships and collaboration has underpinned this achievement. We have also taken our place in Australia's top 10 in the 2020 compilation of the Aggregate Ranking of Top Universities (ARTU).

UOW continues to be an exemplar among modern universities, with the QS Top 50 Under 50 Rankings 2021 ranking us 14th in the world. We are recognised as a global leader in social and economic impact by helping deliver on the United Nations Sustainable Development Goals, as demonstrated with our 31st placing in the Times Higher Education Impact Rankings 2020.

The impact of our research has been far-reaching during the pandemic, from producing 3D-printed face shields and ensuring stocks of hand sanitiser are maintained across our communities, through to assisting families with online learning and helping governments better anticipate people's mobility changes. The QS World University Rankings 2021 rated UOW five stars for research quality and placed us in the top 10 in Oceania for citations per faculty, while Nature Index 2020 rated us in the top 10 institutions in Australia.

A significant highlight of the year was the student support we were able to provide through our Financial Assistance Grant Scheme, a bursary fee waiver, academic and wellbeing support, and the Food+ with Care Project. More than \$4 million was awarded to grant recipients of the Financial Assistance Grants Scheme, of which 85 per cent of those eligible were international students.

The University offered more than 20 discounted short courses – one of the largest offerings by any university under this new government scheme – to help Australian workers displaced by the pandemic boost their skills and embark on a new career.

Australia's international borders were closed in the first part of 2020 as a result of quarantine decisions taken to limit the COVID-19 pandemic. This had an immediate impact on the mobility of international travellers and caused a sharp downturn in onshore international student enrolments. This issue continues to present a systemic risk to the higher education sector and UOW. The downturn in student fees will scar the budget position for several years. UOW's financial results are set out in this report and show a headline result of approximately minus \$40M after excluding a non-cash audit adjustment for the off-balance sheet student accommodation arrangement. Behind this figure sits an enormous body of work to manage this crisis, mitigate risks and reduce expenditure in order to return the University's finances to a robust position. Staff concluded an agreement delivering a purchased leave scheme and deferred pay rises to June 2022, operational expenditure was reduced, a special early retirement scheme was concluded and work began on changing the scale and organisation of professional services. Capital expenditure for 2020 was the lowest for over 10 years. In addition, the University raised \$350M in loans and restructured its off-balance sheet transaction on student accommodation in order to deliver additional savings in the years ahead. This commercial transaction was concluded on 18 January 2021. Standard and Poor's credit rating of the university is maintained at AA/A-1+.

In October, the Job-ready Graduates package legislation was passed by the Commonwealth Parliament. This wide ranging piece of legislation is one of the largest policy and funding shifts in the history of the University. During 2020, the University anticipated these changes in order to enrol students for session one 2021. In addition, we bid successfully for additional Commonwealth supported places and short course funding to allow for growth in domestic numbers in the near future.

In February, just before the pandemic took a firm hold, UOW released a report which showed that our contribution to the Illawarra and Australian economy continues to grow steadily, rising 6 per cent in the past three years. The Leading Locally, Competing Globally: Economic Impact Report 2020 found the University's direct, indirect and induced economic impact was worth \$1.4 billion annually on 2018 figures, compared to \$1.3 billion in 2015.

Our aspirations and objectives remain relevant and even more critical. We continue to help drive transformation in: education, research, sustainability, industries, health care and in our communities. This is evident in the progress we are making with the Health and Wellbeing Precinct at the Innovation Campus and our new course offerings at the South Western Sydney Campus in Liverpool.

In September, we opened the UOW Industry 4.0 Hub at our Shoalhaven Campus in Nowra. This initiative provides a collaborative environment for students, industry and entrepreneurs, which is set to position the Shoalhaven at the forefront of advanced manufacturing. Also in September, the new Arts, Social Sciences and Humanities building was officially opened by New South Wales Governor, Her Excellency the Honourable Margaret Beazley AC QC. The formal ceremony dedicated the building to outgoing UOW Chancellor, Ms Jillian Broadbent AC, in recognition of her outstanding contribution to the University.

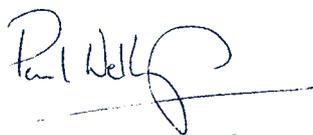
Ms Broadbent was Chancellor for 11 years and the building opening was her final official engagement in this capacity. Under her leadership and guidance, the University has expanded our global research impact, deepened our ties to the worlds of arts and humanities, and strengthened our reputation for providing a positive student experience that produces career-ready graduates.

In October, Ms Christine McLoughlin participated in her first official function as the University's fourth Chancellor at the Fellowship and Alumni Awards Dinner. Deborah Ely AM, Peter Fitzgerald, and Julie Renwick were conferred as University Fellows during the ceremony.

This is my final year as Vice-Chancellor and I am proud of what the University has accomplished in the past decade. Professor Patricia Davidson of Johns Hopkins University will take office in May 2021 as our fifth Vice-Chancellor. I am confident that Professor Davidson will continue this great institution's transformational agenda which has made us a global leader in discovery and learning.

I express my sincere thanks and appreciation to the hard work and support of the University's staff and senior executive team, and particularly for all the ways they have supported each other, UOW students and our communities throughout 2020.

With boldness and ambition, UOW will help shape the future of education, research and innovation in a post-pandemic world.



**Professor Paul Wellings CBE**  
Vice-Chancellor and Principal

—  
UOW  
Compliance  
Reporting

# University Council Role and Function



Under the *University of Wollongong Act 1989* (NSW), 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);
- (e) 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 2020

The University Council began 2020 with a briefing on the University's response to the major bushfire crisis impacting NSW. The University's Crisis Management team were tasked with coordinating the University's response and management of the impact of the bushfires on its operations at remote campuses: Bega, Batemans Bay, Shoalhaven, Southern Highlands. The University provided support to the local communities affected by the fires. Operations at other campuses were unaffected by the bushfires.

Also in January, Council were briefed on UOW's response to the emerging news of the Novel Coronavirus (COVID-19) and its spread across the world. This emerging issue was discussed in detail at the Council planning workshop in February, where Council members engaged in a briefing on the COVID-19 pandemic which included scenario planning, potential financial impact, how the student experience would be impacted and remote subject delivery.

The University's response to the COVID-19 pandemic and the remediation measures taken to mitigate the financial and operational risks associated with COVID-19 continued to be a major item of business throughout 2020. To comply with Government social distancing regulations, University Council meetings were held in person and via video-conferencing (WebEx).

In 2020, University Council welcomed Ms Liza Rodger who joined Council's February meeting as the elected professional staff member. In April, Council appointed Dr Bronwyn Evans replacing Mr Zlatko Todorovski who resigned from Council in January 2020. Later in the year, Council welcomed new members, Professor Greg Rose, ex-officio member and Chair of the Academic Senate replacing Professor Wilma Vialle, and Mr David Havyatt, postgraduate student member, filling in for the remainder of Mr Yuxi Ruan's term of office following Mr Ruan's completion of his studies at UOW.

Council played an important role in securing the Chancellor's and Vice-Chancellor's successors. In April, Council elected Ms Christine McLoughlin as the Chancellor for the University. Ms McLoughlin commenced in the role as Chancellor on 1 October 2020 following an effective transition of governance and leadership from the outgoing Chancellor, Ms Jillian Broadbent AC. Also in April, a special purpose selection committee was established, chaired by the Chancellor, to take carriage of the selection and appointment of the new Vice-Chancellor. Following regular briefings, Council formally approved the appointment of Professor Patricia Davidson as the new Vice-Chancellor of the University. Professor Davidson will commence in the role in May 2021.

Council continued to actively monitor the implementation of the University's 2020 - 2025 Strategic Plan. In February, Council received the annual Stocktake Report, the final report in the series, mapping the University's performance against the 2016 - 2020 Strategic Plan. At the August meeting and as part of the implementation of the new 2020 - 2025 Strategic Plan, Council approved a new suite of university strategies, which outline the specific priorities, actions and measures required to activate and realise the three goals set out in the new Strategic Plan. At this meeting, Council approved a revised set of Key Performance Indicators (KPI) metrics. Council also noted the Post COVID-19 Portfolio priorities. This included a statement outlining the challenges and opportunities for each portfolio presented by the COVID-19 pandemic, and set out five high-priority actions to address the challenges. These priorities

were considered crucial to returning the University to good health for the start of 2023.

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 2020 - 2024, noted the five year Regional Campuses Financial Report and approved the University-wide Risk Assessment Report. In April, Council reviewed and approved the 2019 Financial Statements and in May, due to the anticipated financial impacts of COVID-19, an extraordinary meeting was convened at which Council approved a restated 2020 UOW Budget and a revised Capital Management Plan for 2020 - 2024. In August, Council reviewed benchmarking data comparing the University to sector comparators and noted the Annual Organisational Risk update. In October, Council approved the 2021 UOW Budget and discussed the impacts of the Commonwealth Government's proposed Higher Education Reform package. In December, Council discussed the budget remediation measures being implemented and planned for 2021 and beyond. It also considered an assessment of the Federal Government's legislated Job-ready Graduates package.

In response to the significant and acute impact of the COVID-19 pandemic and to assure that the University has a strong structure to sustain its position into the future, Council approved the realignment of the University's faculty structure from five faculties to four at its June meeting. Consequential amendments were made to the Coursework Rules to align course offerings with the faculty structures, to other University policy documents, committee terms of reference (including Academic Senate Terms of Reference and Electoral Rules) and related governance documents.

Council oversaw a number of other key initiatives in 2020, including the implementation of the Workplace Mental Health Strategy, the results of the UOW COVID-19 staff check in survey, and the inclusion of regular reporting of student critical incidents in the work, health and safety reports.

Council approved several amendments to the Delegations of Authority Policy, including a new delegation allowing the Vice-Chancellor to approve urgent amendments to policy documents in extraordinary circumstances, in response to issues highlighted throughout the COVID-19 crisis.

Council fulfilled its responsibilities in relation to policy oversight, approving a number of new and amended policy documents, including: the new Improper Sexual Conduct Response Policy; consequential amendments to the Sexual Harassment Prevention Policy; amendments to the Coursework Rules (including operational changes, COVID-19 related amendments, consequential and administrative amendments); minor amendments to the Higher Degree Research (HDR) Award Rules, and; administrative amendments to the Student Conduct Rules and the Examination Rules.

Council monitored the progress of major infrastructure projects including: the Molecular Horizons Building; the Arts, Social Sciences and Humanities Building; the Thermal Comfort, LED Lighting and Solar Energy (TLS) Project, and; the Innovation Campus Health and Wellbeing Precinct. In recognition of the outstanding contribution made to the University by the retiring UOW Chancellor, Ms Jillian Broadbent AC, Council formally approved the naming of the Arts, Social Sciences and Humanities building the Jillian Broadbent Building.

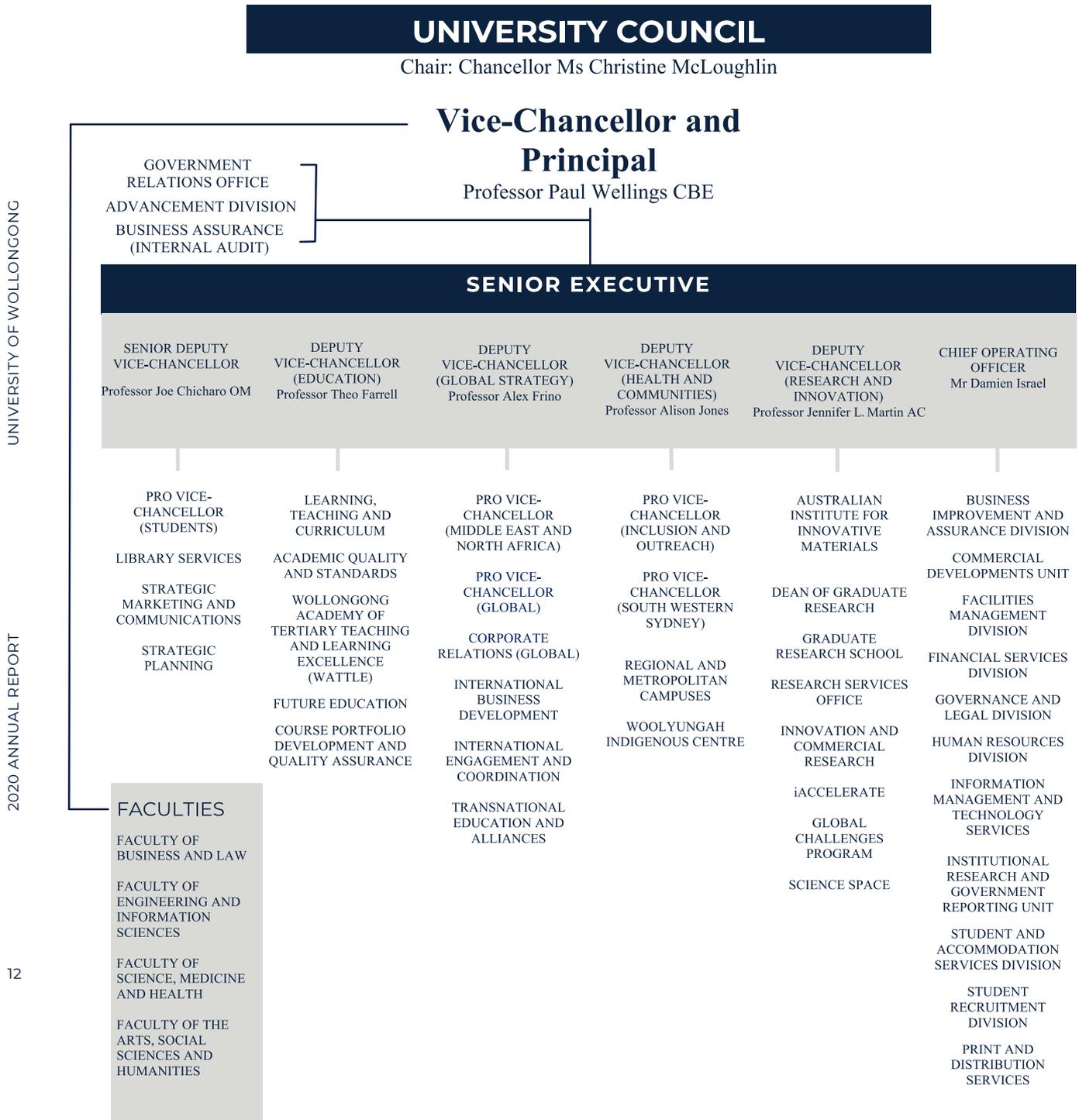
Throughout 2020, Council were kept informed of legislative and other higher education sector developments. These include the University's response to the *Independent Review of Freedom of Speech in Higher Education Providers* (the French Report) and the various bills being developed by the Commonwealth Government in respect to foreign relations and security which have potential impacts on the operations and compliance obligations of the University.

Quarterly reports were submitted to Council from each of its two primary controlled entities; UOW Pulse Ltd and UOW Global Enterprises (UOWGE). Mr Peter Robson AO, Chair of the UOWGE Board and Ms Marisa Mastroianni, Group CEO and Managing Director of UOWGE, presented on UOWGE's 2020 Year in Review and 2021 strategic priorities at the December Council meeting, during which Council also approved the acquisition of Ramsay Sime Darby Healthcare Education Services Sdn. Bhd., by the UOWGE group.

Council also received reports from the Student Advisory Council and from the two student associations, Wollongong Undergraduate Student Association (WUSA) and Wollongong Postgraduate Student Association (WUPA).

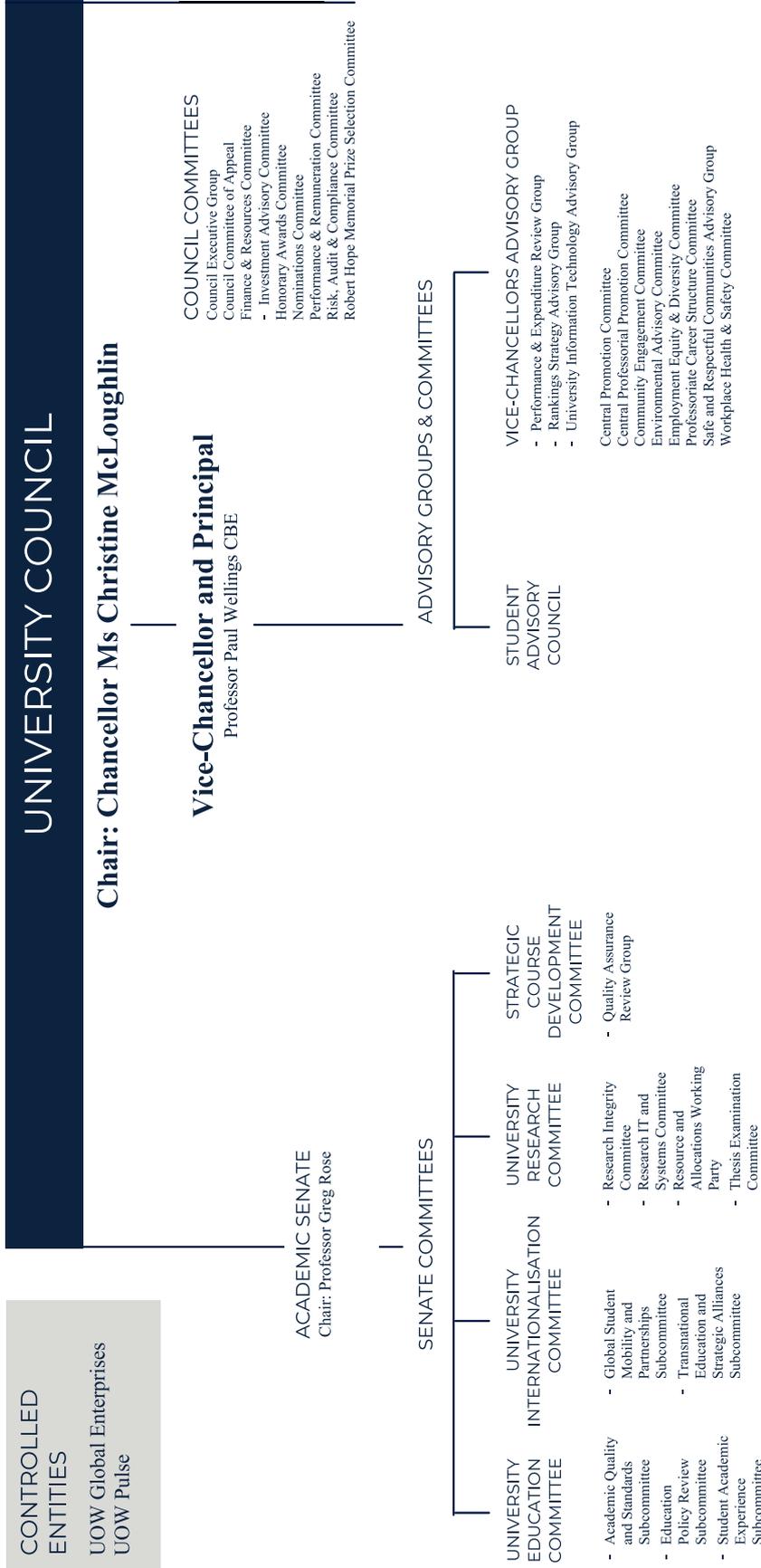
# Organisational Chart

Figure 1: Organisational Chart as at 31 December 2020.



# Governance Organisational Chart

Figure 2: Governance Organisational Chart as at 31 December 2020



# Senior Executive

Table 1: Senior Officers of the University

Chancellor from 1 October 2020	Ms Christine McLoughlin, BA LLB(Hons) ANU, FAICD
Chancellor to 30 September 2020	Ms Jillian Broadbent AC, BA Syd, Hon DLitt UWS
Deputy Chancellors	Dr Elizabeth Magassy, MBBS Syd, DipRACOG Mr Robert Ryan, BE Syd, MCL Macq, FCIS, FCIM, ACA, FTIA
Vice-Chancellor	Professor Paul Wellings CBE, BSc(JntHons) Lond, MSc Dunelm, PhD East Ang, Hon DSc Lanc, Hon DUniv Surrey
Senior Deputy Vice-Chancellor	Professor Joe Chicharo OM, BEng(Hons) PhD W'gong, FIEAust, SMIEEE
Acting Executive Dean, Faculty of Business 20 March 2020 to 27 March 2020	
Deputy Vice-Chancellor (Education)	Professor Theo Farrell, BA(Hons) UCD, GradDipIR Vienna, MA UCD, PhD Bristol, FAcSS, FRSA, FRSN
Deputy Vice-Chancellor (Global Strategy)	Professor Alex Frino, BCOM MCOM(Hons) W'gong, MPhil CANTAB, PhD USyd, CPA, CA
Deputy Vice-Chancellor (Health and Communities) and Executive Dean, Faculty of Science, Medicine and Health	Professor Alison Jones MD, FRCPE Edin, FRCP, CBioFRSB Lond, FRACP Aust, FACMT USA, FAACT USA, GAICD
Deputy Vice-Chancellor (Research and Innovation)	Professor Jennifer L. Martin AC, BPharm MPharm DPhil Oxon, FAA, FRACI, CChem
Chief Operating Officer	Mr Damien Israel, BBus MAcc CSU, FCPA
Pro Vice-Chancellor (Inclusion and Outreach)	Professor Paul Chandler, BSc(Hons) DipEd Syd, MSc(Psych) PhD UNSW, MAICD
Pro Vice-Chancellor (Middle East and North Africa) and President UOW in Dubai (UOWD)	Professor Mohamed-Vall M. Salem Zein, BSc(CompSci) Jeddah, MSci PhD(CompSci) Montreal, Baccalaureate (major in Mathematics) Mauritania
Pro Vice-Chancellor (South East Asia) and Dean of Academic Programs at INTI-Laureate to 30 April 2020	Professor Paul Gollan, BA(Hons) NSW, MBA(General) Nott, MSc LSE, PhD LSE, FCIPD, FAHRI
Pro Vice-Chancellor (Global) from 1 July 2020	Professor Wilma Vialle, BEd MEd UTas, PhD USF
Pro Vice-Chancellor (Students)	Professor Julia Coyle, MCSP GradCertUTL CSturt, GradDipManipPhysio MManPhysio La Trobe, PhD CSturt, GAICD
Executive Dean, Faculty of the Arts and Social Sciences from 24 July 2020	Professor Glenn Salkeld, BBus UTS, GDipHlthEcon UiT, MPH PhD USYD
Executive Dean, Faculty of Social Sciences to 23 July 2020	
Executive Dean, Faculty of Business and Law from 24 July 2020	Professor Colin B. Picker, PhD UNSW, JD Yale, AB Bowdoin
Executive Dean, Faculty of Law, Humanities and the Arts to 23 July 2020	
Executive Dean, Faculty of Business 30 March 2020 to 23 July 2020	Emeritus Professor Chris Cook, BSc BE Adel, PhD UNSW, FIEAust, CPeng
Executive Dean, Faculty of Business to 24 April 2020	Professor Charles Areni, BSci PhD UF
Executive Dean, Faculty of Engineering and Information Sciences	Professor Valerie Linton, BEng Sheff, MBA La Trobe, PhD Cantab, GAICD, FIEAust, CMP
Dean of Graduate Research from 3 August 2020	Professor Clive Baldock, BSc(Hons) Suss, MSc Lond, MTEM Melb, PhD Lond, FACPSEM, FAIP, FIPEM, FlnstP, CompIEAust
Acting Dean of Graduate Research from 20 Jan to 31 July 2020	Associate Professor Honglin Chen, BA SHNU, MEd PhD La Trobe, PFHEA
Dean of Research to 27 November 2020	Professor Timothy Marchant, BSc(Hons), PhD Adel, FAustMS
Dean of Medicine	Professor Paul De Souza, BSc(Med) MBBS MPH USYD, PhD UNSW, FRACP
Dean of University of Wollongong Sydney Business School	Professor Grace McCarthy, BA MA Cork, MBA Henley, GradDipInfoLibStds, PhD Man, GAICD
Chair, Academic Senate from 1 July 2020	Professor Greg Rose, BA LLB LLM Monash
Chair, Academic Senate to 30 June 2020	Professor Wilma Vialle, BEd MEd UTas, PhD USF

# 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 received regular reports from its major subcommittees, the Vice-Chancellor, and from members of the Senior Executive on major academic issues, initiatives and projects within their portfolios. Academic Senate approved 33 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.

Following completion of the maximum six years of office by the existing Chair, there was a change of Chair midway through the year for Academic Senate. The Chair attended meetings of the national and state meetings of the Chairs of Academic Senates and Boards throughout 2020.

## 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, one student member, 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 2020, considering the University's response to the changing government funding landscape, reviewing the 2020 University Budget and the 2020 - 2024 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 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, 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 nominated by 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), any member of the Senior Executive for matters relevant to their respective portfolio, 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 2020, receiving the 2019 Annual Financial Statements and recommending these to Council; reviewing the University's internal audit schedule and receiving and reviewing internal audit reports, monitoring emerging risks, as well as receiving reports across a range of risk, assurance and compliance areas. A particular focus of 2020 business was consideration of risks and associated mitigations relating to the impact of the COVID-19 pandemic on University operations.

## 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 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 2020.

## 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 2020, the Nominations Committee met twice to consider potential candidates for recommendation to Council in response to membership vacancies and concluding terms of office.

## 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 of the Advancement Division. The Committee met twice in 2020 to consider and recommend honorary award recipients to Council and to approve 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 appointed by Council, each of whom are appointed by Council when required. The Committee did not meet in 2020.

### **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 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 normally meets in early December. However due to a change to academic session dates required in response to COVID-19 impacts, the Committee met prior to the first Council meeting of 2021 and recommended a nominee to Council for approval.

# Council Membership and Attendance

Table 2: Council Membership and Attendance at Council Meetings in 2020

	Attended	Possible	Current Term
<b>EX OFFICIO</b>			
<b>The Chancellor</b>			
Ms Jillian Broadbent AC, BA <i>Syd</i> , Hon DLitt <i>UWS</i>	5	5	Ex officio role <sup>1</sup>
Ms Christine McLoughlin, BA LLB(Hons) <i>ANU</i> , FAICD	2	2	Ex officio role <sup>2</sup>
<b>The Vice-Chancellor and Principal</b>			
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>	7	7	Ex officio role
<b>The Chair of Academic Senate</b>			
Professor Wilma Vialle, BEd MEd <i>Tas</i> , PhD <i>USF</i>	4	4	Ex officio role <sup>3</sup>
Professor Greg Rose, BA LLB LLM <i>Monash</i>	3	3	Ex officio role <sup>4</sup>
<b>NSW MINISTERIAL NOMINEES</b>			
<b>Deputy Chancellor</b>			
Dr Elizabeth Magassy, MBBS <i>Syd</i> , Dip. RACOG	7	7	2019-21
Mr Warwick Shanks, BEcon <i>Syd</i> , FCA, GAID	7	7	2018-21
<b>APPOINTED BY COUNCIL</b>			
<b>Deputy Chancellor</b>			
Mr Robert Ryan, BE <i>Syd</i> , MCL <i>Macq</i>	7	7	2018-21
Mr David Groves, BCom <i>W'gong</i> , MCom <i>UNSW</i> , CA, FAICD	7	7	2017-20
Ms Nieves Murray, BA Grad Cert Public Health <i>W'gong</i> , GMP <i>Harv</i>	6	7	2019-20
Dr Bronwyn Evans, BE(Elec) PhD, <i>W'gong</i> , HonFIEAust, FTSE, CPEng	4	6	2020-21 <sup>5</sup>
Ms Natasha Nankivell, BSc <i>UNSW</i>	6	7	2018-21
Mr Zlatko Todorcevski BCom MBA <i>W'gong</i>	–	–	2018-20 <sup>6</sup>
Mr Greg West, CA, MAICD	7	7	2018-20
<b>ELECTED BY THE STUDENTS OF THE UNIVERSITY</b>			
Ms Mia Watson	5	7	2019-20
Mr Yuxi Ruan, BE(Hons) <i>W'gong</i>	4	4	2017-20 <sup>7</sup>
Mr David Havyatt, BSc <i>Syd</i> , MA <i>Macq</i> , GDip Econ <i>UNE</i>	3	3	2020-20 <sup>8</sup>
<b>ELECTED BY GRADUATES</b>			
Mr Paul Ell, BCom/LLB GDipLegPrac <i>W'gong</i>	7	7	2018-21
<b>ELECTED BY THE FULL TIME ACADEMIC STAFF OF THE UNIVERSITY</b>			
Associate Professor Rodney Vickers, BSc(Hons) MSc PhD <i>Cant</i>	6	6	2020-21 <sup>9</sup>
Professor Nan Seuffert, BA <i>Virginia</i> , JD <i>Boston</i> , LLM <i>Well</i> , LLM JSD <i>Columbia</i>	6	7	2019-20
Dr Adam Lucas MscSoc Ma (Hons) PhD <i>UNSW</i>	0	0	2020-21 <sup>10</sup>
<b>ELECTED BY THE FULL TIME GENERAL STAFF OF THE UNIVERSITY</b>			
Ms Liza Rodger, BSc(JntHons) <i>Aston</i> , MA <i>Dunelm</i>	7	7	2020-22

1 Ms Jillian Broadbent AO concluded her role as Chancellor on 30 September 2020.

2 Ms Christine McLoughlin commenced in her role as Chancellor on 1 October 2020.

3 Professor Wilma Vialle served the maximum term as Chair of Academic Senate in accordance with the Academic Senate Electoral Rules at 30 June 2020.

4 Professor Greg Rose was elected as Chair of Academic Senate commencing 1 July 2020.

5 In accordance with clause 17 of the University of Wollongong By-Law Council appointed Dr Bronwyn Evans to fill a casual vacancy from 21 February to 31 December 2021.

6 Mr Zlatko Todorcevski resigned from Council 11 months earlier than his original term, finishing on 15 January 2020.

7 Mr Yuxi Ruan resigned from Council 6 months earlier than his original term, finishing on 15 June 2020.

8 In accordance with clauses 17 and 18 of the University of Wollongong By-Law Council elected Mr David Havyatt to the position of postgraduate student member of Council to fill a casual vacancy from 14 August 2020 to 31 December 2020.

9 Associate Professor Rodney Vickers resigned from the University on 1 December 2020.

10 Dr Adam Lucas was elected to fill the vacancy in accordance with clauses 17 and 18 of the University of Wollongong By-Law from 11 December 2020 to 31 December 2021.

# Council Committee Membership and Attendance

Table 3: Council Committee Membership and Attendance 2020

	Meeting Attended	Attendance Possible
<b>Finance and Resources Committee</b>		
Mr Robert Ryan (Chair)	4	4
Professor Theo Farrell (Acting Vice-Chancellor)	1	1
Mr David Havyatt	2	2
Mr Yuxi Ruan	2	2
Mr Warwick Shanks	4	4
Associate Professor Rodney Vickers	4	4
Professor Paul Wellings CBE	3	3
<b>Risk, Audit and Compliance Committee</b>		
Mr Greg West (Chair)	4	4
Mr Paul Ell	4	4
Dr Bronwyn Evans	3	3
Ms Nieves Murray	4	4
<b>Honorary Awards Committee</b>		
Ms Jillian Broadbent AC (Chair)	1	1
Ms Christine McLoughlin (Chair)	1	1
Ms Monique Harper-Richardson	1	1
Professor Valerie Linton	1	2
Dr Elizabeth Magassy	2	2
Ms Leanne Newsham (Acting Director Advancement Division)	1	1
Professor Richard Roberts	2	2
Professor Greg Rose	1	1
Mr Warwick Shanks	2	2
Professor Wilma Vialle	1	1
Professor Paul Wellings CBE	2	2
<b>Performance and Remuneration Committee</b>		
Ms Jillian Broadbent AC (Chair)	2	2
Mr David Groves	2	2
Dr Elizabeth Magassy	2	2
Mr Robert Ryan	2	2
<b>Chancellor Robert Hope Memorial Prize Selection Committee<sup>1</sup></b>		
Ms Christine McLoughlin (Chair)	1	1
Ms Theresa Hoynes	2	2
Professor Greg Rose	2	2
Mr Warwick Shanks	2	2
<b>Council Nominations Committee</b>		
Ms Jillian Broadbent AC (Chair)	2	2
Professor Joe Chicharo OM (Acting Vice-Chancellor)	1	1
Dr Elizabeth Magassy	2	2
Ms Nieves Murray	2	2
Professor Paul Wellings CBE	1	1
Mr Greg West	1	2

<sup>1</sup> The Chancellor Robert Hope Memorial Prize Selection Committee meetings were held in January 2021 due to changes in academic session dates required in response to COVID-19 impacts.

# Legislative Compliance and Risk Management

## LEGISLATIVE CHANGES

During 2020, a significant number of legislative changes and other legal developments relevant to the operation of the University occurred.

### COVID-19 RELATED LEGISLATION

Numerous public health orders were passed by the NSW government under the *Public Health Act 2010* (NSW) to address public health issues arising from the COVID-19 pandemic. These included orders in relation to gathering and movement, self-isolation, and spitting and coughing. In fulfilment of its obligations under public health orders, the University developed and implemented comprehensive safety plans, communications campaigns and other measures to minimise risk of transmission of COVID-19 on campus.

The *COVID-19 Legislation Amendment (Emergency Measures) Act 2020* (NSW) commenced on 25 March 2020. The Act amended legislation across a range of fields and provided specific regulation making powers for the purposes of responding to the public health emergency caused by the COVID-19 pandemic.

For example, following the passage of the legislation, the NSW government enacted the *Electronic Transactions Amendment (COVID-19 Witnessing of Documents) Regulation 2020* (NSW) to facilitate the remote witnessing of certain documents such as affidavits, deeds and statutory declarations. This has provided the University with flexibility in the way it transacts key documents.

It also enacted the *Retail and Other Commercial Leases (COVID-19) Regulation 2020* (NSW) to implement a Code of Conduct in respect of commercial leasing, allowing eligible lessees to negotiate rent relief if experiencing difficulties in meeting lease commitments due to the COVID-19 pandemic and prohibiting lessors from taking certain actions. As such, the Regulation provided eligible commercial tenants of the University with additional legal protections during 2020.

On 14 May 2020, the NSW government enacted the *COVID-19 Legislation Amendment (Emergency Measures – Miscellaneous) Act 2020* (NSW). The Act amended the *Workers Compensation Act 1987* (NSW) by introducing a presumption that workers who contract COVID-19 while employed in prescribed categories of employment, including educational institutions, contracted the virus in the course of their employment. The presumption would make it easier for any University staff who contract COVID-19 to receive workers compensation entitlements to support their recovery.

### FOREIGN RELATIONS

*Australia's Foreign Relations (State and Territory Arrangements) Act 2020* (Cth) introduced a new scheme, commencing on 10 December 2020, for states, territories and public entities (including public universities) to notify or seek approval from the Minister for Foreign Affairs if they propose to negotiate, or enter, or have entered an arrangement with a foreign government, or a foreign university that does not have institutional autonomy from a foreign government. The purpose of the scheme is to ensure that such arrangements do not adversely affect Australia's foreign relations and are not inconsistent with Australia's foreign policy. The scheme encompasses notification by 10 June 2021 of all existing

arrangements in place on 10 December 2020 and, from 10 March 2021, notification of prospective arrangements. The University is actively implementing compliance measures in response to this legislation, including developing processes to identify which arrangements are caught by the scheme, and to streamline notifications.

### HIGHER EDUCATION

On 27 February 2020, the Commonwealth government enacted the *Student Identifiers Amendment (Higher Education) Act 2020* (Cth). The Act amended the *Student Identifiers Act 2014* (Cth) to give effect to a key national education reform, extending the Unique Student Identifier (USI), from vocational education and training (VET) to higher education. Further support for the extension of the USI regime to higher education occurred through the *Education Legislation Amendment (2020 Measures No. 1) Act 2020* (Cth), enacted on 18 June 2020. That Act amended the *Higher Education Support Act 2003* (Cth) to require students commencing from 1 January 2021, and all students from 1 January 2023, to have a USI in order to be eligible for Commonwealth assistance.

On 26 August 2020, the Commonwealth government enacted the *Tertiary Education Quality and Standards Agency Amendment (Prohibiting Academic Cheating Services) Act 2020* (Cth). The Act amended the *Tertiary Education Quality and Standards Agency Act 2011* (Cth) by creating a new criminal offence for providing or advertising contract cheating services. TEQSA has established a Higher Education Integrity Unit to administer the new law and take action against commercial contract cheating providers. It is hoped that the new law will deter contract cheating services from operating in Australia.

The *Higher Education Support Amendment (Job-ready Graduates and Supporting Regional and Remote Students) Act 2020* (Cth) was enacted in October 2020. The Act introduced a package of reforms which make significant changes to the way higher education courses are funded, and aim to increase university access and attainment for people living in regional, rural and remote areas of Australia. The reforms make a range of substantial changes to the *Higher Education Support Act 2003* (Cth) in respect of the design of the Commonwealth Grant Scheme (CGS), student contributions for those in Commonwealth supported places (CSPs), and eligibility for Commonwealth assistance. The reform package also established the Indigenous, Regional and Low SES Attainment Fund (IRLSAF), to support Indigenous students and students from low SES and regional backgrounds, and the National Priorities and Industry Linkage Fund (NPILF), providing support for enhanced engagement between universities and industry including with respect to work-integrated learning and STEM-skills graduates. These changes are anticipated to have a significant impact on student decision-making in relation to course and subject choice and University operations, particularly with regard to student recruitment and engagement.

The *Higher Education Legislation Amendment (Provider Category Standards and Other Measures) Bill 2020* (Cth) introduced on 30 November 2020, proposed amendments to the *Tertiary Education Quality and Standards Agency Act 2011* (Cth) to implement the Australian Government's response to the recommendations of the 2018 Review of the Higher

Education Provider Category Standards (the Coaldrake review). The Bill became law on 1 March 2021, and the University is in the process of assessing the impact of the changes on its operations.

### FREE SPEECH AND DEFAMATION

The *Defamation Amendment Act 2020* (NSW), enacted in August 2020, introduced amendments to the *Defamation Act 2005* to, among other things, create a serious harm threshold for all defamation claims, and a defence in relation to defamatory material published in a scientific or academic peer-reviewed publication. The serious harm threshold is intended to filter out trivial claims and the new defence will be available if the defamatory matter relates to a scientific or academic issue and an independent review of the matter was carried out prior to publication in the journal by persons with appropriate expertise. The amendments provide University staff and students with increased legal protection in relation to academic and scientific material published in peer-reviewed publications.

The *Higher Education Support Amendment (Freedom of Speech) Bill 2020*, introduced on 28 October 2020, proposed amendments to the *Higher Education Support Act 2003* (Cth), to create a new definition of 'academic freedom' and replace references to 'free intellectual inquiry' with the allied concepts of 'freedom of speech' and 'academic freedom'. The Bill became law on 15 March 2021, and the University is examining its position in 2021 in response to this development in light of the work already performed to-date.

Throughout 2020, cases involving University employees who publicly express personal opinions and beliefs through social and mainstream media, such as *James Cook University v Ridd* [2020] FCAFC 123 and *National Tertiary Education Industry Union v University of Sydney* [2020] FCA 1709 have highlighted continuing questions about the exercise of free speech in the university employment context.

### CRITICAL INFRASTRUCTURE

The *Security Legislation Amendment (Critical Infrastructure) Bill 2020* was before Parliament at the time of writing, having been introduced on 10 December 2020. The Bill proposes that certain assets in the higher education and research sectors be included within the scope of the *Security of Critical Infrastructure Act 2018* (Cth) which, if passed, would result in a range of risk management and reporting obligations being imposed on universities.

## 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 other relevant privacy laws, such as 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](http://www.uow.edu.au/privacy). These resources outline UOW's privacy obligations and explain the various ways that the privacy principles are applied to the University's functions and activities. Where appropriate, UOW's privacy requirements are also specifically included in other policies and procedures.

During 2020, UOW continued to promote privacy best practice by developing and updating privacy resources. These included:

- Continued review and updating of UOW's Privacy Impact Assessment Tool to facilitate a privacy by design approach to compliance;
- Development of a data privacy questionnaire for third party suppliers, and;
- Development of a staff guidance note for the recording of sessions made via videoconferencing platforms.

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;
- Providing guidance and advice on privacy issues including in the development or enhancement of systems, policies, procedures and guidelines;
- Preparing privacy presentations 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 specialised privacy refresher sessions available to all staff.

In 2020, UOW's Manager, Information Compliance was involved in dealing with three 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 two formal requests for internal review under Part 5 of PPIPA. One matter was referred to the NSW Civil and Administrative Tribunal and was subsequently settled prior to its scheduled hearing date.

No matters were investigated by the NSW Privacy Commissioner's office.

Any enquiries relating to privacy can be directed to [privacy-enquiry@uow.edu.au](mailto:privacy-enquiry@uow.edu.au).

**GOVERNMENT INFORMATION (PUBLIC ACCESS) ACT 2009 (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 and teaching strategies, community and international engagement and information to assist staff and students.

The COVID-19 pandemic brought significant challenges and change for UOW. Staff from across UOW were required to transition to remote teaching in order to maintain continuity in subject delivery and the quality of the student experience. UOW proactively published knowledge based articles, FAQs and maintained regular email updates to both staff and students in order to facilitate ease of delivery of remote online teaching and to support the transition. Surveys were sent to staff and students to assess UOW's delivery of new initiatives and to gauge staff and student satisfaction. UOW received positive feedback and student satisfaction was high for all aspects of remote delivery.

A review of requests for information received both formally and informally by UOW during 2020 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 eight formal access applications. Two formal access applications received in December 2019 were finalised in January 2020. No applications for internal review were received during the reporting period.

**NUMBER OF REFUSED APPLICATIONS FOR SCHEDULE 1 INFORMATION**

During the reporting period, one formal access application was refused in part on the basis that it contained information for which there is a conclusive presumption of overriding public interest against disclosure. This is in accordance with Schedule 1 to GIPAA.

**STATISTICAL INFORMATION ABOUT FORMAL ACCESS APPLICATIONS**

Table 4 provides statistical information about the GIPAA formal access applications received by UOW during the reporting period.

In 2020, UOW was a consulted party to two requests for information lodged with NSW government agencies, under GIPAA. In addition UOW was a consulted party to two requests for information lodged with Commonwealth government agencies, under the *Freedom of Information Act (Cth) 1982*. UOW was consulted because the applications included information relating to the business affairs of UOW.

Enquiries regarding GIPAA can be directed to [gipa-enquiry@uow.edu.au](mailto:gipa-enquiry@uow.edu.au).

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	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private sector business	0	1	0	1	0	0	0	0	2	25%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0%
Members of the public (by legal representative)	0	0	0	0	0	0	0	0	0	0%
Members of the public (other)	1	3	0	0	2	0	0	0	6	75%
<b>Total</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	
<b>% of Total</b>	<b>13%</b>	<b>50%</b>	<b>0%</b>	<b>13%</b>	<b>25%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>		

\* 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*	0	2	0	0	1	0	0	0	3	33%
Access applications (other than personal information applications)	0	3	0	1	1	0	0	0	5	56%
Access applications that are partly personal information applications and partly other	0	1	0	0	0	0	0	0	1	11%
<b>Total</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	
<b>% of Total</b>	<b>0%</b>	<b>67%</b>	<b>0%</b>	<b>11%</b>	<b>22%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>		

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

Table 6: Invalid applications

Reason for invalidity	No of applications	% of Total
Application does not comply with formal requirements (section 41 of the Act)	3	100%
Application is for excluded information of the agency (section 43 of the Act)	0	0%
Application contravenes restraint order (section 110 of the Act)	0	0%
<b>Total number of invalid applications received</b>	<b>3</b>	<b>100%</b>
<b>Invalid applications that subsequently became valid applications</b>	<b>3</b>	<b>100%</b>

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

	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	1	100%
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%
<b>Total</b>	<b>1</b>	

\*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 Act

	Number of times consideration used*	% of Total
Responsible and effective government	2	29%
Law enforcement and security	0	0%
Individual rights, judicial processes and natural justice	4	57%
Business interests of agencies and other persons	1	14%
Environment, culture, economy and general matters	0	0%
Secrecy provisions	0	0%
Exempt documents under interstate Freedom of Information legislation	0	0%
<b>Total</b>	<b>7</b>	

Table 9: Timeliness

	Number of applications*	% of Total
Decided within the statutory timeframe (20 days plus any extensions)	7	100%
Decided after 35 days (by agreement with applicant)	0	0%
Not decided within time (deemed refusal)	0	0%
<b>Total</b>	<b>7</b>	

Table 10: Number of applications reviewed under Part 5 of the Act (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%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	
% 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 Act (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 Act)	0	0%
<b>Total</b>	<b>0</b>	

Table 12: Applications transferred to other agencies.

	Number of applications transferred	% of Total
Agency-Initiated Transfers	0	0%
Applicant-Initiated Transfers	0	0%
<b>Total</b>	<b>0</b>	

## 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 and these are continuing into 2021.

The table below provides an overview of the Public Interest Disclosures received by the University during the period January - December 2020 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	0
(1) Public interest disclosures made by public officials in performing their day to day functions	0
(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
<b>TOTAL</b> number of PIDs received by the University	<b>0</b>
Number of PIDs finalised	0

Table 14: Primary subject of Public Interest Disclosures received during the period January – December 2020:

Corrupt conduct	0
Maladministration	0
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, 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 2020. 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.

The University's Organisational Risk Register underwent a review throughout 2019 and 2020. Organisational Risks were updated quarterly in what proved to be a dynamic and challenging year of operations.

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 2020 covered the following:

- Follow up of Severe/Major findings from previous year's internal audits;
- Delegations of Authority Policy review, and;
- Foreign Interference review.

### **CYBER SECURITY**

UOW's Information Management and Technology Services Division (IMTS) developed and implemented a continuous process-improvement program to progressively mature UOW's Cyber Security practice and capability. This involved architectural changes and the introduction of new security tools at the firewall, server, and desktop (computer) layers.

Cyber Security is included as an organisational risk on the University's Risk Register which is overseen by the UOW

Risk Management Group. 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 UOW 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.

IMTS has a Cyber Security Incident Response Plan which is linked to UOW's Crisis Management Plan (CMP). The CMP was actively used in 2020, in response to COVID-19. The University does not use a formal Information Management System (ISMS). Instead its Cyber Security strategy and policy is aligned to the Centre for Internet Security's Critical Controls and Australia Cyber Security Centre's Essential Eight.

UOW is audited annually by the NSW Audit Office and IMTS submits quarterly reports to the RACC. These reports contain an overview of operational incidents, assurance activities undertaken and new or updated risks.

IMTS has an annual program of Cyber Security assurance activities and education programs and actively engages with the Australian Higher Education Cybersecurity Service (AHECS) to ensure the University is working towards best practice within the sector. A flexible approach is required recognising constraints associated with UOW's business and the evolving nature of technology.

### **RISK MANAGEMENT AND REVIEWS OF ACADEMIC ACTIVITIES**

The redirection of resources towards the University's COVID-19 response delayed the progress of some review activity scheduled for 2020. There were 15 course reviews scheduled for completion in 2020, 10 of which were delayed with completion expected in 2021. A new risk-based approach to course reviews (based on a core+ model) is being introduced for 2021 which will see reduced evidence requirements for course reviews where the faculty can demonstrate that strong annual course monitoring and other quality assurance processes are being undertaken throughout the five year review cycle.

Annual reviews of the University's third party (collaborative delivery) arrangements did proceed for six of the seven current partnerships, albeit to a delayed schedule and with the reviews being held remotely. The review of programs offered in conjunction with the Singapore Institute of Management, scheduled for April 2020, was postponed due to the lockdown in that country and a two year review will take place in 2021 instead. The findings of the six completed reviews were reported to the Transnational Education and Strategic Alliances Subcommittee and/or Academic Quality and Standards Subcommittee with a high level Collaborative Delivery Summary Report being presented to Academic Senate and the University Council.

The University continued to monitor student performance across locations and between student cohorts through the Comparative Student Outcomes (CSO) and Interim Course Monitoring process. This involved the issuing of key data reports including 'courses of interest' and 'subjects of interest' reports to each school and faculty, followed by a meeting with the Deputy Vice-Chancellor Education (DVCE), Pro Vice-Chancellor Students (PVCS) 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 2020 these meetings resulted in 37 improvement actions being identified across the four faculties.

### ACADEMIC POLICY REVIEWS

Three major academic policy development and review projects were completed in 2020. The University developed a new policy and procedure to manage lecture recording in response to a student-led initiative and following extensive consultation with the University community. The decision to mandate the recording of lectures wherever possible to supplement the student learning experience was overtaken by the need to move from face-to-face to online delivery from April 2020 due to the COVID-19 pandemic.

A review of policy relating to student academic complaints resulted in the adoption of a new *Review and Appeal of Academic Decisions Policy* and supporting procedures. These provide more guidance to students and decision makers on the types of decisions that are subject to appeal and the grounds on which an appeal or a request to review a mark or grade can be lodged. The Code of Practice - Honours and the Honours provisions in the Coursework Rules were replaced by a new omnibus *Honours Policy*, which sets out all key provisions on honours degrees.

Reviews of policy relating to course design, course approval, course reviews, and collaborative delivery were well advanced by year's end and are expected to be completed in early 2021. In addition, work commenced on a number of new policy areas covering micro-credentials and life-long learning. This work will continue into 2021.

An important focus over recent years has been the development of policy resources for key academic roles. In early 2020, training and/or resources were developed for Subject Coordinators and Heads of Students to help them understand the key policies that impact their work and the myriad of responsibilities they hold. This work will continue into 2021, with attention now turning to better supporting Academic Program Directors and those in course oversight roles.

### 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 move to online delivery in April as a result of COVID-19, there was a strong focus on maintaining academic integrity in online assessments.

The Office of Academic Integrity, in collaboration with the Academic Integrity Advisory Group, developed additional resources for teaching staff, outlining strategies to minimise the risk of academic misconduct occurring in online assessments and promoting student awareness of academic integrity.

The Learning, Teaching and Curriculum training program 'Preparing to teach online' provided academic staff with a best-practice approach to designing online exams to minimise academic misconduct. The University also commenced a

project in 2020 to explore options for proctored online exams, which will continue in 2021.

The Office of Academic Integrity, which provides support to faculties on matters of academic integrity, hosted a number of workshops and training for staff and students throughout the year. The revised StartSmart program for commencing students, which was redeveloped to have a stronger focus on academic integrity, was introduced at the start of 2020.

A total of 861 cases of suspected academic misconduct were lodged during the year, which is a 17% decrease from 2019. Of these, 98 cases were dismissed, 412 cases resulted in a finding of 'Poor Academic Practice', and a further 351 cases resulted in an 'Academic Misconduct' finding. Of these 351 matters, 287 resulted in a low-level outcome, 59 in a medium-level outcome and five in a high-level outcome. This data includes all onshore and offshore campuses except UOW Dubai, which has its own separate system and reporting process.

### HIGHER EDUCATION REGULATION

At the time of writing, the University had received its provisional 2020 Risk Assessment from TEQSA. The University's overall risk ratings on the two scales – Risk to Students and Risk to Financial Position – were low, which is unchanged from the ratings in the 2019 risk assessment.

UOW continued to monitor compliance with the Higher Education Standards Framework via an annual progress report against a Quality Improvement Plan. This report was presented to the Academic Quality and Standards Subcommittee in September.

In accordance with its obligations under UOW's Educational Services to Overseas Students (ESOS) Compliance Policy and Procedures, the University undertook an internal audit against two of the standards that form part of the ESOS National Code (Standards 2 & 3 - Recruitment of an overseas student and Formalisation of enrolment and written agreements). While the audit found UOW to be compliant in all requirements, the audit report identified a number of improvement opportunities. In response to a number of the recommendations, UOW has made updates to the standard format of its offer letter and information provided to prospective international students.

# Responding to Feedback and Complaints

## UOW FEEDBACK

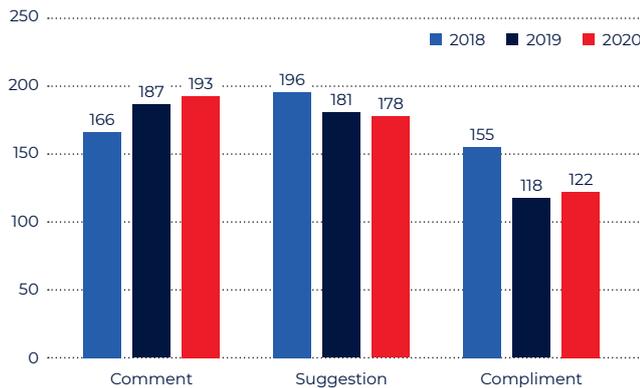
UOW works collaboratively across business units to improve services and provide issue resolution for its community. The University's feedback portal, UOW Feedback, enables the community to provide insight into University operations. Business units manage UOW Feedback across the University's onshore Australian campuses.

Feedback is mapped against UOW's ten major Australian locations (Innovation Campus, Shoalhaven, UOW Sydney Business School, Bega, Batemans Bay, South Western Sydney, Southern Sydney, Southern Highlands, UOW Online and Wollongong). Feedback captures compliments, comments and suggestions from students, staff and members of the community.

In 2020, the University recorded 493 feedback submissions, an increase of 1% from 2019 (486).

Feedback in 2020 comprised 39% comments (n=193), 36% suggestions (n=178) and 25% compliments (n=122). Refer to figure 3.

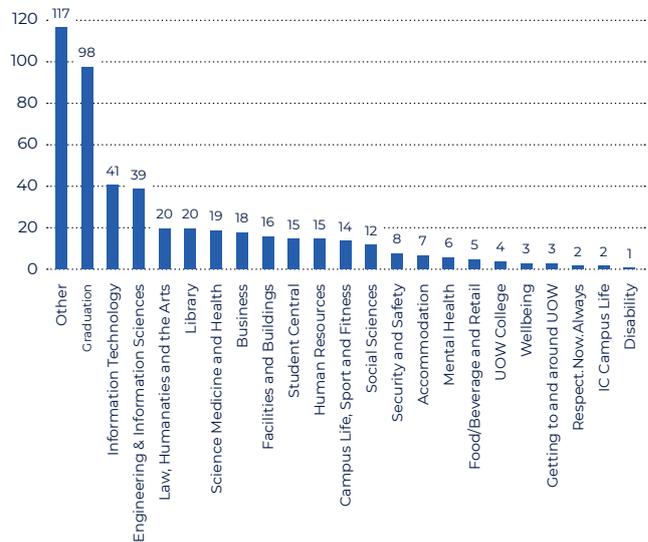
Figure 3: Volume of Feedback by Type – 2018 – 2020



Of the contributor types, students submitted the highest volume of feedback (64%, n=316) followed by UOW staff (24%, n=118). Of locations, Wollongong campus received the highest volume of feedback (87%, n=428).

The top six areas in receipt of feedback comprised 'Other' (24%, n=117), 'Graduation' (20%, n=98), 'Information Technology' (8%, n=41), 'Engineering and Information Sciences' (8%, n=39), 'Law, Humanities and the Arts' and 'Library' (each 4%, n=20). The most significant topics in the 'Other' category referred to the transition to remote learning. Refer to Figure 4 for complete breakdown of feedback by area.

Figure 4: Feedback by Area



As in 2018 and 2019, the category in receipt of the highest number of compliments was 'Information Technology' (21%, n=26). Compliments related to the exceptional service and support provided by IT staff.

2020 trends to note involved feedback relating to the changes to graduation ceremonies and remote learning transition that were a direct result of the impact of COVID-19.

## FORMAL COMPLAINTS

The University welcomes complaints and is committed to managing matters in accordance with best practice guidelines while ensuring UOW meets its legislated responsibilities in this area. The University has a Complaints Management Centre (CMC) that coordinates the resolution of 'general' complaints (that is, complaints of a non-academic nature) from students, staff, members of the public and external organisations. Complaints from students regarding academic matters are managed initially within the relevant faculty with an escalation pathway to the Student Ombudsman if required. Some student complaints may require collaborative management between the CMC and the Student Ombudsman as student matters may cross over academic and general grievance policies and processes.

## COMPLAINTS MANAGEMENT CENTRE

The CMC receives, assesses and refers complaints from staff, students, community members and external organisations to the relevant area of the University for management. The CMC also case manages complex and high-level complaints such as those received from external investigative agencies or by referral from UOW Senior Executive.

An analysis of the total number of formal complaints received by the CMC in 2020 in comparison to 2019 shows a slight decrease in the total number of complaints lodged in 2020. Of the 296 formal complaints received in 2020, 88% were from students, 6% were from staff and 6% were from members of the public. In 2020, we did however see an increase in the

number of student complaints from the previous year as well as an increase in their complexity. This is primarily attributed to the various impacts on learning and teaching of the COVID-19 pandemic.

Figure 5: Formal Complaints Received

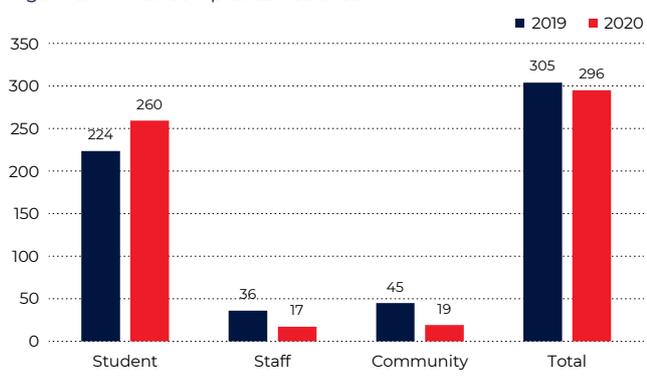
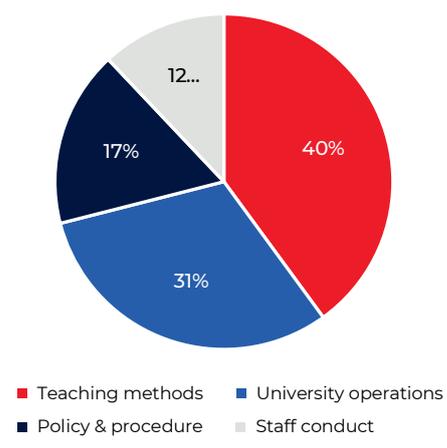


Figure 6: 2020 Root Cause Analysis



The majority of student complaints were in relation to teaching methods (40%) which includes concerns about the transition to online learning and course structure. The second-largest category was matters relating to University's operations (31%) ranging from student experiences such as the transition to virtual graduation ceremonies and student fees in direct response to the COVID-19 pandemic. The third largest category of complaints related to the application of University policies and procedures (17%) and allegations about staff conduct (12%).

During 2020, the CMC responded to 256 enquiries which ranged in nature from providing support and advice to key complaint handling staff, advice to prospective complainants on University policies and processes as well as responding to external agency enquiries.

**REVIEW OF ACADEMIC DECISIONS**

In 2020 the University redefined an Academic Complaint as a formal request for the review of an academic decision (RoAD). Academic decisions are typically concerned with a specific mark or grade received, aspects of the subject delivery, or the

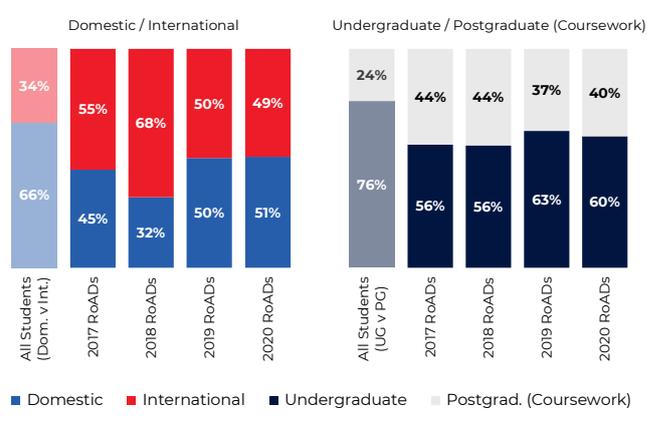
consideration given to special circumstances that may affect academic performance.

The RoADs policy and procedures are supported by an online system to manage the submission, review and appeal workflow and case records. Higher Degree Research (HDR) student academic matters are still referred to as HDR Academic Complaints and are managed using forms and manual record keeping of decisions.

**REVIEW OF ACADEMIC DECISIONS (COURSEWORK)**

While trend data for 2015 – 2019 demonstrates an increasing number of RoADs each year, 2020 saw a 45 per cent reduction in the number of cases (352) from the previous year (647). The reduced number of RoADs in 2020 may be attributable to the introduction of a suite of policy measures to mitigate the impact of the sudden change to remote delivery and the range of adverse circumstances impacting students. Measures included the option to remove a subject grade of 'fail' from a student's transcript; the wider application of supplementary assessment (in order to gain a passing grade in the subject) and a relaxing of the evidentiary requirements for granting of special consideration. In addition, assessment practices (including final exams) were transformed for remote delivery.

Figure 7: Proportion of RoADs by Student Type and Year



In 2020, a higher proportion of RoAD cases were submitted by international students (49 per cent) compared to domestic students (relative to UOW distribution of international/domestic students). Similarly, a higher proportion of RoAD cases were submitted by postgraduate students (40 per cent) compared to undergraduate students (relative to UOW distribution of undergraduate/postgraduate students).

**HDR ACADEMIC COMPLAINTS**

In 2020 only five formal academic complaints by HDR students were reported to have been submitted compared to fifteen in 2019.

**TIME TO RESOLUTION**

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 review and appeal matters. In 2020, the University resolved 88 per

cent of all new (Stage 1a) RoADs cases\* within the 10 business day timeframe compared to 94 per cent resolved in 2019.

## REVIEW AND APPEAL OUTCOMES

In 2020, 61 per cent of all new (Stage 1a) RoADs cases\* were determined not in favour of the student) as compared to 65 per cent in 2019. This is on par with 2018 levels (39 per cent upheld in favour of the student) but falls short of the 47 per cent upheld in 2017. Further investigation of review and appeal outcomes will inform the development of advice to students as well as academic decision makers in the RoADs process.

\* Excludes cases that were still in progress at 08/02/2021

## THE STUDENT OMBUDSMAN

The Student Ombudsman's role is to independently review, coursework student academic appeals and HDR student academic complaints that have not been resolved either informally, or through the formal faculty review process.

The Student Ombudsman is responsible for the review of appeals from applicants not selected for, or refused admission to, a University course. The Student Ombudsman is also responsible for the review of student academic misconduct appeals against the finding of a Faculty Investigation Committee.

As Chair of the Coursework Exclusion Appeals Committee, the Student Ombudsman oversees a final internal review of decisions to exclude students who have failed to achieve satisfactory progress in their courses.

Table 15: Student Requests for a Review of an Academic Decision referred to Student Ombudsman 2020

	Appeals Upheld	Appeals Dismissed	Alternative Outcomes Negotiated	Total
Coursework Student Review of Academic Decision	4	10	4	18
Higher Degree Research Student Academic Complaints	2	3	-	5
Academic Misconduct Appeals	7	5	-	12
Admission Appeals	1	10	-	11

## STUDENT ADVOCACY SERVICE

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

The SAS received 254 cases in 2020. The breakdown of students by cohort is displayed in the following tables:

Tables 16 & 17: Requests for assistance by cohorts in 2019 and 2020

Cohort	Case Numbers 2019	Case Numbers 2020
Undergraduate	136	115
Postgraduate	96	122
UOW College	24	14
Student Partnership and Academic Success - Outreach	0	3

Cohort	Case Numbers 2019	Case Numbers 2020
Domestic	133	100
International	123	154

The majority of students supported by SAS in 2020 were engaged in Postgraduate Study (48 per cent). See the table below for a more detailed breakdown of the types of postgraduate study students were engaged in.

Table 18: Requests for assistance by types of postgraduate study in 2020

Postgraduate Student Cohort	Case Numbers 2020
Masters Coursework	73
Masters Research	4
PHD	19
Doctorate	5
Postgraduate Certificate	21
	<b>122</b>

The following table illustrates the primary types of matters students sought advice from the SAS about during 2020.

Table 19: Breakdown of Student Advocacy Matters in 2019 and 2020

<b>Breakdown of Matters</b>	<b>2019</b>	<b>2020</b>
Academic Complaint (e.g. review of mark/grade, review of academic decision, appeals, exam arrangements)	66	82
Academic Misconduct (e.g. plagiarism, unauthorised exam materials, collusion)	23	57
Bullying and Harassment (social media and in person)	2	4
Academic Exclusion (terminated enrolment)	34	17
External Agency Support (e.g. police support, court support, Centrelink issues)	3	3
Fees	11	9
General Misconduct (e.g. medical certification fraud, conduct allegations)	7	3
General Complaint (e.g. staff treatment, administrative issues)	24	7
General Support (2019: e.g. referrals to other support services, leave of absence application support, academic consideration application support etc.; 2020: separated into multiple other issue categories for more accurate data collection)	39	N/A
Wellbeing and/or Referral (wellbeing checks, referral to multiple support services both within and external to UOW)	N/A	9
UOW Accommodation (matters specifically related to UOW Accommodation, e.g. evictions, fees, general misconduct within residence)	N/A	8
Enrolment (issues related to leave of absence, deferment, course transfer, or admissions)	N/A	14
Scholarship	N/A	4
Release Letter (approval of transfer to another institution)	32	15
Student Health Assessment and Leave Policy	N/A	2
Research Supervision (issues with quality and delivery of supervision, breakdowns in communication)	8	12
Sexual Harassment	1	0
Tenancy (rental and shared housing issues for students not in UOW Accommodation)	6	3
Student Placement (issues at professional workplaces for experiential learning)	0	4
Enquiry	N/A	1
	<b>256</b>	<b>254</b>

There was a 22 per cent increase in postgraduate students and a 20 per cent increase in international students seeking assistance from the SAS in 2020 from 2019. The increase is likely due to the success of numerous forms of outreach the SAS engaged in throughout 2019 to raise student and staff awareness of the service, in conjunction with the significant impact the COVID-19 pandemic had on the financial, academic and personal circumstances of UOW students, particularly international students.

In 2020, the SAS received a significant increase in referrals from UOW staff correspondence, students self-referring and Student Support Advisor referrals – 28 per cent, 17.5 per cent, and 24 per cent respectively. This is likely due to difficulties encountered by students and staff in attempts to follow up issues with the appropriate personnel within a reasonable timeframe. The changes at UOW brought about by COVID-19, i.e. working from home and the reduction in the workforce resulted in the SAS becoming a focal point of contact for many students seeking support. The SAS experienced an increase in student complaints and numerous reports of uncertainty in relation to academic issues. The SAS also received many reports of dissatisfaction, with an increase in wait times to speak with support services and difficulty reaching contacts directly related to student course progression.

The SAS experienced a 61 per cent increase in academic misconduct matters and a 21 per cent increase in academic complaints matters in 2020 from 2019. These increases are likely due to the challenges of remote learning, including, but not limited to, a lack of access to resources and a decline in student wellbeing. The COVID-19 pandemic greatly affected the lives of UOW students. High anxiety and uncertainty was reported by students resulting in an increase in interactions with, and support being provided by, SAS Staff. Many students faced stressful financial and personal challenges, with international students more adversely affected. Students expressed concern for wellbeing, quality of education, access to resources and facilities, level of support, leniency and other personal and academic challenges, especially for students in their first year and those trapped overseas due to travel restrictions.

In early 2020, UOW placed a temporary halt on exclusions. The cases recorded in 2020 for exclusion refer only to matters that occurred prior to this halt. If the halt on exclusions had not been put in place, the SAS anticipates that it would have experienced a significant increase in students seeking support for exclusion matters. The anticipated increase in exclusion matters is based on the success of the outreach performed in 2019 to raise awareness of the SAS service and the increase in exclusion matters received early in 2020 in comparison to 2019.

In 2019 the SAS increased staffing to two full-time equivalent (FTE) staff members due to a successful bid for Student Services and Amenities Fee (SSAF) funding in 2018. The SAS previously operated with 1.4 FTE staff. Fortunately, the SAS was again successful in their bid for funding for 2020 and operated with 2 FTE throughout 2020. SSAF funding was secured for 2021 to continue to provide a quality service for UOW students.

In 2020, two SAS staff undertook mediation training and the SAS is now in the position to offer an accredited mediator as part of the service.

In 2020, the SAS was invited to take part in the regular meetings of the Student Management Assistance Working

Group to work collaboratively with other key members of staff and student support services to monitor students' wellbeing and experience during the COVID-19 pandemic.

The 2020 Communication Strategy for the SAS consisted of developing relationships with key contacts across all UOW campuses, faculties, services and divisions, coupled with a focus on delivering targeted correspondence to students at likely times of need. The strengthening of these key contact relationships helps ensure arising issues are actioned promptly and avoids unnecessary delays or ongoing distress for students. The SAS worked collaboratively with Learning Analytics team to create a detailed report that informs on SAS trends and the value the SAS provides to students and their success at UOW. In 2020, the SAS focussed heavily on implementing a strategy to ensure quality assurance within the service. This focus resulted in the consultation, development and implementation of an exit survey to enable students to provide anonymous feedback on their experience with the SAS and their honest feedback on the quality of the service provided. Such a measure has not been in place previously. The SAS website was upgraded in 2020 and has improved visibility and clarity of the scope of the SAS and how it provides support to students. In addition, throughout 2020, the SAS has worked towards measures to improve record keeping and case management tools, with the goal to have these implemented during 2021.

### STUDENT SERVICES AND AMENITIES FEE

During 2020, the University collected revenue from the Student Services and Amenities Fee (SSAF). This revenue was allocated across 35 projects within the 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, and;
- Student Space Development.

The effects of COVID-19 were felt across the institution with the impact to SSAF funding being significant following the decision to waive SSAF for the first half of 2020. The University reviewed the 2020 SSAF project allocation in light of the reduced income stream and appropriate adjustments were made to projects for the remainder of 2020. The 2020 SSAF project funding was reduced from an estimated amount of \$6,167,120 to \$2,462,098. Projects that provided direct support critical to students and that had been able to transition quickly to a remote environment were prioritised.

By the commencement of Spring session 2020, the majority of existing SSAF projects were able to be delivered online. To ensure that projects would continue to be supported and be available for students for the remainder of 2020, the SSAF Fee for Spring Session and Trimester 3, 2020 was charged as normal.

### STUDENT REPRESENTATION

The Student Advisory Council (SAC) was officially formed in May 2018 and consists of 39 representatives comprising domestic and international students from each of UOW's Australia-based faculties, onshore campuses, Woolyungah Indigenous Centre, Academic Senate, UOW's undergraduate and postgraduate student associations and various diversity positions.

In the unprecedented environment of 2020, the SAC was required to be adaptive and agile through the rapid shift to remote learning. It was an opportunity for the SAC to modernise its operations by holding meetings via an online platform and developing and launching a SAC-specific Facebook page. During 2020, the SAC executive met regularly with senior staff at the University to broaden the student voice and provide advice on the transition to remote learning.

The SAC actively engaged in various consultation activities on projects identified as critical to the student body such as:

- Lecture Recording Guidelines and the Teaching and Assessment Subject Delivery Policy;
- Student Services and Amenities Fee Working Party;
- Sustainable Development Goals Portfolio 2021 Steering Committee, and;
- Online Exam Proctoring requirements.

The SAC Executive held goal-setting sessions and workshops for the future direction of the SAC with importance placed on developing an ongoing strategy to increase awareness and visibility of SAC and to support and develop skills and attributes of students as leaders.

### SAFE AND RESPECTFUL COMMUNITIES

UOW believes 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 its community.

Despite disruptions due to COVID-19, 2020 saw the ongoing delivery of the UOW's Safe and Respectful Communities (SARC) Action Plan. The Action Plan is the University's response to the Australian Human Rights Commission's (AHRC) 'Change the Course Report' released on 1 August 2017. The Plan was designed to inform and guide the activities UOW will undertake to provide a safe and respectful community and to respond to the nine recommendations of the AHRC report. UOW is committed to implementing all of the recommendations of this report and to embedding a sustained, long-term response to wellbeing and safety for the University community.

Progress has been made against all action items. However many initiatives were delayed in 2020 due to COVID-19 and the University's move to remote delivery. During this period, the focus of the SARC team shifted to prioritise support to students in this environment. The SARC team provided complex case management to a high volume of heavily impacted students and developed a number of resources and training materials to support both students and staff.

Given the existing SARC Action Plan 2019 - 2020 concluded at the end of 2020, a new action plan will be developed to ensure continued momentum in this space. The new action plan will detail the University's activities for the period 2021 – 2022, at which point it is expected that the findings of the National Student Survey will guide future activities to be carried out by the University, to be detailed in an action plan from 2022 onwards.

### **NATIONAL SURVEY POSTPONEMENT**

In 2019, Universities Australia (UA) announced that the second National Student Survey into sexual assault and sexual harassment in universities would be conducted by the Social Research Centre in September 2020, with a pilot survey to be carried out earlier in the year. In March 2020, UA announced their decision to postpone the survey and pilot survey in recognition of the significant anxiety and pressure students and staff were facing due to COVID-19, and the desire to not contribute further to this pressure. In June, 2020 UA announced new dates, with the pilot survey to commence in March 2021 and the full survey to be implemented in September 2021.

### **BUSHFIRE RELIEF EMERGENCY GRANT**

Following the devastating summer bushfires over the Christmas/New Year period in 2019 - 2020, the University reaffirmed its support for affected communities and announced a number of arrangements for campuses, staff and students affected by the crisis.

In addition to the existing support services, the University established the UOW Bushfire Assistance Grant to assist students who were significantly impacted by the summer bushfires, through the provision of emergency funding to minimise barriers to study.

Potentially impacted students were identified based on their residential address as listed on their student record. A calling campaign to these students saw calls made to over 1,100 students offering support, including assistance with enrolment, referral to UOW and community support services, loan laptops and other study resources, and assistance to apply to the UOW Bushfire Assistance Grant. The Bushfire Assistance Grant provided students with financial assistance to a maximum of \$1,500. In total, over \$28,000 in grants was provided to impacted UOW students. The SARC team provided ongoing complex case management to the most heavily-impacted students.

### **FINANCIAL ASSISTANCE GRANT SCHEME**

UOW received an unprecedented call for support from our students during the COVID-19 pandemic. In response, on 8 April, the University introduced the Financial Assistance Grant Scheme. The scheme provided currently enrolled onshore domestic and international students most in need with the opportunity to access emergency funding to ease some of the financial burden experienced as a result of COVID-19. Grants did not have to be paid back.

Grants were made available for impacted onshore domestic and international students enrolled at any one of UOW's Australian-based campuses, including UOW College Australia. The University received more than 7,200 applications from students. As at 31st December 2020, 5,349 students were

eligible, equating to a total spend by UOW of \$4,151,500. Eighty-five per cent of those eligible were international students (4,522), and 15 per cent were domestic students (827). In addition to the grants, UOW distributed approximately 230 loan laptops to students who did not have immediate access to technology support.

### **SERVICE NSW**

In 2020, the NSW Government announced a scheme to fund temporary accommodation for international students in crisis, due to the impact of COVID-19. To support international students, of UOW and other education providers, UOW partnered with NSW Treasury and Study NSW to become a provider of the Service NSW Short Stay Accommodation Grant scheme. The scheme provided eligible international students with 12 weeks of funded accommodation, with the potential to extend this to 20 weeks, dependent on individual circumstances.

Since the commencement of the scheme, UOW offered accommodation to over 470 international students. These students have been able to access all the support services and social programs available to students in UOW residences and across the University more broadly. In addition, targeted welfare checks were made throughout their stay to ensure students were well supported, and additional events were held over the summer break to ensure that students remaining in accommodation at this time were provided opportunities to engage and connect.

In order to further support international students in need, Study NSW partnered with Foodbank NSW to provide food hampers to international students. UOW partnered with Study NSW to become a distribution point for these hampers, with accommodation sites being a key distribution point, given the proportion of international students in crisis in residences.

### **COVID-19 IMPACT ON TEACHING AND LEARNING, GRADES AND EXAMS**

#### **TEACHING & LEARNING**

In September, UOW developed a Return to Campus Teaching Guideline in collaboration with key timetabling decision-makers and staff across faculties and divisions. The purpose of the Guideline was to ensure development of a unified and collaborative approach to teaching decisions impacting a return to campus in Spring, considering adherence to COVID-19 room capacity restrictions and a number of other key principles and considerations.

#### **GRADE CONCESSIONS**

In response to concerns about the impact of the rapid pivot to remote learning due to COVID-19 on academic performance, a range of measures were implemented to ensure that students' academic records would not be impacted by the situation. A no-disadvantage policy was adopted for all students, meaning that:

- Students who had experienced significant hardship with a detrimental impact on performance could apply for academic consideration under the existing process;
- Fail grades would not be recorded on academic transcripts, and;

- Students who were concerned that their subject mark and grade did not reflect their full capability could opt to have the subject reflected as 'Satisfactory'.

## EXAMS

To protect UOW staff, students and the community from the spread of COVID-19, there were no in-person, invigilated exams held during 2020. Final exams that would normally have been scheduled in exam venues on UOW's Australia-based campuses were either delivered remotely via the Moodle online learning platform or replaced by alternate assessment tasks.

Faculties re-designed and delivered 28,853 exams via Moodle in Autumn, and 26,360 exams in Spring. In order to successfully achieve this, new exam models were developed to ensure students studying offshore had equal opportunity to undertake exams as those onshore. These exam models allowed academic staff the opportunity to run a final exam as an assessment, over a week-long period, or a 24 hour period.



# Engaging Lifelong UOW Communities

## ENGAGING COMMUNITIES IN THE LIFE OF UOW

Throughout 2020, the Advancement Division continued to undertake a range of bespoke communications to inform and engage community partners, alumni, donors and staff in line with a digital content strategy and the University's COVID-19 communications strategy. This resulted in growing our audience to 47,272 followers on dedicated social media channels, including:

- 29,262 followers on the UOW Alumni Facebook page (+4.5% from 2019);
- 14,577 followers on the UOW Alumni LinkedIn page (+21.5% from 2019);
- 1,775 followers on the UOW Alumni Instagram profile (+18.3 from 2019); and
- 1,658 followers on the UOW Communities Twitter account (+7.9% from 2019).

## ALUMNI ENRICHMENT

In 2020, the Alumni Relations Team commenced work on developing a framework for lifelong engagement, learning and University-wide programming for alumni (which currently includes a diverse community of more than 164,000 graduates located in 156 countries worldwide). To guide this framework, input was sought from alumni via UOW's 2020 Alumni Survey, resulting in over 8,000 alumni providing key insights to inform future planning.

## SHOWCASING OUR ALUMNI AS THOUGHT LEADERS

The Alumni Relations Team continued to reach out to alumni to make connections, build affinity and ask them to share their insights and advice on navigating through 2020 in order to build and sustain engagement with the University's alumni and supporters. Alumni contributed to a series of 'Navigating the New Normal' e-newsletters throughout the year, providing inspirational stories of strength, creativity and resilience during challenging times.

## FELLOWSHIP AND ALUMNI AWARDS

In October, four UOW Alumni Awards were bestowed to some of the University's top graduates, recognising the exceptional achievements of alumni based all over the world. The award recipients were Rick Martin (Young Alumni Award), Carol Kiernan (Alumni Award for Social Impact), Katherine McConnell (Alumni Award in Innovation and Entrepreneurship) and Van Badham (Alumni Award for Professional Excellence). UOW also welcomed new University Fellows Deborah Ely AM, Peter Fitzgerald and Julie Renwick.

## MEDIA COVERAGE

Media coverage of UOW in 2020 increased slightly (1%) compared to 2019, which was an extraordinary year that saw coverage grow by an unprecedented 10% on 2018 levels. The media coverage growth of 2019 was considered an aberration that was not expected to continue into 2020 because it stemmed from one-off events such as workplace agreement negotiations, the global football program launch, establishment of the School of Liberal Arts and the Bachelor

of Arts in Western Civilisation, the launch of UOW Malaysia KDU and changes to the Pitch@Palace program. In 2019 the late surge in international media coverage aligned with the UOW Malaysia KDU launch and announcements about Pitch@Palace, while peaks in broadcast media coverage aligned with key developments in the establishment of the School of Liberal Arts and the Bachelor of Arts in Western Civilisation.

Instead of returning to 2018 levels as expected, the January bushfires and COVID-19 caused this heightened media interest in UOW to be sustained and grow further. Of particular note was the sustained high-intensity coverage by broadcast media throughout 2020 and the marked increase in domestic online media coverage in 2020 compared to 2019. In 2020, the early surge in broadcast and international media coverage reflected international and domestic media interest in the January bushfires. Unlike the periodic surges of 2019, media's intense interest in UOW continued consistently as COVID-19 took hold and the University announced remote course delivery and then confronted the financial impact of the pandemic, generating interest from staff unions and local media.

Despite this, expert commentary by UOW academic staff declined during 2020. The disruptions brought by COVID-19 negatively impacted on the engagement of UOW academic staff in expert commentary in 2020 compared to 2019. Fewer articles were published in The Conversation, resulting in fewer daily reads of commentary by UOW experts. This drop is attributed largely to academic staff focusing instead on achieving UOW's rapid transition to online course delivery.

## 2020 VS 2019 MEDIA COVERAGE COMPARISON

Figure 8: 2019 Media Mentions

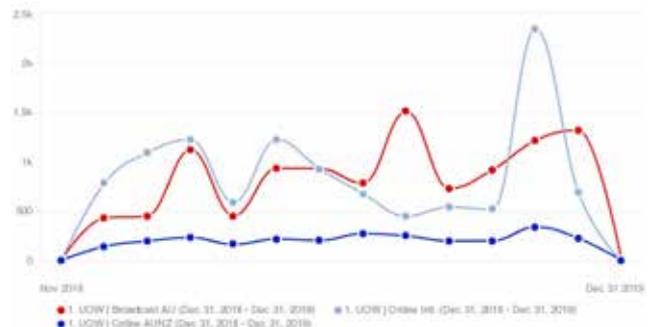
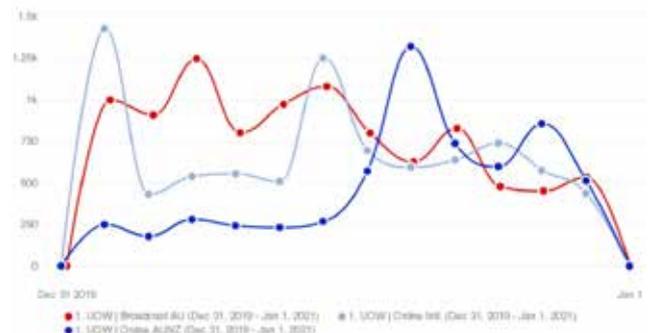


Figure 9: 2020 Media Mentions



# UOW Staff

UOW's Strategic Plan 2020 - 2025 identifies People and Culture as two of the organisations strategic enablers. The Strategic Plan outlines the University's commitment to attracting and retaining the best talent and continuously developing its people. It also confirms the importance of a culture characterised by excellence, collaboration, agility, nimbleness and responsiveness.

Table 20: Full-time and fractional fulltime staff 2017 - 2020

Staff Demographics (FTE)	2017	2018	2019	2020
Academic Activities	1,803	1,876	1,924	1,942
Academic Support	279	280	282	265
Institution Services	525	546	594	637
Other	105	128	134	127
<b>Total</b>	<b>2,711</b>	<b>2,848</b>	<b>2,934</b>	<b>2,971</b>

## EQUAL EMPLOYMENT OPORTUNITY (EEO) STATISTICS

Table 21 and 22 below detail the EEO statistics for the University's key EEO target groups. Modest increases can be observed over the six year period for female employment in academic and professional services staff.

### EEO STATISTICS

Table 21: Professional Services Staff representation of EEO Target Groups as a percentage at 31 March in the years 2014-2020.

Professional Services Staff	Benchmark or Target	% of Professional Services Staff						
		2014	2015	2016	2017	2018	2019	2020
EEO Target Group								
Women	50	66.7	67.3	68.9	68.9	69.3	69.4	69.7
Aboriginal people	3.0	1.8	1.9	2.4	2.3	2.3	2.0	1.9
People whose first language is not English	19	16.5	16.9	15.5	14.9	13.8	17.6	16.2
People with disability	N/A	5.8	5.2	5.0	4.6	3.9	3.8	3.7
People with disability requiring work-related adjustment	1.5	1.9	1.5	1.5	1.3	1.0	0.9	0.9

Table 22: Academic Staff representation of EEO Target Groups as a percentage at 31 March in the years 2014-2020.

Academic Staff	Benchmark or Target	% of Academic Staff						
		2014	2015	2016	2017	2018	2019	2020
EEO Target Group								
Women	50	39.6	40.8	41.5	43.4	43.4	44.2	43.9
Aboriginal people	3.0	1.3	1.3	1.0	1.2	1.2	1.1	1.3
People whose first language is not English	19	32.7	32.2	30.1	28.1	25.9	30.5	27.9
People with disability	N/A	6.6	5.9	5.4	5.0	4.6	4.3	4.2
People with disability requiring work-related adjustment	1.5	1.8	1.9	1.6	1.6	1.4	1.0	0.9

UOW continued to conduct quarterly induction sessions throughout 2020 for all new staff members. The face-to-face format was replaced by an online approach including presentations and workshops focussing on Equity, Diversity and Inclusion, Privacy, UOW's Code of Conduct and Workplace Health and Safety. UOW's values of mutual respect, commitment to providing a safe and supportive workplace and providing a campus free from unlawful discrimination and harassment, and our aspiration to set the standard for inclusiveness were core aspects of these sessions.

## WORKFORCE DIVERSITY

UOW is firmly committed to Equity, Diversity and Inclusion (EDI), which is supported by the Strategic Plan 2020 - 2025. The University's policy framework includes an Equity, Diversity and Inclusion Strategy and Policy, and a number of EDI supporting policies to ensure that staff and students can work and study in an environment free from bullying, harassment and discrimination.

The Strategic Plan 2020 - 2025 continues to set the focus for our direction and growth, and clearly outlines our values of mutual respect and diversity.

UOW's key diversity areas are gender equality, Aboriginal and Torres Strait Islander employment, LGBTQI+, multiculturalism and disability.

## GENDER EQUALITY

UOW is proud of its culture of providing equal opportunity regardless of gender, and its strong commitment to advancing gender equality. Approximately 44 per cent of the University's academic staff and 69 per cent of professional services staff, are women. UOW has strategies and actions in place to help us reach our target of 40 per cent female professoriate (Associate Professor and Professor) by 2025.

For the fifth 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 119 (141 previous year) organisations Australia-wide to be named 'Employer of Choice for Gender Equality' by the Workplace Gender Equality Agency (WGEA). UOW 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.

To uphold UOW's prestigious Athena SWAN Institution Bronze Award, UOW continued implementation of a five year Action Plan as part of its commitment to advancing the careers of women in the science, technology, engineering, mathematics and medicine disciplines (STEMM).

In 2020, UOW joined the Higher Education Senior Equity Practitioners Advisory Group on Gender and COVID-19, whose focus was to mitigate the effects of COVID-19 on gender equality. The Group developed a Briefing Paper and Joint Sector Position Statement, which enabled participating institutions to adopt five common actions aimed at preserving gender equality as a priority, during and after the pandemic. Universities participating in this cross-sector initiative continue to collaborate, providing the opportunity for whole-sector practice exchange and ensuring that the sector emerges from the pandemic without irretrievable loss of momentum for gender equality.

UOW was proudly recognised as a Women in STEM Decadal Plan Champion after submitting a response to the Women in STEM Decadal Plan. The Plan was developed by the Australian Academy of Science in collaboration with the Australian Academy of Technology, in order to guide stakeholders to identify and implement specific actions to build a strong STEM workforce by 2030. UOW developed a response under

the auspices of the SAGE/Athena SWAN program, which includes aligning UOW's gender equality initiatives with the Decadal Plan.

In 2020, UOW was granted an exemption under section 126 of the *Anti-Discrimination Act 1977* (NSW), exempting it from compliance with sections 25 and 51. This exemption allows UOW to advertise, designate and recruit academic positions for women-only applicants, designate 50% of postgraduate scholarships for women and run career development activities and programs for women only, in pursuance of its goal to increase the number of women in academic positions to 40%. This Exemption Order is pivotal to UOW's commitment to gender equality.

UOW participated in the Career Revive programme, an initiative of the Department of Employment, Skills, Small and Family Business, which aims to support regional businesses to attract and retain skilled women returning to the workforce after a career break. UOW was successful, being one of 10 organisations who applied, and the only university nationally. Working alongside KPMG, UOW made improvements to key policy areas to strengthen practices that attract and retain women.

UOW celebrated gender equality by hosting an International Women's Day event at which various initiatives that support gender equality and broader diversity were announced. The theme of the day was #EachforEqual – an equal world is an enabled world. A key initiative announced was the establishment of Associate Deans (Equity, Diversity and Inclusion) located in all faculties across UOW. The Associate Deans (Equity, Diversity and Inclusion) are responsible for embedding EDI initiatives throughout their respective areas.

In 2020, UOW continued to promote its Parents' Rooms, which are available for staff, students and visitors needing to attend to specific needs of young children including feeding an infant. Facilities are also provided whereby chilled items including expressed breast milk, can be stored. Parents' rooms and fridges are one way UOW demonstrates its commitment to gender equality and diversity. The University continues to ensure that its practices remain equitable and that all staff and students have the ability to achieve their full potential by removing barriers to participation.

## LGBTQI+

In 2020, UOW was proud to have again received a Bronze Award in the Australian Workplace Equality Index (AWEI). The Index is the definitive national benchmark for LGBTQI+ 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, focussing on strategy, policy frameworks and LGBTQI+ activities conducted throughout the assessed year.

UOW's Ally Network continued to expand its membership and its many activities throughout the year, across various UOW campuses. Highlights included events such as Chalk Rainbow (virtual) and the 'Wear it Purple 2020 Challenge', through which staff members could learn more about current gender, sex and sexuality related topics. Additionally, UOW continued to work closely with Pride in Diversity who facilitated the University's Ally training in 2020.

UOW is rolling out 'All Gender' bathrooms across the Wollongong campus to be inclusive of the University's non-binary community. Bathrooms continue to be upgraded with existing signage to be replaced. The program is also being rolled out to UOW's regional campuses.

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

### **ABORIGINAL AND TORES STRAIT ISLANDER EMPLOYMENT STRATEGY**

The Aboriginal Employment Enabling Strategy (2020 - 2025) was finalised and endorsed by the Senior Executive following extensive consultation with Aboriginal and non-Aboriginal staff. Feedback informed the final Strategy with contributions from a wide cross section of academic and professional services staff across all UOW campuses. The implementation and ongoing activities aligned to the Strategy include updating internal processes and systems that support the Recruitment and Selection Guidelines for Aboriginal employment. UOW continues to make use of the Exemption Order granted by the NSW Anti-Discrimination Board under section 126 of the *Anti-Discrimination Act 1977* (NSW) targeting mainstream positions to be filled by Aboriginal and/ or Torres Strait Islanders, recruiting four positions in 2020.

The establishment of a Career Development Fellowship targeted position led to a UOW Aboriginal academic staff member being appointed. In accordance with addressing UOW's (Academic Staff) Enterprise Agreement 2019 (EA) and objectives outlined in the UOW Aboriginal Employment Enabling Strategy and the UOW Reconciliation Action Plan, this was an opportunity for an Aboriginal academic staff member to secure employment, which includes teaching in their specialised field. Additionally, two Aboriginal academic staff were successful in being granted a 2020 HR Equity Fellowship resulting in allocated financial assistance to support the final stages of their PhD's.

2020 was a year of achievements with one of our Aboriginal high school students, a participant in the UOW School Based Apprenticeships and Traineeships (SBATs) Program, completing their HSC and school based training component. This initiative was developed under the previous Aboriginal Employment Strategy. Kacey Robinson completed his first year of a Certificate 3 in Engineering-Mechanical trade and will continue working towards completing the trade qualification within the Faculty of Engineering and Information Sciences at UOW.

Despite the impacts of COVID-19 across the sector, UOW remained vigilant in developing initiatives to retain and support the University's Aboriginal and Torres Strait Islander staff. These include providing information, support and mentoring services to ensure a culturally appropriate approach, and developing a collaborative opportunity for future partnerships and projects through the National Aboriginal Employment Consultant Network, comprising Aboriginal employment strategy officers from Australian universities.

### **DISABILITY INCLUSION**

UOW implemented the Accessibility Action Plan 2019 - 2021. The Plan reinforces the University's commitment to providing an inclusive learning and working environment for students, staff and community stakeholders living with disability. The Accessibility Action Plan provides a coordinated and accountable approach to achieving our vision of being an inclusive university for all students, staff and visitors. Work to implement the Action Plan continues with key areas across the University.

The University 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. UOW also provided assistance to those with disability for the transition from working on campus to working from home.

### **MULTICULTURAL ACTIVITIES**

UOW boasts a rich and diverse multicultural workforce and student base from many different countries throughout the world. The University is committed to providing a positive learning and working environment for all staff and students from diverse backgrounds, with these values being embedded in the Strategic Plan.

To support both international and domestic students who faced financial hardship during the COVID-19 pandemic, UOW implemented the Food on Campus initiative. This initiative saw more than 1,000 pantry packs disseminated to students to supplement their everyday living requirements.

UOW celebrated Global Diversity Awareness Month in October, whereby members of the UOW community shared stories with colleagues, reflecting on inclusiveness, mutual respect and belonging regardless of cultural or linguistic background. Many staff shared their experiences relating to cultural and religious events.

The UOW Cares program continued to support a range of charities throughout 2020 and provided opportunities for staff to make regular donations to a charity of choice, via salary sacrifice. Amongst the beneficiaries is a local charity called the Indigo Foundation, an independent, community-based development organisation that currently supports projects in Afghanistan, India, Indonesia, Namibia, Rwanda, South Sudan and Uganda.

UOW invited more than 200 visiting and honorary fellows to UOW in 2020 and processed more than 35 work visa applications for academic and professional services staff filling continuing or fixed-term vacancies. Staff members come from varied cultures and countries with many from Asia and Europe.



## OVERSEAS VISITS

UOW staff undertook a variety of overseas visits in 2020 for the purpose of UOW promotion, relationship development and scholarly activity. This included participation in academic conferences and symposia, and the undertaking of research and related activities while on formal study leave.

Note that numbers were significantly affected in the 2020 year due to pandemic restrictions which has dramatically reduced international travel figures.

Table 23: Overseas Visits

Total Countries Visited	52
Total Overseas Visits	224

Table 24: Reasons for overseas visits

Conference	29.96%
Meeting	19.48%
Other	22.47%
Conference/Meeting	3.75%
Research	11.24%
Training	13.11%

## ACADEMIC PERFORMANCE ENHANCEMENT

The Early Career Researcher Program, consisting of facilitated workshops, mentoring by senior academics, coaching and a writing retreat, continues to provide early career researchers with knowledge, skills and connections to advance their careers. Twenty-eight staff drawn from all faculties participated during 2020 (54 per cent of participants were female and 46 per cent male). As a result of the Program, participants developed a five-year career plan with a two-year implementation plan. Participants indicated a substantial increase in their confidence in career planning as a result of the Program. This Program won the national 2020 Australian Tertiary Education Management (ATEM) award in Excellence in Research Management.

Academic promotion training is now available online. This training focuses on three areas:

- Academic promotion process;
- Writing your application, and;
- Polishing your application.

The benefit of transferring this training online is that staff have access any time and do not have to wait for face-to-face workshops.

The Early Career Academic Network continues to grow with over 270 members, which represents a 20 per cent increase of membership on 2019. This network provides valuable support to the University's early career academic staff through a dedicated email list, newsletters and events.

## LEADERSHIP CAPABILITY DEVELOPMENT

UOW's third Leadership Program for Academic Women was conducted in 2020 with nineteen participants. This Program consists of facilitated workshops, a leadership survey, mentoring and peer coaching. Due to COVID-19, many of the workshops were conducted virtually. Ninety per cent of participants felt they 'valued themselves and their leadership skills more highly' and felt 'more confident in their leadership abilities'. Forty-two per cent of participants have taken on formal or informal leadership roles since they began the Program.

A number of new leadership courses were developed and delivered virtually. These included 'Neuroscience of change for leaders' and 'Building psychological safety'.

The Mentoring Program for New Managers continued to be a valuable Program, receiving high ratings and enthusiastic appreciation. Participants indicated a meaningful improvement in their performance as a result of participating in the Program.

## PROFESSIONAL DEVELOPMENT AND RECOGNITION

The seventh biennial Administrative Professionals Conference was held in February with 120 professional services staff attending. The theme of the conference was 'Cultivating Trust'. Participants enjoyed learning from guest speakers, networking with colleagues and engaging with trade exhibits of UOW preferred suppliers.

During the conference, the Administrative Professionals Excellence Award was presented. From sixteen nominations, four staff received awards – one Winner and three Highly Commended Awards.

As a result of COVID-19, the way UOW delivered professional development changed:

- many programs were converted to virtual delivery which resulted in minimal programs being cancelled;
- a new newsletter 'PODS Nibbles' was developed providing a range of curated resources on specific topics such as change, empathy, collaboration, resilience and productivity. Over 400 staff subscribed to receive this newsletter;
- resources and videos were developed around topical issues such as working from home, coping with uncertainty and seven deadly sins of virtual communication, and;
- LinkedIn learning was heavily promoted to staff, focusing on specific content that staff would find beneficial.

To support staff through the workforce changes transition a number of resources and workshops have been developed. These include:

- Designing your resume;
- Preparing for interview;
- Navigating through change for managers;
- Navigating through change for employees, and;
- Preparing an Expression of Interest.

A Peer Connect Program was also implemented to promote positive connection and engagement with peers during the

workforce changes transition. Employees were matched with peers to assist each other through the transition. Participants received an introduction to the Program, resources and newsletters to support them in undertaking a range of activities aimed at enhancing their learning and development, and promoting positive mental health. Approximately 60 staff participated in this Program.

The 2020 Vice-Chancellor's Awards recognised 93 staff in 19 award categories (including teaching, research, community engagement, outstanding service, global strategy, diversity and inclusion, WHS and 25 years' service). Unfortunately due to COVID-19, the Vice Chancellor's Awards ceremony was cancelled. To honour the recipients a special award booklet was developed and awards were presented through the relevant faculty or division.

### EMPLOYMENT RELATIONS

In 2020, the University varied its two enterprise agreements in response to the global pandemic and financial impact on the University. Each agreement was endorsed by a majority of employees whose employment is covered by the agreement. Both agreements will help to ensure the University remains a viable and sustainable organisation into the future.

The variations included the introduction of a purchased leave scheme, deferred salary increases, and no forced redundancies until after 30 April 2021.

### WORK HEALTH AND SAFETY

UOW is committed to providing a workplace which sustains the health and safety of its staff, students, contractors and visitors. Table 23 sets out the University's Work Health and Safety (WHS) key performance indicators in 2020 compared with the previous year.

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 a small increase in the number of workers compensation claims for the year from 48 in 2019 to 49 in 2020. There were 12 work-related lost time injuries in 2020 which is a slight increase from 11 reported in 2019. Subsequently, the University's Lost Time Injury Frequency Rate increased marginally from 2.01 in 2019 to 2.03 for 2020. The Average Time Lost Rate increased from 28.55 days in 2019 to 38.78 days in 2020 with a median of 11 days for the dataset.

### WHS HIGHLIGHTS AND INITIATIVES

The following highlights and initiatives were undertaken by the WHS Unit in 2020:

- Continued implementation of the University's Workplace Mental Health Strategy and action plan. Key actions included the development and implementation of online mental health awareness training programs for staff and leaders, updated website information in relation to COVID-19 mental health risks and support, and a review of mental health risk assessment by the WHS Committee;

- A review and endorsement of 652 COVID-Safe plans for various University activities including teaching, research, office areas, service areas, examinations and events, and;
- Continued implementation of UOW's self-insurance licence for workers compensation in accordance with legislative requirements. A self-audit of the claims management practices conducted in March by BRM Risk Management reported that compliance activities improved from 86 per cent to 91 per cent, case management practice improved from 93 per cent to 99 per cent and data quality improved from 75 per cent to 95 per cent when compared to the previous audit held in 2019.

### HAZARD REPORTING AND TRAINING

There were 404 reported hazards and near misses in 2020 compared to 279 for 2019. This continues to reflect a strong culture of understanding the value of reporting WHS matters.

There were 18 WHS training courses delivered both face-to-face and online in 2020 for 240 participants which included the following topics:

- SafetyNet introduction;
- Hazardous chemicals awareness and Chem Alert;
- Apply first aid;
- Apply first aid in a remote situation;
- Laser safety;
- Oxygen administration for scientific divers;
- Gas care safety;
- Liquid nitrogen training;
- Mental health awareness and intervention;
- Mental health in the workplace for leaders;
- Mental health contact network, and;
- Working safely in Science, Medicine and Health.

Table 25: Work Health and Safety Key Performance Indicators 2019 - 2020

Performance Indicator	2019	2020
Number of Workers Compensation Claims Reported	43	49
Number of Work Related Medically Treated Injuries	25	28
Number of Work Related Lost Time Injuries	11	12
Loss Time Injury Frequency Rate	2.01	2.03
Average Time Lost Rate	29.55	38.78
Number of Hazards/Near Misses Reported	279	404

# Capital Works and Sustainability

## COMPLETED - MAJOR WORKS

### JILLIAN BROADBENT BUILDING - BUILDING 29 - \$76.0M

The Jillian Broadbent Building (Building 29) is a landmark development on the Wollongong Campus. Located adjacent to the Campus Ring Road at the western end of the campus, the building accommodates the diverse functions of the Faculty of the Arts, Social Sciences and Humanities (ASSH), including the School of the Arts, English and Media (TAEM), the School of Health and Society (HAS) and the School of Geography and Sustainable Communities (GSC) in a collaborative and engaging hub that supports the ambitions of next generation teaching, research and learning.

A variety of facilities are provided in the building including student performance theatres, music studios, film and screen production spaces, media arts, digital design, specialist social sciences laboratories and informal collaborative support spaces.

Housed in over 10,000 square metres of floor area across four levels, offering an opportunity to present a strong Faculty and University identity, whilst providing direct access to the community for such purposes as attending student performances, visiting the art gallery or engaging with community activities aligned with social work teaching, the construction program was completed in June 2020, with classes scheduled within the building during Spring Session 2020.

### LIBRARY REFURBISHMENT - \$5.0M

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 identifies a need for increased seating. Library services staff identified the ability to reduce the resource collection through both reduction of materials and off-site storage. This has granted the ability to increase and enhance the focused/quiet study areas on Level 1 and provide additional potential to enhance the campus community by the provision of 24/7 library access.

The Level 2 refurbishment, completed in February 2020, provides over 700 additional informal learning seats, multiple support spaces, flexible lighting required for student learning, and upgraded building electrical and air-conditioning systems.

Additionally, a kitchenette space was also provided on the ground floor to align with recent student feedback and student body requirements.

### BUILDING 41 FIRST YEAR CHEMISTRY LAB REFURBISHMENT - \$3.8M

First year Chemistry subjects are 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 remained relatively unchanged until the recent refurbishment, having had only minor modifications completed over the years. In addition to the poor condition and functional inadequacies of the space, a 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 expected over the next 10 years and deliver modern facilities for Chemistry and Molecular Bio-Science education (from pathway programs through to postgraduate 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 was completed during February 2020.

## MAJOR WORKS - IN PROGRESS

Progress of all major works were impacted by the COVID-19 crisis, resulting in no new major works commencing during 2020.

## ENVIRONMENTAL SUSTAINABILITY

During 2020, UOW continued to implement the Environmental Management Plan (EMP). The EMP outlines the sustainability strategies and actions and formalises UOW's commitments nominated in the Environment Policy. The EMP also addresses the United Nations Sustainable Development Goals (UN SDGs) and the overall reduction of UOW's environmental impacts.

The following key results were achieved in 2020. The impact of the COVID-19 Pandemic can be seen across a range of environmental metrics, mainly due to a reduced population on campus.

### ENERGY AND CARBON MANAGEMENT

Energy consumption at Wollongong Campus was 0.41 GJ/m<sup>2</sup>, 23% below target and 13% less than 2019. Greenhouse gas emissions also reduced with 1.4MW of Solar PV systems installed onsite, generating 5,565 GJ of renewable energy.

Table 26: Energy Consumption



## WATER MANAGEMENT

Water consumption at Wollongong campus was 5.6KL/EFTSL during 2020. This result was below the target and 2019 consumption by 33 per cent. The steep reduction in water consumption can be attributable to the reduced demand from staff and students on campus.

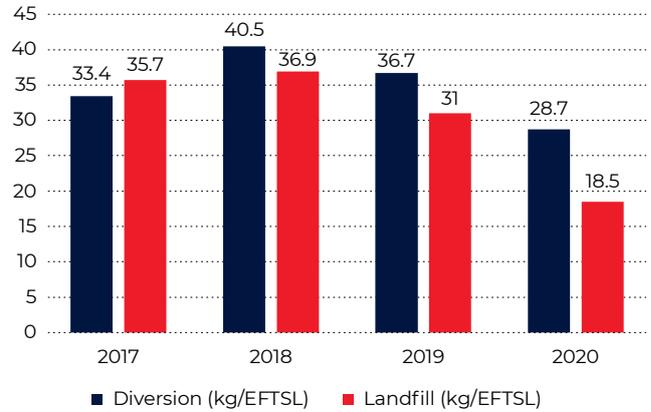
Table 27: Wollongong Campus Water Consumption



## WASTE MANAGEMENT

Waste to landfill reduced by 40 per cent with 60 per cent of waste material diverted from landfill. A range of recycling and reuse collections continue to be provided (including for food waste, e-waste, soft plastics, and polystyrene)

Table 28: Waste Disposal 2017 - 2020



## CAMPUS ENVIRONMENT

Campus environment initiatives included: 35,000 native species planted as part of major developments; water sensitive urban design included into the Molecular Horizon building; floating wetlands installed to improve pond water quality; asset protection zones and noxious weeds monitored, and; significant trees managed for habitat and safety.

Sustainable transport initiatives were impacted in 2020 with attendance at the campus reduced when remote working, teaching and learning arrangements were implemented. Actions to support active and public transport continued with additional bike facilities established in the Molecular Horizons and Jillian Broadbent buildings and two hybrid shuttle buses used to reduce greenhouse emissions.



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2020 – 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 2020 – 2025 Strategic Plan consists of three major goal areas each with a further five sub goals. The University's activities and achievements in 2020 under each of these goals and sub goals is in this section.

# Goal 1: Education

Empowering students for their future. Renowned for innovative educational experiences that prepare students for the future of work.

## GOAL 1.1

**Continue to transform our course portfolio to ensure future graduate success. We will deepen and broaden work-integrated learning, digital learning, and entrepreneurship opportunities for our students. We will produce transdisciplinary T-shaped graduates able to succeed in a future of work characterised by portfolio careers. We will continually innovate our portfolio of offerings, and introduce micro-credentials, to support lifelong learning.**

In March, while we were still recovering from the devastating bushfires that ravaged our communities to the south, the COVID-19 pandemic took hold. Dedicated UOW staff faced these challenges by rapidly pivoting from face-to-face to remote course delivery and the University was able to deliver 99.9 per cent of subjects via remote delivery. This move, completed in just two weeks, was taken with the health, safety and wellbeing of students, staff and community front-of-mind and reflected the commitment to ensuring that all students could progress their studies regardless of whether they were overseas or in Australia. Mid-way through the year student feedback indicated a 77 per cent to 84 per cent satisfaction rate.

In addition to the shift in course delivery mode, UOW also made a shift in the course portfolio development process to ensure its course offerings set students up for success in an increasingly competitive employment environment. The University reviewed the development process and created a robust evaluation for new course proposals that prioritises viability and strategic alignment and progressed its short course portfolio and micro-credential framework.

As part of UOW's commitment to the United Nations Sustainable Development Goals (UN SDGs), the SDG Subject Portfolio Steering Committee chaired by Senior Professor Sharon Robinson was established to ensure the University offers a portfolio of subjects that will develop knowledge and skills relevant to the UN SDGs. This will ensure that subjects contain interdisciplinary approaches to support students working on real-world, project-based, coursework.

UOW maintained the top spot among NSW ARC universities for graduate employer satisfaction. This ranking is based on the Australian Government's Quality Indicators for Learning and Teaching (QILT) Employer Satisfaction Survey, which reports on supervisor satisfaction with graduate employee performance. The University also moved up further into the world's top 200 universities for Graduate Employability in the Quacquerelli Symonds (QS) Employability Rankings 2020 that places UOW in the 171-180 band of universities worldwide.

The success of UOW graduates remained a key focus. The University implemented the next phase of its Work Integrated Learning (WIL) Plan that aims to broaden and deepen WIL across UOW's course portfolio and build on the distributed and collaborative work undertaken since 2017. Over 3,000 subjects are now aligned to the framework. We refreshed our WIL strategy for 2020 and launched the WIL Enabling Plan (2020 - 2023). UOW's commitment to students' career preparedness was recognised by the Australian Collaborative Education

Network (ACEN) with UOW represented by four finalists and one winner, who received the Local Hero award.

In order to meet the needs of the community impacted by COVID-19, UOW moved rapidly to leverage the opportunity to offer undergraduate certificates and graduate certificates as lower cost options for students looking to acquire new skills and qualifications. The most popular offerings were the Graduate Certificates in Business Analytics, Public Health, and Medical and Health Leadership. UOW College Australia also developed new diploma courses providing pathways into UOW bachelor degrees. The College will offer these diplomas from 2021.

## GOAL 1.2

**Engage students as trusted partners with a shared responsibility for their educational journey. We will empower our diverse student body to co-design their educational experience, enhancing their voice in decision-making bodies and the services and programs offered to support their success.**

UOW's commitment to engage with students in University decision-making continues to develop their role as partners. Nearly 100 students responded to the call for expressions of interest to join key University committees as student members. Student members of Academic Senate initiated a project to ensure there is better engagement with and support for student committee members that will be finalised in 2021.

In alignment with the Education Strategy, the Pro Vice-Chancellor (Students) office developed a draft Students-Staff Partnerships model, with Students-Staff innovation hubs that act as a catalyst for student-led change and innovation at UOW at its core. The focus and model has been designed by students nominated by the UOW Student Advisory Council with staff forums planned for 2021.

Significant progress was achieved in UOW's Compass Framework. The Framework provides an institution-wide approach to student employability, wellbeing and success to foster T-shaped graduates in collaboration with UOWx and other programs. The Compass Framework will guide the development and implementation of policies, pedagogy, strategies, programs and activities to support students' holistic development in ways that enable them to flourish and succeed at university, and in their chosen future.

In support of the University's long-term goal to drive equitable access to, and participation in, tertiary education for all, UOW continues to work with the Indigenous communities on the south coast and in Liverpool. Despite lower than average attendance due to east coast bushfires, Woolyungah Indigenous Centre (WIC), In2Uni and the student outreach team led a successful camp for future Indigenous students with highlights of the camp including communal painting and a great on-country experience. Based on the success of this program, a similar camp will be held in Batemans Bay in April 2021.

WIC continues to support and work with Indigenous high school students throughout NSW to drive aspirations and pathway options for their future education and employment. A key focus of the Indigenous Student Success Program (ISSP) was on targeted student strengths and needs assessments, to provide culturally appropriate student and graduate employability activities, engagement programs, and identify specific individual student academic success.

Two students had the opportunity to increase their skills and gain valuable workplace experience, thanks to a partnership between WIC and Fulton Hogan, a large construction and engineering firm. The program provided meaningful work placements, improved employability and tangible skills that can be translated to their chosen profession. The students worked on the Nowra Bridge project that provided them with an invaluable onsite experience of working on a complex engineering and construction project.

### GOAL 1.3

**Develop our students as global citizens through enhanced opportunities for international student mobility and digitally enabled cross-campus learning collaboration. We will mainstream global outlooks across our portfolio of courses and develop a framework for international work integrated learning.**

The COVID-19 crisis greatly impacted the University's international activity in 2020. All areas of UOW have looked at how best to navigate the challenges to ensure the University maintains momentum and progress towards its long-term objectives. We have explored and implemented many innovative options and solutions to ensure our students continue to have a global outlook as part of their experience and are equipped to leverage the benefits of a more digitally connected world.

UOW's Global Engagement strategies have supported the growth of partnerships with highly ranked international partners and the building of foundations for post-pandemic global mobility. During the COVID-19 period, an additional eight institutional collaborations were established with universities ranked in the top 150 worldwide. Prior to the COVID-19 outbreak, outbound global student mobility was tracking to exceed the 2019 KPI of 4.3 per cent of the total enrolled domestic student body. The 2020 outbound mobility figure up until early March had grown by 17 per cent year-on-year.

To continue to integrate global experiences for students, the University produced its Global Learning Online website to provide virtual learning opportunities at UOW's overseas partner universities. Students were able to access short courses, online internships, leadership forums, and cultural immersion experiences to suit their interests and enhance their studies.

The Virtual International Exchange Program (VIEP) is a collaborative project between UOW, UOW College Hong Kong (UOWCHK), UOW Dubai, and UOW Malaysia KDU (UOWMKDU) that was developed in 2020 to replace traditional in-person student exchange programs. Aimed to let students experience what it is like to be on exchange, the program was a great success.

Both New Colombo Plan Mobility Program and Endeavour Leadership Program funding was amended to allow domestic students to participate in a virtual global learning program. Programs being offered virtually included semester or short courses and WIL opportunities such as virtual internships. Two of the three high achieving New Colombo Plan Scholars are from the Faculty of the Arts, Social Sciences and Humanities (ASSH) while the other is from the Faculty of Business and Law (BAL). In 2021 these students will be studying in the Indo-Pacific. One of the awarded students, Kathleen Taylor, is a Yuin woman, and is the first Aboriginal student from UOW to have been named a New Colombo Plan Scholar.

Seven UOW undergraduate students are among 36 young Australians awarded technology scholarships by the Westpac Scholars Trust. The scholarship includes a Disruptive Leaders residential program in Singapore as well as access to industry and university mentors, internships, ongoing leadership development opportunities and exposure to new and diverse networks.

The University's long-term partnership with the Westpac Scholars Trust led to UOW being selected as a partner on the Asian Exchange Scholarship Program. From 2022, scholars will spend up to two semesters in Singapore where they will embark on an immersive international leadership experience that will forge long-lasting professional networks crossing cultural and geographical boundaries.

Activities at the University's offshore campuses continued to transform and leverage growth. At the beginning of 2020, the UOWMKDU's Batu Kawan campus commenced operations in Penang. Later in the year, we celebrated the first anniversary of the renaming of KDU to UOW Malaysia KDU. This milestone offered an opportunity to reflect on the last year of transformation of the three other UOWMKDU institutions and the brand, its academic quality, student experience, and community engagement enhancements.

In 2020, the new Bachelor of Communication and Media Studies (BCM) degree at UOW College Hong Kong was successful in its accreditation. The new degree structure allows for cross-campus learning collaboration between students and staff at UOW's Wollongong campus, the South Western Sydney campus, UOWCHK and UOW Dubai.

In August, UOW Dubai opened its state-of-the-art 200,000 square-foot campus located in Dubai's Knowledge Park. This 'Campus of the Future' caters for a globalised approach to higher education. Incorporating both traditional and innovative learning spaces and technologies to facilitate teaching and research, the UOW Dubai campus is designed to meet the demands and expectations of today's student populations and the digitalisation of conventional education.

In October, UOWCHK completed the purchase of additional space in Kowloon City to serve as a secure and stable campus to support long-term development and to ensure the Kowloon City campus is operational for the commencement of the 2020/2021 academic year. The future campus project at Tai Wai Station continues to make progress towards its delivery date of January 2024.

**GOAL 1.4**

**Leverage sophisticated learning analytics and artificial intelligence to provide sector-leading personalised support for our students. We will develop a single view of student data, which will be used in an ethical and transparent manner to support success and empower students on their learning journey.**

The rapid move to remote learning in 2020 placed a greater emphasis on initiatives for timely and accurate feedback and reporting on student support, engagement and success, to inform UOW's approach and maintenance of quality teaching, learning and student experience.

A self-paced learning analytics training module was implemented as part of Learning, Teaching and Curriculum's (LTC) Preparing to Teach Online program to support the rapid transition to a remote delivery mode to ensure students could continue their studies during the coronavirus pandemic. In conjunction with support webinars, the module supported an increase in the proportion of teaching staff accessing built-in reports from 40 per cent to 60 per cent.

UOW is committed to providing personalised transitions for students through the Get Started at UOW Snapshot tool and exit survey. In 2020 the University worked to identify the most valuable transition and induction activities for commencing students to be able to link them directly to support services in 2021. We also incorporated student feedback from exit surveys conducted over the past couple of years into the University's personalised support, engagement and service strategies and activities.

The Learning Analytics team provided support for subject coordinators to identify students who may be at risk of failure or withdrawal from their subjects and shared further insights related to subject engagement, progress and assessment. In 2020, six standard reports were sent to 611 subjects across the course of a session from Orientation week through to release of results. Ninety-five per cent of first-year undergraduate students were enrolled in at least one subject supported by this proactive learning analytics intervention in their first session of study.

Early in the year, students were provided with a student dashboard in Moodle that displayed a collated view of their individual interaction and login data, as well as providing a comparison of the student's assessment results to the average of their cohort. The Learning Analytics plan for 2021 onwards involves the implementation of new evidence-based solutions for effective interventions to facilitate student success. Two new technologies are currently being investigated for pilot and testing in 2021 to further support the use of Learning Analytics across the University.

In March 2020, many areas of UOW implemented COVID-safe processes and service models in a very short timeframe. The Library was well underway with its Future Ready Library Strategy and many of its initiatives were accelerated and put into application through the year. An integrated client engagement service approach was developed and implemented. The Virtual Service Point, a Digital Occupancy Counter accessible via the web and MyUOW App were implemented for the Wollongong Campus Library building. A proactive live-chat service was deployed in the first quarter and this service saw immediate take up and a 94 per cent user satisfaction rating.

The Library also implemented a tiered service model to ensure student service levels were sustained while many of the staff were offsite. These digital services rapidly provided an extended knowledge base needed for machine learning and Artificial Intelligence (AI) query and response services that are scalable, personalised, and automated.

UOW's commitment to student mental health and wellbeing continues in the University's work and was of the utmost focus through the challenges of 2020. The University progressed its Gold Standard Student Mental Health project with the development of a Student Mental Health Strategy and Action Plan. This work has been informed by the Orygen Australian University Mental Health Framework Report released mid-year. UOW will continue with the implementation of the Strategy's Action Plan as the University reviews its policies and application through 2021.

**GOAL 1.5**

**Promote and reward teaching excellence. We will support ongoing staff development through proactive communities of practice and enhance career progression opportunities for teaching excellent academics.**

Although 2020 posed significant challenges for students and our staff in teaching and learning, the University's staff went above and beyond to make the shift to remote delivery for students both in Australia and overseas. Divisions and faculties report success in flexible working arrangements with collaborative agreements between staff and management key to a smooth transition as the University moves through the business recovery response to COVID-19.

Recognition of the exceptional commitment, skill, care and knowledge of all of UOW staff came via a variety of awards across the year. The University's commitment to quality teaching and learning and to the quality of its teaching staff was again recognised by the 2020 Good Universities Guide. UOW received a five star rating across all undergraduate and postgraduate educational experience benchmarks and were ranked first in NSW for learner engagement, learning resources, skills development and for the qualifications of teaching staff.

UOW was named the winner of the Australian Financial Review 2020 Higher Education Award for Learning Experience in recognition of the rapid and effective transition to remote learning in response to the COVID-19 pandemic.

As part of the wider UOW effort to switch to remote delivery, and working to extremely tight deadlines, LTC developed a comprehensive self-paced online program, Preparing to Teach Online, designed to support staff with their transition to online teaching.

Within a two-week period, LTC delivered 80 webinars to train over 1,700 staff in online teaching. The feedback from staff was very positive and a survey of 557 staff who undertook the training identified that 75 per cent felt positive about delivering their subjects online.

Over the course of 2020, the Wollongong Academy for Tertiary Teaching and Learning Excellence (WATTLE) continued to promote teaching excellence and support staff across all levels of the University through numerous initiatives including forums, webinars, seminars and mentoring of teaching

award applicants. This investment resulted in the numerous accolades, Outstanding Contribution to Teaching and Learning nominations and awards, national citations and teaching awards that its members continue to receive.

Senior lecturer and researcher, Dr Kylie Lipscombe from the School of Education was elected NSW president of the Australian Council for Educational Leaders (ACEL), recognising her talent as an academic and professional leader. The organisation supports the development of educational leadership capabilities across Australia and is dedicated to making a difference for leaders, educators, children and their families.

In February, three UOW lecturers received national recognition of their dedication, leadership, and support of student learning. Dr Hironori (Nori) Onuki, from the Faculty of the Arts, Social Sciences and Humanities (ASSH), and Associate Professor Montse Ros, and Dr Sasha Nikolic, both from the Faculty of Engineering and Information Sciences (EIS), were recipients of the Citations for Outstanding Contributions to Student Learning by the Australian Awards for University Teaching.

The Vice-Chancellor's 2020 awards for Outstanding Contribution to Teaching and Learning (OCTAL) went to a cross-section of UOW staff from various faculties and units. Of the 92 successful nominees (82 individuals, 10 teams), 23 progressed to the portfolio-based application phase with the committee awarding 13 awards. The overall Vice-Chancellor's OCTAL award was awarded to Dr Tam Ha from AASH.

# Goal 2: Research & Innovation

## Creating knowledge for a better world.

Globally recognised for delivering impactful research that drives positive change.

### GOAL 2.1

**Invest in outstanding researchers drawn from a wide range of demographics, career levels, and disciplines. We celebrate this diversity as a strength and are values-driven in all of our endeavours.**

The UOW Professional and Organisational Development Services (PODS) team received The Research Master Award for Excellence in Research Management for the UOW Early Career Researcher (ECR) Development Program in the 2020 Association for Tertiary Education Management (ATEM) and Campus Morning Mail Best Practice Awards. This program, aimed at early career academic staff, focuses on development of their research plan and profile, and expansion of their research-related skills, knowledge, contacts and networks.

The Global Challenges Program, which aims to cultivate research excellence while improving equality and diversity, supported 20 research projects, with funding totalling \$214,731. Over 50 per cent of Project grants were led by female researchers and 14 per cent of Seed projects were led by Early Career Researchers (ECR). These grants provide financial and non-financial support to researchers most vulnerable and affected during current disruptions. Over 105 researchers were supported with significant ECR, female, and Indigenous representation in these projects.

The 2020 - 2025 Research and Innovation Strategy was launched and aims to increase the diversity of academic appointments, including women, Aboriginal and Torres Strait Islander researchers and other under-represented groups. In 2020, the University's commitment to equity and diversity of its staff saw the appointment of Associate Deans Equity, Diversity and Inclusion in each faculty and Australian Institute for Innovative Materials (AIIM) to drive important initiatives in these areas, and introduce training and governance structures that embed and uphold best practice principles of research integrity, equity, diversity and inclusion.

In 2020, the Early Career Researcher Disruption Committee (EC-DC) Committee was established by the Deputy Vice-Chancellor (Research and Innovation) (DVCR&I) to provide advice and assist with consultations on issues affecting UOW research to connect, support and champion ECRs at UOW, and to provide a voice direct to the DVC(R&I). The EC-DC Chair meets regularly with the DVC(R&I) to provide advice and suggestions from the Committee and is a member of the University Research Committee. Dr Erin Twyford from the Faculty of Business and Law is the current EC-DC Chair.

The Early Career Researcher Development program, consisting of facilitated workshops, mentoring by senior academics, and a writing retreat, continues to provide ECRs with the knowledge, skills and connections to advance their careers. Twenty-eight participants (15 female and 13 male) drawn from all faculties across the University participated during 2020. 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 220 members.

In December, UOW was recognised as a national Women in STEM Decadal Plan Champion by the Australian Academy

of Science (AAS), reaffirming the University's commitment to gender equality and promoting science, technology, engineering, mathematics and medicine as career choices for women and girls. The UOW Response to the Plan summarises the progress the University has made in each of those areas and the ways in which the University will continue to work towards gender equality over the next decade.

In 2020, an external independent expert undertook a review of the Research Services Office (RSO) and Innovation & Commercial Research (ICR) Unit. The Review commendations highlight the outstanding commitment of RSO/ICR staff and the high regard with which they are held by our stakeholders. The Review returned 31 recommendations that promote the sharing and centralisation of resources, and coordination of support activities in alignment with the 2020 - 2025 UOW Research and Innovation Strategy. Implementation of the Review outcomes commenced in early 2021, and will continue in consultation with the campus community over the next 12-18 months.

### GOAL 2.2

**Champion high-performing teams to tackle complex problems and global challenges. We will support innovative and impactful outcomes which cross conventional discipline and organisational boundaries.**

In October, at a ceremony at Government House in Sydney, two UOW academic staff members received the New South Wales Premier's Prize for Science and Engineering in recognition of their pioneering research work that has generated economic, environmental, health, social or technological benefits for NSW. Distinguished Professor Zaiping Guo received the Prize for Excellence in Engineering or Information and Communications Technology and Distinguished Professor Antoine van Oijen received the Prize for Excellence in Medical Biological Sciences.

In 2020, UOW researchers were again recognised on the 2020 Highly Cited Researchers list by Clarivate. Six of the University's top academic staff members, all from the AIIM, ranked in the top 1 per cent by citations for field and publication year in the Web of Science citation index. Five of the researchers, Distinguished Professor Shi Xue Dou, Distinguished Professor Hua Kun Liu, Distinguished Professor Zaiping Guo, Distinguished Professor Yoshio Bando and Professor Shulei Chou, are from the Institute for Superconducting and Electronic Materials (ISEM) in AIIM. All five also appeared on last year's Highly Cited Researchers list. Professor Guo is also a member of UOW's School of Mechanical, Materials, Mechatronic and Biomedical Engineering with EIS. The sixth highly cited researcher, Professor Jun Chen is from the Intelligent Polymer Research Institute (IPRI), another research centre within AIIM. He also appeared on the Highly Cited Researchers list in 2018.

Distinguished Professor David Adams was elected as a Fellow of the Australian Academy of Health and Medical Sciences (AAHMS). Professor Adams, IHMRI Executive Director, is the first Illawarra researcher to be elected to the AAHMS, a collective of almost 400 health and medical researchers across Australia.

Although the annual 2020 University Global Partnership Network (UGPN) conference to be hosted by UOW was postponed until 2021, the UGPN Research Collaboration Fund remained open for applications in 2020. A total of eight projects were successfully nominated for funding in 2020, including five bilateral, two trilateral and one quadrilateral project. All projects funded addressed at least one United Nations Sustainable Development Goal and four of the projects also addressed the impact of COVID-19. Five projects involved UOW researchers.

During 2020, UOW researchers and their partners were awarded five ARC Linkage Projects grants totalling \$2.7 million in ARC funding. One of these successful projects was awarded \$1.1 million in ARC funding to study refugee settlement in regional Australia. The study will provide the first longitudinal assessment of the impacts of regional settlement for humanitarian migrants and destination communities. Led by Associate Professor Natasha Klocker from the School of Geography and Sustainable Communities, the study will run in communities across NSW, Queensland and Victoria. The Department of Home Affairs, Adult Measure of Essential Skills (AMES) Australia, Australian Red Cross Society, NSW Government, and Multicultural Australia are partners in the research, which also involves Western Sydney University, the University of Melbourne and the University of Newcastle. The partner organisations and collaborating universities will provide a further \$2 million in cash and in-kind support towards the project over five years.

In December 2020, two UOW-led projects with a total value of \$866,800 were awarded funding under the ARC Linkage Infrastructure and Equipment & Facilities (LIEF) scheme. A team led by Distinguished Professor Antoine van Oijen from the Faculty of Science, Medicine and Health (SMAH), received \$626,800 to support a high-throughput camera system for biological cryo-electron microscopy. A team led by Distinguished Professor Zaiping Guo from AIIM and EIS, received \$240,000 for a Raman Spectroscopic System for In-Operando Electrochemical Studies.

The Australian National Aged Care Classification, a new assessment and funding model for residential aged care developed by UOW's Australian Health Services Research Institute (AHSRI) team in 2019, has been trialled by the Federal Government, and is set to replace the current Aged Care Funding Instrument (ACFI) system, with progressive implementation due to commence in March 2021. The AHSRI program of health services research, totalling over \$9 million in 2020, represents a sophisticated, evidence-based approach that will fundamentally change the way the aged care sector is funded and operates. It is designed to achieve more efficient and equitable funding and drive essential improvements in resident experiences and outcomes.

### GOAL 2.3

**Sustain best practice graduate research training. We will ensure new generations are pre-skilled for careers requiring knowledge, ideas generation and evidence-based decision making.**

Due to the COVID-19 crisis in 2020, many UOW HDR students were not able to start or return to Australia to conduct their research. The University has been keeping in touch with these students and providing the support they need, with their

supervisors also keeping in regular contact. The Graduate Research School (GRS) conducted a survey so that students could advise on the delays or impediments to their research as a result of COVID-19 and developed a COVID-19 Contingency Plan. Along with information gathered via the Annual Progress Report, the information collected under this Plan will be used to provide further support and study extensions for our students who have been negatively impacted by COVID-19.

Implementation of the recent GRS Review recommendations continued with commencement of the new Dean of Graduate Research, Professor Clive Baldock, in August. His immediate focus is the implementation of the GRS Review's 25 recommendations.

An HDR Research Training Working Group was established to develop a Graduate Certificate in Research, which will be embedded into the UOW PhD program. The Graduate Certificate in Research will articulate sector-wide best practice in research training and focus on transferrable skills.

Several HDR student workshops, webinars and seminars, such as the HDR Seminar series and two workshops on 7 Secrets of Highly Successful PhD Students and Defeating Self Sabotage (delivered by Thinkwell) moved to a digital format this year. This change in delivery saw an increase in participation rates and a high level of participant satisfaction.

Training and support for Heads of Postgraduate Studies (HPS) and for supervisors continued virtually this year. Three HPS and two supervisor virtual training sessions were held this year to provide policy updates and develop a collective strategy to address issues and challenges brought by the COVID-19 situation and to ensure continuation of best practice in graduate research.

The UOW 2020 Three Minute Thesis (3MT) final was held as a virtual event on 18 August. The winner was Stefania Peracchi from EIS, whose presentation was titled Moon to Mars and Beyond. Stefania went on to represent UOW in the semi-finals at the Virtual Asia-Pacific 3MT Final 2020, where she won the People's Choice Award.

Industry engagement placements increased from eight in 2019 to 14 in 2020. The placements continue to create new linkages for UOW and bring new opportunities for UOW students. During the year, seven HDR students were placed with a wide range of industries and partner organisations via the Australian Postgraduate Research (APR) Internship program. The placements spanned from innovation consultancies (Inventia and IDE), to a medium-sized company with a history of research with UOW (M & S Engineering Australia Pty Ltd), to Government Departments (NSW Department of Planning, Industry & Environment and Department of Industry, Science, Energy & Resources).

A range of training workshops were delivered to HDR students throughout 2020, including CSIRO's ON PRIME program. This program is a free pre-accelerator program made for Australia's brightest researchers and this year there was a record number of teams of staff and student researchers. The program frameworks for teams to create and test assumptions about their ideas with customers and provides recommendations towards next steps. This year, one team of PhD students who participated in this program became founders of a start-up in the incubator iAccelerate program.

A new model was developed and implemented for the allocation of HDR scholarships. Providing faculties with the opportunity to be more strategic in their scholarship recommendations, the new model takes into account previous faculty HDR enrolments, HDR completions and Higher Education Research Data Collection (HERDC) reportable research income.

#### GOAL 2.4

**Continue our focus on research quality, engagement and impact. We will undertake research which generates prosperity for society, the economy and environment and continue to rise in international ranking tables.**

In response to our strategic objective to create knowledge for a better world, the University continued to undertake and produce quality research that is recognised for its contribution to society, the economy and our environment.

Early in 2020, the ARC awarded a Special Research Initiatives grant to Professor Fiona Probyn-Rapsey who received \$231,502 for research into the cultural impact of introduced animals in Australia.

In April, the ARC announced the award of \$36 million to the Securing Antarctica's Environmental Future (SAEF) Special Research Initiative research program. UOW is one of six Australian institutions contributing to SAEF, led by Monash University. In addition to Professor Sharon Robinson's appointment as SAEF Deputy Director, UOW academic staff contributing to this exciting research include: Associate Professor Helen McGregor (Faculty of Science, Medicine and Health (SMAH), climate theme), Distinguished Professor Noel Cressie and Dr Andrew Zammit-Mangion (EIS, climate modelling), Professor Pascal Perez and Dr Johan Barthelemy (EIS, smart sensing technologies to remotely monitor Antarctic ecosystems) and Distinguished Professor Stuart Kaye (Faculty of Business and Law (BAL), environmental law and Antarctic policy expertise).

In November, UOW researchers were awarded more than \$5 million for twelve ARC Discovery Projects. UOW is also involved in a further 12 successful projects led by other institutions. Many of these successful projects will help to address Australia's post COVID-19 economic recovery. Six UOW early career researchers were also awarded a total of \$2.6 million under the ARC Discovery Early Career Researcher Awards (DECRA) scheme for projects that will lead to the growth of Australia's research and innovation capacity:

- Dr Chantel Carr, Locating the household in post-carbon regional economies
- Dr Aimee Silla, Using evolutionary theory to advance reproductive technologies
- Dr Shiyang Tang, Defying conventions with a liquid metal-embedded hybrid elastomer composite
- Dr Eline Schotsmans, Investigating complex mortuary practices in the Neolithic Near East
- Dr Nathan Jankowski, Landscape change and the archaeological record in the Willandra Lakes, NSW and
- Dr Richmond Lee, Computational Discovery and Design of New Catalytic Halogenophilic Reactions.

This funding ranks UOW 8<sup>th</sup> nationally relative to size and in the amount of funding awarded.

Over the course of 2020, UOW's strengths in health and medical research excellence with impact were recognised with significant funding awarded across a diverse range of projects.

The announcement of NHMRC 2020 Investigator Grants funding commencing in 2021 saw Distinguished Professor Antoine van Oijen (SMAH) awarded \$1.05 million in funding over five years for his grant, 'Roadblocks to DNA replication and implications for antimicrobial resistance'. The research aims to identify novel drug targets to slow down mutational resistance to increase the effectiveness of antimicrobials. Professor Justin Yerbury (SMAH) was also awarded \$2.238 million in funding over five years for an Investigator Grant, 'Protein homeostasis as a framework for understanding and therapeutic design for MND/ALS', which aims to uncover biological aspects of Motor Neurone Disease (MND).

In December 2020, two UOW research teams were successful in securing NHMRC Ideas Grant funding, with the funds awarded to UOW totalling \$1.36 million. UOW's success rates in the Clinical Medicine and Science stream (20%) and the Public Health stream (25%) were well above the national rates of 8.7% and 12.1% respectively. Associate Professor Jeremy Crook (AIIM) and his team received \$805,064 for the project 'A wireless electric nerve-guide for peripheral nerve repair'; Associate Professor Steven Howard (ASSH) and his team received \$554,388 for the project 'Development and evaluation of a novel early language assessment tool to identify vulnerable children who would benefit from referral to Allied Health pathways'.

In April, the Department of Health awarded \$8.7 million for the Palliative Care Outcomes Collaboration project led by Professor Kathy Eagar at AHSRI.

In May, UOW was awarded two grants under the NSW Health Cardiovascular Research Capacity Program:

- Distinguished Professor David Adams, IHMRI (senior researcher) was awarded \$743,621 for 'Role of the intrinsic cardiac nervous system in myocardial ischaemia and arrhythmias' and
- Dr Monique Francois, SMAH (early-mid career researcher) was awarded \$436,326 for 'Lifestyle Treatment of Cardiovascular Disease in patients with Type 2 Diabetes'.

In September, researchers from SMAH and IHMRI received \$1.5 million from FightMND for three projects:

- Professor Justin Yerbury received \$966,546 for 'Combination therapy to improve on CuATSM outcomes in ALS'
- Professor Justin Yerbury and Dr Luke McAlary received \$249,113 for 'Prion-like strains of TDP-43 aggregates in MND and FTLN', and
- Professor Lezanne Ooi received \$250,000 for 'Using patient derived cells to define an electrical signature of sporadic ALS and develop a high throughput drug screening technology and novel therapy'.

A UOW-led study to increase the rate of breastfeeding among Aboriginal women was awarded funding under the Medical Research Future Fund (MRFF) Preventive and Public Health Research Initiative. The project 'Peer support for breastfeeding for Aboriginal women' will receive \$1.5 million over 18 months

and is led by UOW's Associate Professor Rowena Ivers and Karen Charlton (SMAH) with collaborators from La Trobe University, University of Sydney, and University of Technology Sydney.

The University ensured its impact and contribution to the UN SDGs are woven into core activities such as the 2020 - 2025 Strategic Plan, University Strategies and Key Performance Indicators, which were all launched in 2020. UOW is also a member of the Australia, New Zealand and Pacific Network of the Sustainable Development Solutions Network (SDSN).

In April, recognition of UOW's commitment and success in delivering outcomes that address the SDGs was recognised by the Times Higher Education (THE) Impact rankings where the University ranked 31<sup>st</sup> in the world of 768 participating universities. This ranking is the only global performance metric that assesses universities' success in delivering the UN SDGs across three broad areas – research, outreach and stewardship. UOW's ranking against SDG 8 'Decent work and economic growth', jumped to 10<sup>th</sup>, a marked improvement from the 2019 rank of 65<sup>th</sup>; while performance against SDG 9 'Industry, Innovation and Infrastructure' improved from a ranking in the 101-200 band to 33<sup>rd</sup>. The University's rank for SDG 10 'Reduced Inequalities' improved one place to 5<sup>th</sup> in the world. These three SDGs and the mandatory SDG 17 'Partnerships', for which UOW ranked 31<sup>st</sup>, were considered to qualify UOW to be ranked 31<sup>st</sup> globally.

In 2013, UOW set a strategic goal to be ranked in the global top 200 universities, and in June that goal was achieved. The University's world-class research capabilities have made a global impact, and these rankings recognise UOW's long-term investments in major research teams and the breadth of our academic work.

UOW's ranking substantially improved from 2019, jumping sixteen places to achieve an overall rank of 196<sup>th</sup> globally and 10<sup>th</sup> in Australia in the 2021 QS World University Rankings. A marked improvement in citations per faculty member lifted UOW's ranking in this metric a stunning 33 places to 75<sup>th</sup> globally and was the most influential factor to the University taking its place in the top 200.

UOW ranked at 184<sup>th</sup> in the world, and 10<sup>th</sup> in Australia, in the Aggregate Ranking of Top Universities (ARTU) system created by the University of NSW Sydney (UNSW Sydney). ARTU combines the three leading ranking systems, the Times Higher Education (THE), the Academic Ranking of World Universities (ARWU), and QS to produce a meta-ranking score, facilitating the longitudinal comparison of overall performance for the top universities in the world. Of the 1,886 universities analysed, only 427 universities met the eligibility criteria with only the top 400 being published.

UOW also achieved its highest ever position in the US News and World Report 2021 Best Global Universities, ranking 214<sup>th</sup> globally and 12<sup>th</sup> in Australia. Over the past six years, UOW has jumped 87 places in the respected ranking and we attribute this to our globally recognised research activities.

We also remain among the best modern universities in the world according to both the QS Top 50 under 50 at 14<sup>th</sup> position and the THE Young University Rankings, where we are ranked 26<sup>th</sup> in the world and 4<sup>th</sup> in Australia.

## GOAL 2.5

**Leverage Industry 4.0 to transform how we deliver, curate, analyse and track our research, innovation, and impact. In a rapidly changing world, we will offer opportunities to staff, students and stakeholders to build their skills and shape their futures.**

Innovative research continues to attract support and partnerships with government and industry as the University strives towards cutting edge solutions to the most pressing societal problems. This is reflected in UOW's commercial research income of approximately \$15 million in 2020.

Highlights of this research include the renewal of the \$2.63 million Research Partnership Agreement between AHSRI and the Illawarra Shoalhaven Local Health District (ISLHD) for the continued joint delivery of the Centre for Health Research Illawarra Shoalhaven Population (CHRISP); and Professor Peter Wypych securing a second term of funding worth \$800,000 over four years for continuation of the International Solids Handling Research Institute (ISHRI) and receiving a share of the \$21 million awarded to the SmartCrete Cooperative Research Centre (CRC). Additionally, UOW received \$1.5 million for its project 'High output, low cost Embedded Rail Track' as part of the Federal Government's CRC projects grant scheme. The project is valued at more than \$4 million from in-kind and cash contributions from partner organisations. The team from the EIS Facility of Intelligent Fabrication will focus their research on new construction techniques and automation technologies to dramatically reduce cost and improve installation speed.

Funding of \$2.4M was awarded by the Department of Education, Skills and Employment for the Industry 4.0 Nowra Hub led by Dr Paul di Pietro. UOW Vice-Chancellor, Professor Paul Wellings, and Senator Concetta Fierravanti-Wells officially launched the Hub at UOW's Shoalhaven Campus on 24 September. The Industry 4.0 Hub is a collaborative environment open to students, industry and entrepreneurs and provides access to staff, information, training, technology demonstrations and a link to the expertise and capabilities that are available at UOW.

The Australian National Fabrication Facility (ANFF) that has its headquarters at the University of Wollongong, was awarded \$2.15 million by the NSW Government's Office of the NSW Chief Scientist and Engineer to invest in six sites across the state. This investment will strengthen the facility's advanced materials process, 3D printing and 3D bioprinting capabilities.

In July, the Federal Government announced \$5 million in new funding for the UOW-led, ARC Research Hub for Australian Steel Innovation (Steel Research Hub). The Steel Research Hub will be funded for five years (2021 - 2025) and led by Dr Paul Zulli. The Steel Hub was funded as part of the ARC's Industrial Transformation Research Program. The Hub's eight industry partners, BlueScope Steel, Liberty Primary Steel, Infrabuild, ArcelorMittal, Bisalloy, Australian Steel Institute, Weld Australia and Australian Industry Group will contribute another \$13.9 million in cash and in-kind support. UOW, together with RMIT University, Australian National University, Swinburne University, University of Newcastle, Deakin University, University of Sydney, University of New South Wales and Monash University, will contribute a further \$9.5 million cash and in-kind. The total funding for the Steel Research Hub is \$28.4 million.

Late in 2020, Senator Concetta Fierravanti-Wells visited UOW to officially launch a suite of maritime policy and global security degrees offered by the Australian National Centre for Ocean Resources and Security (ANCORS). Since 2016, ANCORS has offered these postgraduate programs online (Master of Maritime Policy, Master of Maritime Law and a Master of Maritime Security) in a pilot program. Because of the accessibility of this program, students from Kenya to Mauritius and Tanzania have studied ocean law and policy with UOW. With the support of the Department of Foreign Affairs and Trade, the program expanded its online offerings and is now able to accommodate more students from all corners of the globe. Many of these students could not afford to travel to Australia to study, but as graduates will contribute to the sustainable development and economic prosperity of our region and theirs.

# Goal 3: Civic University

Making a difference for our communities. Leveraging our unique regional perspective and transformative capabilities in the interests of society.

## GOAL 3.1

**Promote safe, respectful and socially inclusive communities where our common commitment to equity, diversity, reconciliation and human dignity is lived by all.**

UOW has made considerable progress towards its objective to promote a safe and respectful environment and we continue to demonstrate our commitment to equity and diversity across all of our activities.

The UOW Aboriginal Employment Enabling Strategy 2020 - 2025 was finalised, after extensive consultation and feedback provided by Aboriginal and/or Torres Strait Islander and all UOW staff. With a focus to attract, retain and develop UOW's Aboriginal and Torres Strait Islander workforce, the Strategy also aligns with UOW's broader strategic organisational goals as well as the legislative obligations under the Indigenous Student Success Program (ISSP). Vital to the success and progress of this Strategy are partnerships with local Aboriginal and Torres Strait Islander organisations who provide mentoring support for our Aboriginal trainees and apprentices.

UOW continued to support professional development opportunities for Aboriginal and Torres Strait Islander staff with two Aboriginal staff enrolled in a Leadership and Management Program and an Aboriginal academic staff member in the final stages of their PhD successful in receiving an Equity Fellowship.

The Jindaola Program, developed in 2016, is now deeply embedded into the UOW curriculum, with almost 6,000 students and 120 staff involved in this innovative, award-winning program. In 2020, the Jindaola grants were awarded to the School of Humanities and Social Inquiry, the School of Accounting and Finance, to the Student Diversity, Outreach and Co-Curricular team (PVCS) and to UOW College Australia. The UOW Sydney Business School was awarded the 2020 MBA Roundtable Fast Track Curriculum Innovation Award for Embedding an Aboriginal Perspective in the MBA Curriculum during the COVID-19 lockdown period.

The UOW Aboriginal and Torres Strait Islander Research Strategy Working Party was established to develop strategies and support activities that enhance the growth of Indigenous-led research and provide opportunities to high potential Aboriginal and Torres Strait Islander research staff and students, as recommended by the UOW Reconciliation Action Plan. The initiatives commenced in 2020 were to ensure appropriate support and development opportunities are provided to Indigenous researchers, to attract and retain Indigenous researchers, to raise the profile of Indigenous researchers and build our Indigenous research strength.

UOW continues to implement the comprehensive four-year SAGE/Athena SWAN Action Plan, after receiving an institutional Bronze award in 2018, led by a committee chaired by the Deputy Vice-Chancellor (Research and Innovation). The University launched its Gender Equality and Diversity Capability Statement in 2020, noting our commitment to the principles of the Athena SWAN Charter and the positive impacts associated with our diversity and equality policies, strategies and initiatives.

The University was again recognised by the Workplace Gender Equality Agency (WGEA) as an Employer of Choice for Gender Equality (EOCGE). UOW is one of only 119 organisations Australia-wide and one of only 13 universities to hold this citation, down from 141 and 17 respectively in the previous year.

In 2020, UOW also submitted the WGEA Compliance Report, meeting the agency's gender equality standards. This comprehensive report included 65 individual questions with a combination of qualitative and quantitative responses.

UOW received its second consecutive Bronze Award in 2020 for the Australian Workplace Equality Index (AWEI). The Index is the definitive national benchmarking instrument for LGBTQI+ workplace inclusion for Australian employers across all sectors. The comprehensive and rigorous application process consists of 200 evidence-based questions, focussing on strategy, policy frameworks and LGBTQI+ activities conducted throughout the assessed year. Achieving the Bronze award recognises the University's commitment to our quality policies and practices and our strong outcomes surrounding diversity and inclusion.

The UOW staff initiated Food+ with Care project raised more than \$150,000 and provided thousands of free meals, essential items and support to UOW students. The program was made possible thanks to the generosity of UOW staff, community members including alumni, and charitable organisations committing to collaborative practices to support UOW students by donating time, money, goods and care. The success of this program was recognised in December when it won an International Community Engagement Award in the 2020 Study NSW International Student - Business and Community category.

The Community Engagement Grants Scheme is focused on addressing the challenges faced by communities and taking action to create real and measurable outcomes. Since 2005, UOW has awarded more than \$700,000 to 80 community projects, aimed at building capacity through educational, research or outreach activities with community partners. In 2020, \$39,000 was allocated across three transformative projects that focused on resilience, recovery and reconciliation.

## GOAL 3.2

**Enhance our civic and social role by showcasing a wide range of benefits to our communities through the adoption of best practice in knowledge exchange. We will share ideas, research, skills and expertise with our partners and all our communities.**

The crises that began in 2019 and continued into 2020 drove the University to step up and work even more closely for and with our partners and communities.

UOW became an approved accommodation provider under the Services NSW International Student COVID-19 Crisis Accommodation scheme, offering temporary free accommodation for vulnerable international students in NSW during the current COVID-19 pandemic, with Kooloobong Village as the primary location. There were 450 applications for UOW accommodation under this scheme.

Throughout 2020, working with the University's partners and communities, UOW found innovative ways to apply our research and other capabilities to help keep Australians safe during the COVID-19 crisis and support Australia's economic and social recovery.

Our Graduate Medicine students stepped up and participated in the Government's paid medical assistant roles to support the health sector's response to the pandemic. Researchers from the Molecular Horizons institute, Illawarra Health and Medical Research Institute (IHMRI) and the Illawarra Shoalhaven Health District (ISLHD) joined forces to ensure stocks of hand sanitiser were maintained.

Several teams from across the University pooled their 3D printing capabilities with those of local companies to produce face shields for health workers. This included teams from TRICEP (Translational Research Initiative for Cellular Engineering and Printing), the ARC Centre of Excellence for Electromaterials Science (ACES), the Australian National Fabrication Facility (ANFF) Materials Node and UOW Makerspace.

Researchers from Early Start worked with counterparts in 15 countries, along with representatives from the World Health Organisation (WHO) and UNICEF to develop a set of recommendations for Government and parents about maintaining childhood health during lockdown and beyond, and Northfields Clinic provided free online mental health consultations to members of the community.

In July, UOW hosted a live stream panel session with members from the law fraternity addressing key issues related to ethical inadequacies and accountability mechanisms of dealing with crises. The notable members on the panel included the Honourable Michael Kirby, International Jurist, Educator and former High Court Judge; Dr Virginia Marshall, Legal Scholar and Practising Lawyer; Mr Edward Muston SC, Barrister; Ms Elizabeth Espinosa, Commissioner of the NSW Land and Environment Court; Dr Lowell Bautista, UOW Senior Lecturer, and; Dr Niamh Kinchin, UOW Senior Lecturer. The panel explored the theme 'Trust and Accountability in a 2020 World' and the importance of building trust among the people and advocating for a strong focus on transparent legal systems, promoting gender and racial equality, advancing an Indigenous voice to Parliament and building better international relations. The panellists touched upon a wide range of research, policy and practice matters that are crucial for achieving the 2030 Sustainable Development Goals amid the global pandemic.

In October, four UOW Alumni Awards were bestowed on some of the University's top graduates at a ceremony, recognising the exceptional achievements of alumni based all over the world. The winners, Rick Martin (Young Alumni Award), Carol Kiernan (Alumni Award for Social Impact), Katherine McConnell (Alumni Award in Innovation and Entrepreneurship) and Van Badham (Alumni Award for Professional Excellence) each provided recorded video messages of thanks for receiving their awards.

Professor Halcombe from the School of Nursing was named in the WHO-led 2020 List of 100+ Outstanding Nursing and Midwifery leaders around the world. She is one of only four Australians on the list that recognises the achievements and contributions of nurses and midwives from 43 countries. The list reflects the partnership of WHO, United Nations

Population Fund, Nursing Now, International Council of Nurses, International Confederation of Midwives, and Women in Global Health (WGH), and was unveiled to mark the end of the WHO Year of the Nurse and Midwife.

The Advancement Division continued to inform, engage and exchange knowledge with its communities in 2020 through targeted communications and events including the UOW Knowledge Series presented by the Alumni Relations Team. The UOW Knowledge Series showcases UOW thought leaders discussing a range of engaging topics. In April, the Advancement Division pivoted in response to restrictions imposed on in-person events due to COVID-19 by moving to a virtual engagement model. This included recorded editions of the UOW Knowledge Series which reached a wider audience who could view the content at their own pace.

In 2020 \$39,000 was allocated across three transformative projects that focused on resilience, recovery and reconciliation and demonstrates the University's commitment to cultural, regional and LGBTIQ+ inclusion. The projects are:

- Amplifying the voices of Aboriginal women through culture and networking in an age of COVID-19. Partnership between the Illawarra Aboriginal Corporation and senior Aboriginal researcher and anthropologist, Professor Kathleen Clapham.
- Stories of Recovery - Practices Supporting Community Wellness and Resilience Post-Bushfires and COVID-19. Partnership between the Illawarra Shoalhaven Local Health District (ISLHD) and Dr Katarzyna Olcon from the School of Health and Society.
- Understanding diversity service workers' knowledge and skills gap in servicing culturally diverse LGBTIQ+ communities in the context of COVID-19. Partnership between Advance Diversity Services (ADS) and Senior Lecturer in Sociology, Dr Quah Ee Ling Sharon from the School of Humanities and Social Enquiry.

The UOW Community Reference Group (CRG) plays a central role in community consultation and information sharing, providing a link between the community and the University to facilitate discussion and debate on key issues raised in the development and implementation of the University's Strategic Plan. Chaired by the Chief Operating Officer, the CRG consists of UOW staff and a core group of community representatives from a diverse range of business groups, non-profits, private enterprises, government bodies and research centres. In 2020, the CRG provided feedback on key initiatives including UOW's Civic Engagement Strategy and the Health and Wellbeing Precinct and played a vital role in development of the University's Disaster and Crisis Response.

In early December, three UOW early career scientists were announced as Science and Technology Australia's Superstars of STEM. Dr Holly Tootel (EIS), and Dr Yee Lian Chew and Dr Marian Wong (both from SMAH) are now part of an aspirational group of women who aim to smash society's gender assumptions about scientists and increase the public visibility of women in STEM. We are most excited to support their work as role models for young women and girls and the work towards equal representation in the media of women and men working in all fields in STEM.

**GOAL 3.3****Partner with organisations and individuals on shared social purposes through philanthropy and investment to create transformative change.**

As UOW, local high schools and other partners all transitioned to remote working, the UOW student recruitment team amended its activities to enable remote delivery. These included partnering with an external provider to run a webinar series hosted by UOW, delivering 31 sessions, and providing free HSC subject support for over 11,000 year 12 students in their final year of school, concerned primarily with their HSC preparation followed by potential placement at university.

The Science Space signed a three-year contract with South32 IMC that will support the development and implementation of STEM activities based out of the newly created STEM Zone. This initiative will promote interest, knowledge, understanding and confidence in the STEM subjects in school students of all ages. Additionally, the program will develop STEM teachers through professional learning opportunities. Over 8,000 students and teachers will have STEM experiences each year for the next three years thanks to the generous support of \$200,000 per year.

The total philanthropic funds raised in 2020 totalled just over \$12.2 million in support of teaching, learning, research and the art collection.

Highlights of philanthropic gifts received in 2020 include:

- The George Alexander Foundation renewed its partnership with UOW resulting in a total philanthropic commitment of \$576,000 by the Foundation that funds 24 George Alexander Foundation Scholars. This program aims to develop and support UOW's rural and regional students who have the drive and passion to lead change in the world.
- Tibra Capital's philanthropic arm, The Tibra Foundation, gifted UOW \$1.25 million in 2020 and, as the company's founders are UOW mathematics alumni, it was fitting that this generous gift was used to establish a Professorial Chair in Mathematical Sciences. The appointment of the Chair aims to reverse a decline in the support and take-up of mathematical sciences in Australian universities and schools, and to transform the region into a centre of excellence for mathematics, statistics and data science. It also highlights the contribution that mathematical sciences make to Australia's social and economic wellbeing and raises awareness about the career opportunities that mathematical sciences degrees deliver.
- The Horizons Fellow of Molecular Pathology was launched in 2020, made possible through philanthropic support that aims to enhance the University's ability to gain a clearer understanding of diagnostics and pathology in the early detection of disease. Designed to attract the world's best talent, this Fellowship demonstrates the potential for philanthropy to align with the strategic goals of the University.
- As with previous years, the considerable proportion of funds donated to UOW in 2020 were directed towards student support in the form of student scholarships as well as to support research at UOW.
- Three students studying at the University of Wollongong's South Western Sydney campus in Liverpool received

scholarships funded by Liverpool City Council to achieve their education and career aspirations.

- UOW's flagship donor funded equity scholarship program was refreshed in 2020 and the Transforming Futures scholarship was established. This program offers a full equity scholarship that totals \$15,000 over three years to those scholars most in need. In its inaugural year, UOW offered two of these scholarships, thanks to two major donors who have made a total commitment of \$30,000. This bespoke offering leverages from the success and established structure of the broader Transforming Futures program which is now in its 12<sup>th</sup> year.
- Over the course of 2020, support for UOW students grew due to leveraging of continued investment from University partnerships. The Westpac Scholars Trust, has expanded to include the Westpac Scholars Trust Asian Exchange Scholarship program. The program will begin in 2022 and will support the scholars in their exchange program and travels to China, Hong Kong, Singapore, Japan, South Korea and Taiwan.
- The Movement Disorder Foundation Medical Research Scholarship is now in its second year and continues to contribute towards research outcomes within the field of Biotechnology via an established tri-institutional research partnership that includes UOW, Massachusetts General Hospital and Brown University.
- The philanthropically funded 10k Club Competition was developed in partnership with the Spinify Foundation. This donor funded program was developed in consultation with EIS as part of a shared commitment to create a unique opportunity for aspiring entrepreneurs who wish to solve real-world problems through tech-based solutions. The founder of the Spinify Foundation is a former UOW alumni award winner. The competition parallels the commitment to embedding entrepreneurialism into the UOW curriculum, more specifically within engineering and computer science.

**GOAL 3.4****Partner with community and industry, especially emerging, start-up and global businesses operating in all the regions in which we have campuses to create new jobs, job opportunities for our graduates, and assist industry in improving practice.**

In September the Nowra Industry 4.0 Hub was launched. With a \$2 million investment from the federal government for the agri-business Innovation Hub at UOW's Shoalhaven campus, the regional agri-business sector will be connected to cutting edge technology and research and the initiative showcases the benefits of enhanced collaboration between universities, business, government and the wider community.

In May, the University of South Australia and UOW signed a Memorandum of Understanding on a collaborative partnership to deliver Australian Department of Defence (DoD) capability and explore wider engagement across other disciplines. The collaboration will enable new advances using AI and data analytics in the area of informed decision making and the development of goal-oriented autonomous systems.

The University Global Partnership Network (UGPN) Research Collaboration Fund funded a total of eight projects in 2020,

including five bilateral, two trilateral and one quadrilateral project. All projects funded addressed at least one UN SDG and four of the projects also addressed the impacts of COVID-19. UOW researchers are involved in five of the nominated projects.

A number of developments took place with the NUW Alliance, including the expansion of the network with the addition of Western Sydney University. UOW participated in the job-focussed taskforce established in August that aims to deliver on the 200,000 knowledge jobs for western Sydney by 2038 in an area that has been the hardest hit by the economic impact of the COVID-19 pandemic. The taskforce and the joint programs it develops will create a framework for the transition to a 'Multiversity', a world-class STEM multiversity, integrated with advanced vocational education and training to 'anchor' the Western Sydney Aerotropolis.

The NUW Alliance Research Network provides a mechanism for the sharing of research opportunities, with a particular focus on translation research initiatives. As a first initiative, the network is working to strengthen ties with Austrade to build international opportunities. It is also looking to ensure alignment of joint business development between the partners in relation to Aerotropolis research opportunities in areas of common research interests such as energy technologies and emissions reductions. The Alliance has now come together to tackle Australia's future energy needs and will combine each institution's research strengths and facilities to become the largest Australian research group focused on energy issues, called NUW Energy. The alliance includes researchers across eight centres and 200 speciality areas, and will leverage UOW's research in materials science.

The University's commitment to preparing doctors to practice in regional, rural and remote settings met a key milestone in 2020, celebrating 10 years of partnerships in delivering medical training throughout the Murrumbidgee region, particularly in Griffith, Leeton and Narrandera and 10 years since the first cohort of students graduated from the Graduate Medicine Shoalhaven program.

UOW's Doctor of Medicine (MD) program aims to address the critical shortage of medical practitioners outside the major cities by focusing on actively recruiting students who have rural backgrounds and training in local general practices, Aboriginal Medical Services and local hospitals.

Over 700 doctors have graduated from the UOW medical program, and approximately 60 per cent now work or train in rural, regional and remote communities. Our partnerships with local and global organisations provide a beneficial connection to future-focussed and global work opportunities for our students and graduates.

The Hacker Exchange (HEX), a global start-up company, is working with UOW in order to propel students' ambitions for innovation careers and to create global citizens. They have provided opportunities to gain valuable work experience in this innovative industry. Students have the opportunity to study or participate in an internship with CRCC Asia - Virtual Internships and CIS Australia for UOW credit.

### GOAL 3.5

**Embrace the circular economy and initiatives which promote environmental sustainability. We will maximise the environmental and fiscal efficiency of our assets, optimise the performance of our systems and transition from product-centric delivery models to service-centric models.**

Environmental and financial sustainability was a key priority throughout 2020 with numerous projects and reviews undertaken to achieve significant savings for UOW. Generation of onsite renewable energy via solar photovoltaic (PV) systems has increased by 90 per cent in the last year. Generation is expected to exceed 5,500 gigajoules (GJ), avoiding greenhouse gases of the order of 1.2 million kilograms of equivalent CO<sub>2</sub>, for the year.

UOW's Environment Policy includes a commitment to environmental protection and sustainable practices implemented through the minimisation of energy and water use, responsible management and minimisation of wastes. Water savings in 2020 were significant with the Wollongong campus reducing its use of potable water by one third, saving almost 50 million litres.

The amount of waste to landfill has also seen improvements with a 22 per cent reduction in total waste generated and diversion of waste from landfill up to 56 per cent.

Continued efforts to maintain a biodiverse campus were supported in 2020 with over 4,000 native species planted, contributing to the ongoing habitats for a diverse range of native animals, and a focus on bushfire hazard reduction and tree safety works.

During the COVID-19 pandemic, the entire UOW community embraced the adoption of online technologies. One of the more significant changes was how people communicate. With staff working and teaching from home, and students learning from home, online calls became the norm. One of the ways in which Information Management and Technology Services (IMTS) maximised the environmental and fiscal efficiency of UOW assets was to remove all physical telephone handsets from the IMTS division.

This has been adopted wholeheartedly within IMTS during 2020 and moving into 2021, physical telephones will be removed from the rest of the UOW community where possible. One of the reasons behind this was that UOW's on premise telephony solution is aging and the future direction of this platform is to move to a cloud based service.

Another IMTS initiative that promoted environmental sustainability is how computer assets are managed. When an asset is returned to IMTS either because it is at the end of its lease or because it is no longer needed, the machine is reimaged and returned to the pool of usable assets to be distributed to another user. In addition, once a computer asset reaches end of life, the assets are delivered to an E-Waste facility.

## TRANSFORMATIVE PRIORITIES

### COLLABORATION

The UOW collaboration priority has seen us increase strategic engagement with industry partners, peers and communities to help address complex problems that have impact for individuals and our world.

The expansion of the NUW alliance to include Western Sydney University further grew UOW's research and industry links. The capabilities and expertise represented in this Alliance have enabled greater opportunities for collaboration to deliver impact.

UOW's Global Challenges research teams continued their work to address problems beyond the scope of a single discipline, in collaboration with industry, government and wider community. The University had 100 external investigators across all projects, with more than half of the teams being led by women and more than 40 per cent led by early career researchers.

UOW also continued partnering with campus Local Health Districts to share facilities and knowledge, and provide students with impactful and relevant project and research opportunities, from nursing to computer sciences. Molecular Horizons and IHMRI received funding to expand its team to facilitate the greater understanding of membrane proteins to inform advanced drug development outcomes.

The University continued to leverage the collaborative alliance with its partners in the NUW Alliance and the University Global Partnership Network (UGPN). 2020 marked the fifth year of UOW involvement in the UGPN and the annual grant scheme, the Research Collaboration Fund (RCF), was opened for applications for projects that addressed the UN Sustainable Development Goals (SDGs) and the impact of COVID-19. A total of eight projects, from 38 highly competitive applications, were nominated for funding. Five of the awarded UGPN projects involved UOW researchers.

### DIGITALISATION

UOW's digitalisation priority will see the University pursue projects and redesign processes to enhance our digital capacity and teaching, learning and research practices.

In 2020 our digitalisation efforts and plans accelerated with the transition to remote learning and research for our students and movement to remote working for our staff and communities.

The urgency to shift to remote delivery and working from home saw us deploying all of our innovation and creativity to ensure we maintained quality and capacity to deliver. We reshaped the University's remote learning model within a two week period to deliver 99.9 per cent of UOW subjects remotely and shifted thousands of staff to work off campus. Students continued to receive exceptional support and assistance via access to laptops with VPN access, assistance grants and donated groceries to navigate through this experience. Student service and support models were repositioned to be delivered and accessed offsite and all staff learned to master the functionality of video conferencing tools such as Zoom, Webex and Microsoft Teams.

The University pivoted to address remote delivery demands using efficient digital solutions for teaching and learning including video conferencing, online exams and an increase in learning analytics application.

Significant progress was made in simplifying and combining the knowledge management system for students for self-service capabilities ready for delivery in Autumn 2021. New standards and guidelines were created to ensure a consistent approach to tone, writing style, layout and format. This framework will ensure articles and keywords are applied correctly, allowing the search function to return meaningful articles and create confidence for all users (students and staff). The service was soft launched in November and will go live in full for Autumn session 2021.

In November the University's digitalisation priority delivered benefits for research data management with the introduction of the ReDBox Research Data Storage and Management (RDSM) system. ReDBox is UOW's data management tool that allows researchers to create a Research Data Management Plan (RDMP) for their research projects, a recent condition of ARC grant funding releases. The system also provides researchers with approved storage for research data, advanced lookups for UOW's researchers and successful grant applications, and minimises duplication of input into multiple systems. The full roll-out is planned for early 2021.

The Future-Ready Library Management Platform went live in December and enables a distributed administration and reporting model, lowering risk and effort associated with upgrades and allows a shift of focus to the user experience and improved operational efficiencies. The platform will provide analytics to enable better business decisions and investment in scholarly content, improved resource discovery and integrated workflow.

The University also saw significant progress made on the digital forms project in 2020. The project team worked closely with business units to identify over 600 forms to be digitised, assessed risks and priorities, and identified obsolete forms and processes.

Late in the year, the University delivered the latest phase of its curriculum management system, COSMOS, with the delivery of a digital course handbook. This digital handbook offers future and current students real-time and comprehensive subject and course information to aid in their subject and course selection decisions. The project saves significant staff time across all areas of UOW, improves the quality of the information and minimises manual intervention in the editing and publishing process.

### GROWTH

The University's growth priority will see UOW continue to focus on opportunities to differentiate our offerings and research to ensure long-term financial sustainability.

In spite of the year's challenges, UOW continued to develop partnerships, generate engagement with our communities and future students, and find solutions to traditionally onsite activities.

UOW reviewed its student recruitment and engagement strategies and operations in light of COVID-19 and its impact. The University continued to engage with our future students and communities, sharing the campus and learning

experiences through virtual open days, virtual Wollongong and South Western Sydney campus tours and online information sessions. Virtual campus tours remain on the website for all audiences to experience. Interest in the virtual open day was overwhelming with over 1,200 attendees, comprising domestic and international students. UOW also provided free online HSC subject support for over 11,000 Year 12 students.

UOW achieved a year-on-year increase in commencing students with Commonwealth supported places (CSPs) in 2020, which was driven by approximately 580 enrolments in 21 short courses that were developed in response to a Federal Government initiative. The University will leverage this growth and its success in this area with an expansion of the short course offerings to 39, in which a 50 per cent increase in enrolments is expected. Late in 2020, UOW submitted its bid for a number of ongoing CSPs for undergraduate and postgraduate short course places and was successful in achieving a significant proportion of requested places.

The University's relationship with the world's best football and rugby union clubs expanded in 2020 with the addition of the UOW Crusaders Global Rugby Program. This innovative player development program allows students to improve their playing and skills under the mentorship and coaching of experienced coaches while continuing to study.

iAccelerate welcomed a partnership between UOW and the NSW Aboriginal Land Council's Yarpa Indigenous Business and Employment hub (Yarpa Hub) to strengthen and grow the Indigenous business start-up sector. The new program is called Yarpa Activate and aims to encourage business growth in the NSW Aboriginal and Torres Strait Islander community.

## STRATEGIC ENABLERS

### CULTURE

In spite of the challenges 2020 has posed, the efforts of our students, staff and communities have highlighted our commitment to each other and to the values of the University.

UOW staff worked closely with Emergency Services and the community throughout the unprecedented 2020 bushfire season, during which, several campuses were used as respite centres for staff and community in need. A strong relationship has been forged with local and regional emergency networks across our campuses through our shared priorities and achievements.

Divisions and faculties report success in flexible working arrangements with collaborative agreements between staff and management key to a smooth transition as we move through the business recovery response to COVID-19.

The 2020 Vice-Chancellor's Awards recognised 93 staff in 19 award categories (including teaching, research, community engagement, outstanding service, global strategy, diversity and inclusion, WHS and 25 years' service). Unfortunately due to COVID-19, the Awards ceremony was unable to be held as usual; however, to honour the recipients a special award web booklet was developed and awards presented separately through each faculty or division.

### FINANCE

UOW's environmental and financial sustainability was a key priority in 2020 with numerous projects and reviews undertaken to achieve significant savings. Onsite solar energy generation, and reductions in waste and water have provided both financial and environmental benefits with strategic projects promoting best practice asset and space management across all campuses to be rolled out in subsequent years. The University initiated consolidation and restructuring of contracted services with the objective to realise substantial savings in the coming years.

The Information Management Unit (IMU) developed a number of dashboards and data products in 2020 to facilitate the timely monitoring of admission and enrolments figures and trends for all markets. UOW's ability to report and understand its admission position on a daily basis is key for its future growth, to mitigate risk and leverage opportunities as we manage the business recovery from COVID-19 and respond to recent government reforms to university funding.

### INFRASTRUCTURE

When UOW finalised the 2030 and Beyond Vision and the 2020 - 2025 Strategic Plan in 2019, we could not have anticipated the new COVID-19 reality; however, our aspirations and objectives remain relevant and even more critical. IT infrastructure has been critical to the University's ability to move more quickly than anticipated with our digital presence and online infrastructure vital in the first quarter of the year to maintain staff and student interactions and engagement and we successfully achieved this with significant commitment and vision from all of our staff and students.

2020 highlighted the importance of the University's Cyber Security Awareness initiatives. IMTS increased the frequency of this training for all staff to monthly. This training and it will continue into 2021.

Construction of the Jillian Broadbent Building was completed in July, and accommodates diverse functions of AASH. The building offers a collaborative and engaging hub that will support the ambitions of the next generation of research and learning. The building features a visual arts gallery, two theatre spaces, music performance rehearsal, recording and production facilities, a fully equipped newsroom, digital design studio, maker spaces, simulation labs and indoor and outdoor teaching.

In January, almost five years after the first concepts of the building were drafted, staff moved into the Molecular Horizons building. The facility houses a suite of revolutionary technology, including Australia's most powerful biological electron microscope, the Titan Krios Cryo-EM microscope, that help researchers solve the biggest challenges society faces from development of new forms of antibiotics and curing cancer. In November, the building received recognition for two categories of Excellence in Construction awards: for Tertiary Buildings and for Innovation - Construction Technique/Equipment by NSW Master Builders Association. This award recognises the entire spectrum of building industry participants and sectors and is one of the sector's oldest award programs.

## PEOPLE

The UOW Voice COVID-19 Staff Check-in survey was undertaken in late April to gauge how staff were coping during the pandemic and gain insights into any health and wellbeing support needed. UOW was one of the first universities in Australia to gauge the health and wellbeing of its staff during the COVID-19 pandemic. The survey showed most staff who responded were satisfied with the measures UOW took to protect their health and safety. Staff respondents also reported being able to manage the pressure of working remotely and their mental wellbeing by accessing the formal and informal support services offered by the University.

Although work-life balance is a considerable challenge for most staff, especially those with carer responsibilities or children schooling at home, 80 per cent of respondents felt the University had enough flexible work arrangements to meet their needs. The survey also revealed that 90 per cent of respondents said their team had worked together effectively despite the challenges, and 92 per cent said they had good communication with co-workers.

Staff rapidly adopted new communications and collaborative technology platforms to coordinate their work and stay connected. IMTS supported staff with increased services and by purchasing computer monitors, headsets, webcams and wireless USB devices to ensure working from home was safe and productive. These investments will support a hybrid model of remote and office working into the future.

All UOW staff developed flexible and remote working skills in 2020, including the use of web conferencing and collaboration tools. These tools have been critical to developing and maintaining an agile, flexible and more connected workforce and to ensuring staff and student interactions and engagement continued internally and externally. The usage and successful take-up of these tools and sessions has been essential to UOW continuing to be a connected global campus.

Professional development activities continued through the year, such as the Leadership Program for Senior Academic Women, by transitioning to a virtual environment.

As staff continued to deliver under unprecedented circumstances and show exceptional resilience and professionalism, the wellbeing of our staff remained a top priority.

The University looked to support its staff with monitoring and advice about working safely from home, and with strategies and advice for safely returning to campus including COVID-Safe plans and communications through various channels.

UOW continued to review risks and implement actions as outlined in the Mental Health Strategy. A review of the strategy and actions was undertaken in early November in consultation with the Work Health and Safety Committee to ensure every effort has been made to provide proactive information, advice and support to staff to enable positive mental health in light of the various challenges posed in 2020.

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# Financial Statements

# Report by Members of the University Council

## REVIEW OF OPERATIONS – 2020 - UNIVERSITY AND SUBSIDIARIES (CONSOLIDATED) FINANCIAL PERFORMANCE

### SCOPE OF THE FINANCIAL STATEMENTS

The financial statements for the year ended 31 December 2020 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 2020 for the Consolidated Group was a deficit of \$48.8M (including tax and discontinued operations), with results for the parent and subsidiaries shown below:

Table 1: Consolidated Operating Result 2020-2019

	2020	2019
<b>Consolidated Operating (deficit)</b>	<b>(48,808)</b>	<b>26,595</b>
Attributable to:		
University Parent (deficit)	(52,780)	3,400
Less: UOWGE dividend included in income	(4,000)	(9,000)
	<b>(44,042)</b>	<b>8,667</b>
<b>UOWGE consolidated (surplus)</b>	<b>7,717</b>	<b>32,466</b>
<b>UOW Pulse (surplus)</b>	<b>255</b>	<b>(271)</b>

The operating result for the Consolidated Group reflects the impact of a material reduction in revenue from lower international student enrolments as a result of COVID-19. This reduction in revenue was partially offset by modest growth in domestic student revenues and close management of operating expenses.

#### Key Highlights:

- Significant impact to revenues from reduced international onshore student enrolments,
- Inclusion of a full year of operations from the acquisition of KDU Malaysia compared to a half a year in 2019,
- Limited growth in operating expenditure, and
- Strong balance sheet and liquidity position, evidenced by maintenance of AA/A-1+ negative outlook Standard and Poor's Global credit rating.

The headline and adjusted operating result for 2020 for the Consolidated Group is as follows:

Table 2: Consolidated headline and underlying result 2020-2019

	2020	2019
Operating Revenue	785,261	854,984
Operating Expenditure	834,069	828,389
<b>Headline Operating Result</b>	<b>(48,808)</b>	<b>26,595</b>
Less:		
Unrealised managed funds valuation movement	2,753	(24,585)
First time adoption of accounting standards:	9,353	7,594
AASB1015 and AASB16		10,380
AASB1059 (service concessions arrangement student accommodation)	16,072	2,402
Pulse payroll tax		
Voluntary Early Retirement Scheme		
<b>Adjusted operating Result</b>	<b>(20,630)</b>	<b>22,386</b>

### ANALYSIS OF RESULTS FOR THE YEAR

#### CONSOLIDATED INCOME ANALYSIS

Income for 2020 totalled \$785M, a decrease of 8.2% compared to the prior year (\$855M).

Student tuition fees represented 72% of total income in 2020 (68% 2019), with research grants and contract research revenue contributing 15% (14% 2019).

Student tuition revenue declined 3%, with international onshore student tuition revenue impacted by COVID-19 travel restrictions. Research and contract revenue declined 1% from the previous year.

Returns on the University's investment portfolio were lower than previous years due to a low interest rate environment and a conservative investment strategy focused on reducing exposure to volatility and maintaining high liquidity.

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

Figure 1: Income by category 2020 (% of total)

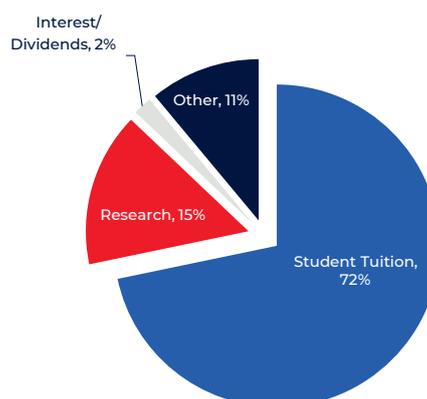
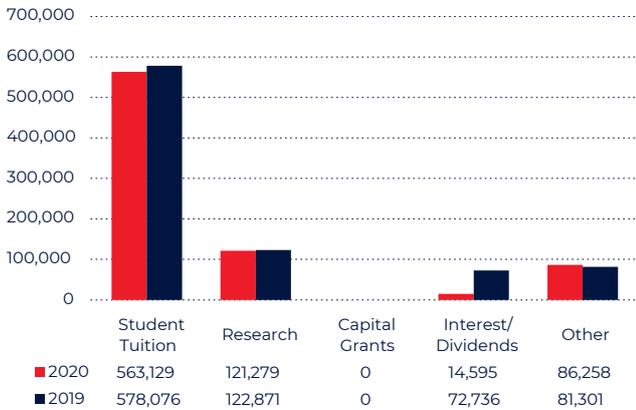


Figure 2: Year on year income sources 2020 - 2019 (\$'000)

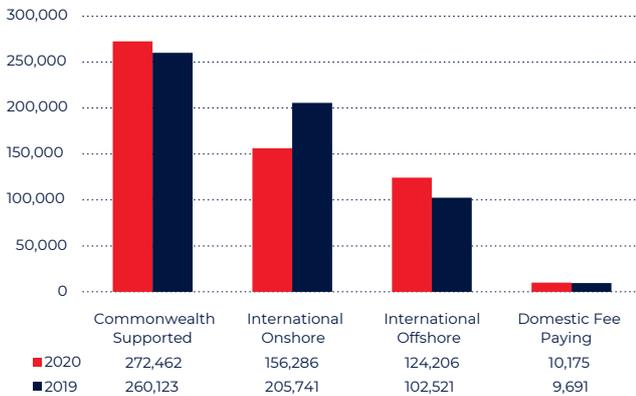


Student tuition fees generated a total of \$563M in 2020 compared to \$578M in 2019.

Revenue from Commonwealth supported students contributed \$272M, 5% above the amount recorded for 2019.

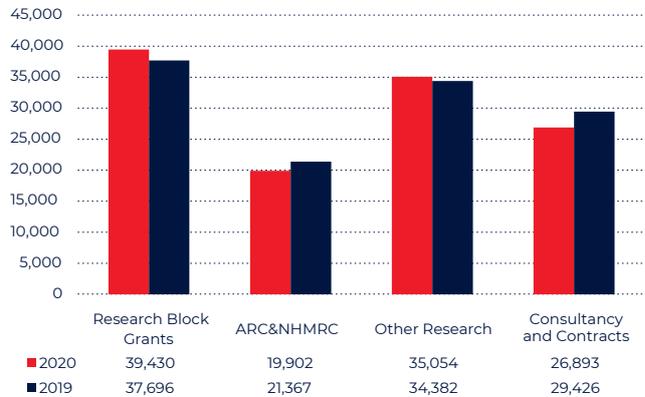
Revenue from International onshore student tuition fees recorded a decrease of \$50M (-24%) compared to 2019. This was partly offset by an increase in revenue from offshore student enrolments (+21%) and the inclusion of KDU Malaysia in 2020 results.

Figure 3: Year on Year student tuition fees 2020 - 2019 (\$'000)



Research related income was 1% lower in 2020 compared to 2019 with growth in Research Block Grants, but a decline in ARC grants and other consultancy and contract research revenue.

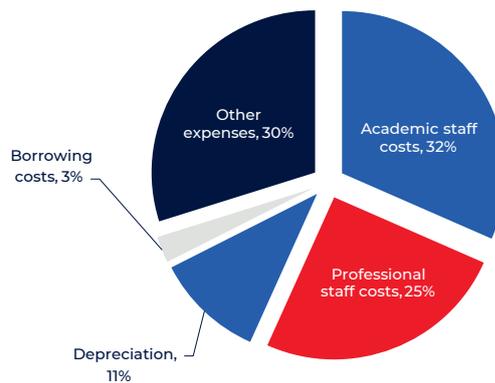
Figure 4: Year on Year research income categories 2020 - 2019 (\$'000)



### CONSOLIDATED EXPENSE ANALYSIS

Operating expenditure for 2020 totalled \$834M (including income tax expense), growing only 0.7% over the prior year.

Figure 5: Expenditure by category 2020 (% of total)



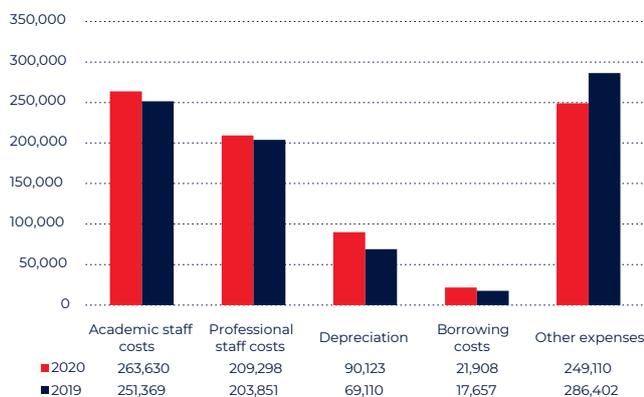
Employee expenses for the Consolidated Group grew 3.9% over the prior year (academic 4.9%, professional 2.7%) and totalled \$473M for 2020 (\$455M 2019). The growth in employee expenses was inclusive of a Voluntary Early Retirement Scheme (VERS) available to employees prior to the end of the year. Exclusive of the VERS, employee expenses grew 0.4%.

Borrowing costs increased (24%) as a result of additional borrowings, amortisation of leases in accordance with accounting standard AASB16 (Leases) and implementation of AASB1059 Service Concession Arrangements: Grantor (applicable to student accommodation). The level of debt maintained by the University remained within the constraints of the finance strategy and the S & P Global credit rating.

Depreciation increased due to the completion of two major buildings during the year – the Molecular Horizons Research building and the Jillian Broadbent Social Sciences and Arts Building.

Other Expenses, including Repairs and Maintenance, were reduced in response to lower international onshore student revenue and decreased 13% below 2019 levels. Expenditure was reduced in areas such as travel, facilities maintenance, marketing and recruitment, utilities and catering.

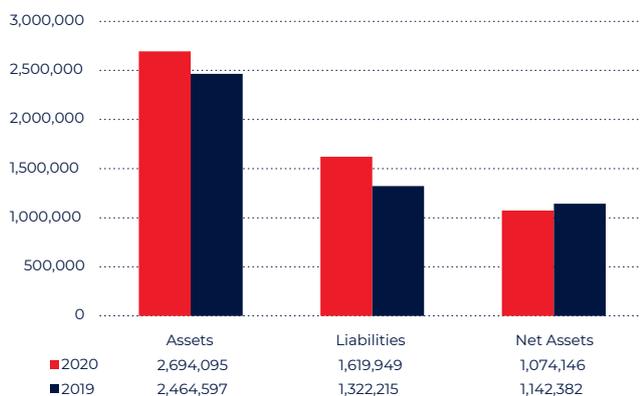
Figure 6: Year on Year expenditure 2020 - 2019 (\$'000)



### CONSOLIDATED BALANCE SHEET

Net Assets for the consolidated entity contracted \$68M (-6%). Total assets grew \$230M (9%), and liabilities increased \$298M (23%).

Figure 7: Year on Year Assets and Liabilities (\$'000) 2020 - 2019



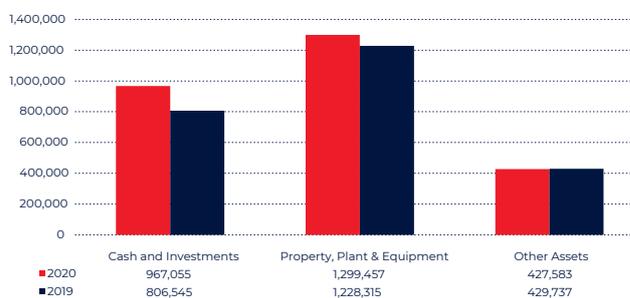
### ASSETS

Overall assets increased \$230M (9%).

Cash and investments (current and non-current) increased \$161M. This is primarily a result of additional borrowings completed in late 2020 to facilitate the termination of the student accommodation partnership project in early 2021.

Property Plant and Equipment increased \$71M. This was due to completion of a number of major buildings on the Wollongong Campus in addition to campus developments in Dubai and Hong Kong.

Figure 8: Year on Year Assets (\$'000) 2020 - 2019

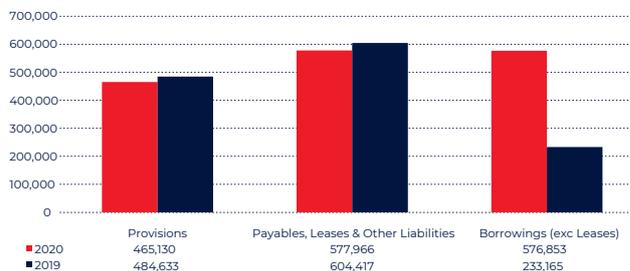


### LIABILITIES

Overall liabilities increased \$298M (23%).

Employee provisions decreased as a result of the exit of staff through the VERS, and also limitations on increments and general enterprise agreement wage rises. The issue of two medium term bonds in late 2020 to facilitate the student accommodation project termination saw borrowings grow substantially beyond 2019 levels, but within the AA S&P Global credit rating.

Figure 9: Year on Year Liabilities (\$'000) 2020 - 2019



## 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 2020 is a deficit of \$40M. Total Income was \$624M (\$691M 2019) and total Expenditure was \$664M (\$673M 2019).

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%.

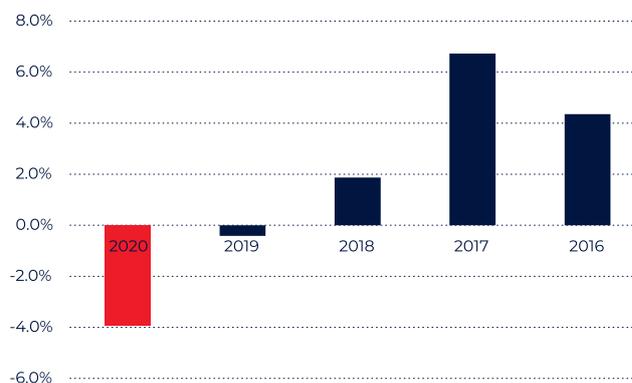
Table 3: Parent headline and underlying result 2020 - 2019

	2020	2019
<b>Headline Operating Result</b>		
Income	620,343	686,995
Expenditure	673,123	683,595
Operating Deficit	<b>(52,780)</b>	<b>3,400</b>
<b>Adjusted operating Result</b>		
Income (headline)	620,343	686,995
Less:		
Unrealised managed funds valuation movement	2,753	(24,585)
First time adoption of accounting standard AASB1015		3,744
<b>Adjusted Income</b>	<b>623,096</b>	<b>666,154</b>
Expenditure (headline)	673,123	683,595
Less:		
First time adoption of accounting standard AASB1015		(1,773)
Pulse payroll tax		(2,402)
Voluntary Early Retirement Scheme AASB1059 (service concessions arrangement student accommodation)	(16,072)	(9,353)
	(9,353)	(10,380)
<b>Adjusted Expenditure</b>	<b>647,698</b>	<b>669,040</b>
<b>Adjusted Operating Deficit</b>	<b>(24,602)</b>	<b>(2,886)</b>
<b>Adjusted Operating Result Ratio</b>	<b>(3.9%)</b>	<b>(0.4%)</b>

The Adjusted Operating Deficit of -\$24.6M for the Parent was below the target of 2% positive of income excluding capital grants and abnormal items. Total Income contracted 9.7%, with the decrease mainly a result of reduced revenue from international onshore student enrolments due to travel restrictions of the COVID-19 pandemic. In response to the

reductions in income, expenditure was reduced \$11M (1.5%) from 2019.

Figure 10: Adjusted Operating Result Ratio as percentage of revenue excluding capital grants and abnormal items 2020 - 2016



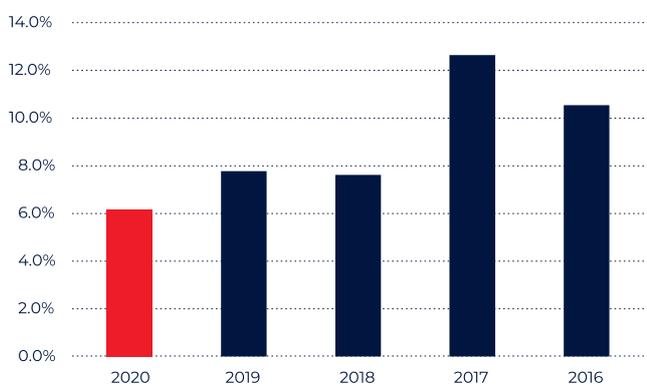
### CAPITAL MANAGEMENT PLAN OPERATING FUNDS

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%. This ratio was also impacted by reduced international onshore enrolments and associated income.

Table 4: Capital Management Plan Operating Funds 2020 - 2019

	2020	2019
<b>Adjusted Income</b>	<b>623,096</b>	<b>666,154</b>
Adjusted Expenditure	647,698	669,040
Less:		
Depreciation	(63,134)	(54,695)
<b>Adjusted Expenditure less depreciation</b>	<b>584,564</b>	<b>614,345</b>
<b>Capital Management Plan Operating Funds</b>	<b>38,532</b>	<b>51,809</b>
<b>Capital Management Plan Operating Funds Ratio</b>	<b>6.2%</b>	<b>7.8%</b>

Figure 11: Capital Management Plan Operating Funds ratio 2020 - 2016

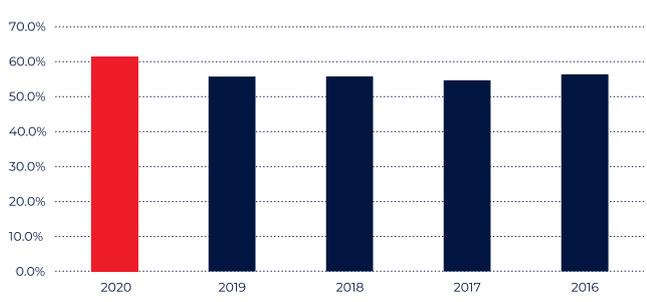


The result for 2020 (6.2%) was just within the target range.

**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 2020 - 2016

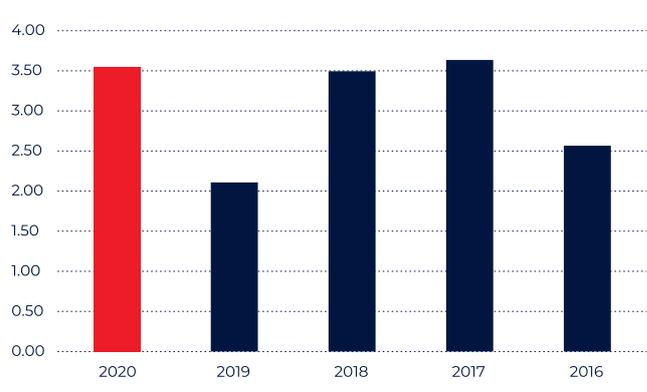


The Employee Benefits ratio for the parent was 61.4% in 2020. The result is inclusive of the benefits paid to employees for the Voluntary Early Retirement Scheme – excluding this scheme the ratio was 58.9%. The ratio exceeding target is more a result of reduced income and the VERS, with base employee expenses falling 1.3% from 2019 excluding the VERS.

**CURRENT RATIO**

The current ratio for 2020 was 3.55:1, well above the target of 1.8, reflecting strong cash balances and a sound debt management strategy. Note that borrowings are long dated and only a portion of those are classified as current liabilities. The ratio is expected to decrease in 2021 as the student accommodation project is terminated and cash balances reduce.

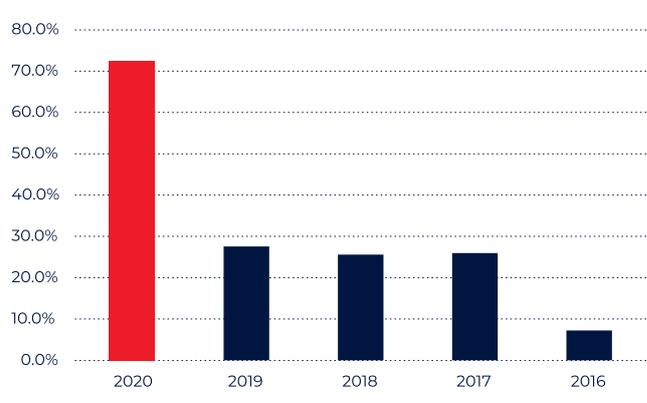
Figure 13: Current Ratio 2020 - 2016



**DEBT TO EQUITY**

The Debt to Equity ratio for 2020 was 72.5%, above the target of 20% (excluding leases classified as borrowings). The ratio exceeds target due to additional borrowings executed in late 2020 to facilitate the termination of the student accommodation project. The restructuring of the project is expected to service the cost of the additional borrowings and reduce payments to the project partner, thereby saving jobs that might otherwise have been lost.

Figure 14: Debt to Equity Ratio 2020 - 2016



**Standards and Poor's Global credit rating**

The University has maintained its AA/A-1+ negative S & P Global credit rating.

**Result compared to budget (parent)**

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

Table 5: Parent entity result compared to budget

	<b>Budget</b>	<b>Actual</b>
		<b>Result</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Income Statement</b>		
Income from continuing operations	622,004	620,343
Expenditure from continuing operations	624,588	673,123
<b>Operating result from continuing operations</b>	<b>(2,584)</b>	<b>(52,780)</b>
<b>Balance Sheet</b>		
Current Assets	520,166	771,407
Non-Current Assets	1,296,300	1,470,299
<b>Total Assets</b>	<b>1,816,466</b>	<b>2,047,560</b>
Current Liabilities	225,291	217,299
Non-Current Liabilities	685,128	1,228,391
<b>Total Liabilities</b>	<b>910,419</b>	<b>1,445,690</b>
<b>Net Assets</b>	<b>906,047</b>	<b>796,016</b>
<b>Cash Flow Statement</b>		
Net cash provided by operating activities	29,172	(10,771)
Net cash used in investing activities	( 22,000)	332,599
Net cash provided from financing activities	32,200	323,877
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>( 50,781)</b>	<b>645,705</b>

The key differences between the 2020 result compared to original budget include:

- Expenditure budget remediation measures timing delayed and initial scope varied through consultations with staff. Initially measures were budgeted to be implemented earlier in the year however several were not completed until later in the year or deferred to future years.
- Long term investments redeemed from managed funds and invested in cash and short term investments classified as cash. This measure was taken to avoid market volatility and increase liquidity.
- Additional borrowings to facilitate the termination of the student accommodation project. This project will be terminated in January 2021, with the accommodation assets returned to the control of the university.
- Implementation of AASB1059 Service Concession Arrangements: Grantor. This impacted the Income Statement, Assets and Liabilities.

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# UNIVERSITY OF WOLLONGONG AUSTRALIA

University of Wollongong

## Statement by Members of Council

31 December 2020

In accordance with a resolution of the Council of the University of Wollongong dated 9 April 2021 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 2020 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 9 April 2021 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 9 day of April 2021

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 2020, the Statement of Financial Position as at 31 December 2020, 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 2020, 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.

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.

### Key Audit Matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial statements for the year ended 31 December 2020. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, I do not provide a separate opinion on these matters. I have determined the matters described below to be the key audit matters to be communicated in my report.

Key Audit Matter	How my audit addressed the matter
<b>Application of new accounting standards</b>	
<p>The University adopted AASB 1059 'Service Concession Arrangements: Grantors' (AASB 1059) for the first time in their 2020 financial statements.</p> <p>On 1 January 2019, the University recognised a service concession asset of \$226.6 million, a service concession liability of \$266.8 million and adjusted retained earnings by \$49.8 million on adoption of AASB 1059.</p> <p>I considered this to be a key audit matter because of the:</p> <ul style="list-style-type: none"> <li>• significance to the University's financial position</li> <li>• extent of significant judgements and assumptions used to apply the new standard</li> <li>• increased disclosure requirements in the financial statements</li> </ul> <p>Further information on the adoption of the new standard is included in Note 1 (j) 'Initial application of AAS', Note 23(e) 'Service Concession Assets' and Note 32 'Service Concession Liabilities'.</p>	<p>Key audit procedures included the following:</p> <ul style="list-style-type: none"> <li>• obtained management's impact assessment of AASB 1059 to confirm the recognition and measurement requirements have been considered</li> <li>• assessed the reasonableness of opening balance adjustments</li> <li>• ensured the service concession asset and service concession liability have been appropriately accounted for under the new requirements</li> <li>• assessed the adequacy of the financial statement disclosures against the requirements of the applicable Australian Accounting Standards.</li> </ul>
<b>Valuation of defined benefit superannuation and long service leave liabilities</b>	
<p>At 31 December 2020, the University reported:</p> <ul style="list-style-type: none"> <li>• defined benefit superannuation liabilities totalling \$357.3 million</li> <li>• employee long service leave liabilities totalling \$62.6 million.</li> </ul> <p>I considered this to be a key audit matter because:</p> <ul style="list-style-type: none"> <li>• the defined benefit superannuation and long service leave liabilities are financially significant to the University's financial position.</li> <li>• There is a risk the data used in the defined benefit superannuation and long service leave liability valuation models (the models) are not accurate and / or complete</li> <li>• the underlying models used to value the liabilities are complex due to a high level of judgement and estimation involved in the valuation assumptions, including discount rates, salary inflation and other assumptions</li> <li>• the total value of the liabilities is sensitive to small changes in key valuation inputs.</li> </ul> <p>Further information on the valuation of defined benefit superannuation and long service leave liabilities is included in Note 30 'Provisions' and Note 48 'Defined benefit plans'.</p>	<p>Key audit procedures included the following:</p> <ul style="list-style-type: none"> <li>• assessed the key controls supporting the data used in the models and assessed the completeness and mathematical accuracy of the data used in the models</li> <li>• obtained management's actuarial reports and year-end adjustments, and in relation to defined benefit superannuation liabilities engaged a qualified actuary ('auditor's expert') to: <ul style="list-style-type: none"> <li>– assess the qualifications, competence and objectivity of management's independent experts</li> <li>– assess the appropriateness of the models</li> <li>– confirm the reasonableness of key assumptions used</li> <li>– assess the reasonableness of the reported liability</li> </ul> </li> <li>• assessed the adequacy of the financial statement disclosures against the requirements of the applicable Australian Accounting Standards.</li> </ul>

## Other Information

The University's annual report for the year ended 31 December 2020, includes other information in addition to the financial statements and my Independent Auditor's Report thereon. The members of 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/ar5.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar5.pdf). The description forms part of my auditor's report.

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

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

16 April 2021  
SYDNEY

**INCOME STATEMENT**

For the Year Ended 31 December 2020

	Note	Consolidated		Parent entity	
		2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Revenue and income from continuing operations</b>					
<b>Australian Government financial assistance</b>					
Australian Government grants	4	256,209	246,364	256,209	246,364
HELP - Australian Government payments	4	117,238	113,519	117,238	113,519
State and local government financial assistance	5	7,373	7,418	7,373	7,418
HECS-HELP - Student payments		8,127	7,750	8,127	7,750
Fees and charges	6	323,908	353,287	186,035	224,409
Investment revenue	11	14,595	72,736	3,906	50,364
Consultancy and contracts	7	26,893	29,426	26,929	29,451
Other revenue	8	30,918	24,484	14,526	7,720
<b>Total revenue and income from continuing operations</b>		<b>785,261</b>	<b>854,984</b>	<b>620,343</b>	<b>686,995</b>
<b>Expenses from continuing operations</b>					
Employee related expenses	12	472,776	455,000	382,677	371,344
Depreciation and amortisation	13	90,123	69,110	63,134	54,695
Repairs and maintenance	14	10,966	9,810	9,206	8,496
Borrowing costs	15	21,908	17,657	14,558	15,284
Deferred superannuation expense	48/12	152	220	152	220
Loss on disposal of assets		103	546	106	487
Other expenses	16	233,363	268,956	203,290	233,069
<b>Total expenses from continuing operations</b>		<b>829,391</b>	<b>821,299</b>	<b>673,123</b>	<b>683,595</b>
Income tax expense	17	(4,678)	(7,090)	-	-
<b>Net result from continuing operations, after tax</b>		<b>(48,808)</b>	<b>26,595</b>	<b>(52,780)</b>	<b>3,400</b>
<b>Net result after income tax for the period</b>		<b>(48,808)</b>	<b>26,595</b>	<b>(52,780)</b>	<b>3,400</b>
<b>Net result attributable to:</b>					
Members		(48,721)	25,751	(52,780)	3,400
Non-controlling interest	42	(87)	844	-	-
<b>Total</b>		<b>(48,808)</b>	<b>26,595</b>	<b>(52,780)</b>	<b>3,400</b>

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

**STATEMENT OF COMPREHENSIVE INCOME**

For the Year Ended 31 December 2020

	Note	Consolidated		Parent entity	
		2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Net result after income tax for the period</b>		<b>(48,808)</b>	26,595	<b>(52,780)</b>	3,400
<b>Items that will be reclassified to profit or loss</b>					
Exchange differences on translation of foreign operations		(23,767)	1,811	-	-
<b>Items that will not be reclassified to profit or loss</b>					
Gain / (loss) on revaluation of service concession assets		2,805	1,927	2,805	1,927
Net Actuarial losses / (gains) recognised in respect of defined benefits plans		(428)	(86)	(428)	(86)
Acquisition of controlled entities		-	(3,645)	-	-
<b>Total</b>		<b>2,377</b>	(1,804)	<b>2,377</b>	1,841
<b>Total other comprehensive income</b>		<b>(21,390)</b>	7	<b>2,377</b>	1,841
<b>Comprehensive result</b>		<b>(70,198)</b>	26,602	<b>(50,403)</b>	5,241
<b>Total comprehensive income attributable to:</b>					
Members of the parent entity		(70,111)	25,759	(50,403)	5,241
Non-controlling interest		(87)	843	-	-
<b>Total</b>		<b>(70,198)</b>	26,602	<b>(50,403)</b>	5,241
<b>Total comprehensive income attributable to members from:</b>					
Continuing operations		(70,111)	25,759	(50,403)	5,241
Discontinued operations		-	-	-	-
<b>Total</b>		<b>(70,111)</b>	25,759	<b>(50,403)</b>	5,241

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

**STATEMENT OF FINANCIAL POSITION**

For the Year Ended 31 December 2020

	Note	Consolidated		Parent entity	
		2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Assets</b>					
<b>Current assets</b>					
Cash and cash equivalents	18	662,693	144,049	576,666	24,822
Receivables	19	30,026	33,531	20,363	25,170
Contract assets	9/19	919	124	919	124
Inventories	20	868	1,344	305	389
Other financial assets	21	186,657	68,253	162,013	68,253
Other non-financial assets	25	12,525	12,568	11,141	12,419
<b>Total current assets</b>		<b>893,688</b>	<b>259,869</b>	<b>771,407</b>	<b>131,177</b>
<b>Non-current assets</b>					
Receivables	19	359,599	362,110	388,554	376,065
Other financial assets	21	117,705	594,243	878	388,479
Property, plant and equipment	23	1,271,442	1,199,376	1,044,739	1,060,818
Investment properties	22	28,015	28,939	28,015	28,939
Deferred tax assets	26	3,542	3,265	-	-
Intangible assets	24	19,805	16,256	7,814	1,929
Other non-financial assets	25	299	539	299	539
<b>Total non-current assets</b>		<b>1,800,407</b>	<b>2,204,728</b>	<b>1,470,299</b>	<b>1,856,769</b>
<b>Total assets</b>		<b>2,694,095</b>	<b>2,464,597</b>	<b>2,241,706</b>	<b>1,987,946</b>
<b>Liabilities</b>					
<b>Current liabilities</b>					
Trade and other payables	27	59,567	69,288	40,186	46,476
Borrowings	28	24,169	17,540	7,558	7,397
Current tax liabilities	26	2,539	608	-	-
Provisions	30	95,109	107,946	84,045	96,736
Other financial liabilities	32	23,121	21,547	23,121	21,547
Other liabilities	33	40,895	61,572	24,946	44,934
Contract liabilities	9	37,444	29,102	37,444	29,102
<b>Total current liabilities</b>		<b>282,844</b>	<b>307,603</b>	<b>217,300</b>	<b>246,192</b>
<b>Non-current liabilities</b>					
Borrowings	28	700,093	373,748	610,207	272,812
Provisions	30	370,021	376,687	367,777	373,281
Deferred tax liabilities	26	16,584	14,934	-	-
Other financial liabilities	32	250,407	249,243	250,407	249,243
<b>Total non-current liabilities</b>		<b>1,337,105</b>	<b>1,014,612</b>	<b>1,228,391</b>	<b>895,336</b>
<b>Total liabilities</b>		<b>1,619,949</b>	<b>1,322,215</b>	<b>1,445,691</b>	<b>1,141,528</b>
<b>Net assets</b>		<b>1,074,146</b>	<b>1,142,382</b>	<b>796,015</b>	<b>846,418</b>
<b>Equity</b>					
<b>Parent entity interest</b>					
Reserves	34	213,541	227,419	4,732	1,927
Retained earnings	34	856,370	912,603	791,283	844,491
<b>Parent interest</b>		<b>1,069,911</b>	<b>1,140,022</b>	<b>796,015</b>	<b>846,418</b>
Non-controlling interest	42	4,235	2,360	-	-
<b>Total equity</b>		<b>1,074,146</b>	<b>1,142,382</b>	<b>796,015</b>	<b>846,418</b>

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 2020

**2020**

		Parent entity			
		Reserves	Non controlling	Retained	Total
		000	interest	earnings	000
Note		000	000	000	000
		\$	\$	\$	\$
	<b>Balance at 1 January 2020</b>	1,927	-	844,491	846,418
	Net result after income tax	-	-	(52,780)	(52,780)
	Gain/(loss) on revaluation of service concession assets	2,805	-	-	2,805
	Remeasurements of Defined Benefit Plans	-	-	(428)	(428)
	<b>Total comprehensive income</b>	2,805	-	(53,208)	(50,403)
	<b>Balance at 31 December 2020</b>	4,732	-	791,283	796,015

**2019**

		Parent entity			
		Reserves	Non controlling	Retained	Total
		000	interest	earnings	000
Note		000	000	000	000
		\$	\$	\$	\$
	<b>Balance at 1 January 2019</b>	-	-	915,610	915,610
	Adoption of AASB15 <sup>1</sup>	-	-	(25,233)	(25,233)
	Adoption of AASB16 <sup>1</sup>	-	-	673	673
	Adoption of AASB1059 <sup>1</sup>	-	-	(49,873)	(49,873)
	<b>Balance as restated</b>	-	-	841,177	841,177
	Net result after income tax	-	-	3,400	3,400
	Gain/(loss) on revaluation of service concession assets	1,927	-	-	1,927
	Remeasurements of Defined Benefit Plans	-	-	(86)	(86)
	<b>Total comprehensive income</b>	1,927	-	3,314	5,241
	<b>Balance at 31 December 2019</b>	1,927	-	844,491	846,418

1 The retrospective changes relate to adoption of AASB16, AASB1058, AASB15 and AASB1059. Refer note 1(j) for first time adoption of AASB1059 and note 23(e) and note 32 for impact of first-time adoption of AASB1059. AASB16, AASB15 and AASB1058 were first adopted in 2019.

**STATEMENT OF CHANGES IN EQUITY**

For the Year Ended 31 December 2020

2020

Consolidated

		Reserves	Non controlling	Retained	Total
	Note	000	interest	earnings	000
		000	000	000	000
		\$	\$	\$	\$
<b>Balance at 1 January 2020</b>		227,419	2,360	912,603	1,142,382
Net result after income tax		-	1,875	(48,721)	(46,846)
Gain/(loss) on revaluation of service concession assets	34	2,805	-	-	2,805
Gain/(loss) on foreign exchange		(23,767)	-	-	(23,767)
Remeasurements of Defined Benefit Plans	34	-	-	(428)	(428)
Transfer from UOWCHK Ltd other reserves and retained earnings	34	7,084	-	(7,084)	-
<b>Total comprehensive income</b>		<b>(13,878)</b>	<b>6,595</b>	<b>(56,233)</b>	<b>(68,236)</b>
Distributions to owners		-	-	-	-
Contributions from owners		-	-	-	-
<b>Balance at 31 December 2020</b>		<b>213,541</b>	<b>6,595</b>	<b>856,370</b>	<b>1,074,146</b>

2019

Consolidated

		Reserves	Non controlling	Retained	Total
	Note	000	interest	earnings	000
		000	000	000	000
		\$	\$	\$	\$
<b>Balance at 1 January 2019</b>		209,778	-	978,919	1,188,697
Adoption of AASB15 <sup>1</sup>		-	-	(25,233)	(25,233)
Adoption of AASB16 <sup>1</sup>		-	-	673	673
Adoption of AASB1059 <sup>1</sup>		-	-	(49,873)	(49,873)
<b>Balance as restated</b>		<b>209,778</b>	<b>-</b>	<b>904,486</b>	<b>1,114,264</b>
Net result after income tax		-	843	25,751	26,594
Gain/(loss) on revaluation of service concession assets	34	1,927	-	-	1,927
Gain/(loss) on foreign exchange		1,811	-	-	1,811
Remeasurements of Defined Benefit Plans	34	-	-	(86)	(86)
Transfer from UOWCHK Ltd other reserves and retained earnings	34	17,548	-	(17,548)	-
74 Acquisition of controlled entities		(3,645)	-	-	(3,645)
<b>Total comprehensive income</b>		<b>17,641</b>	<b>843</b>	<b>8,117</b>	<b>26,601</b>
Non Controlling interest on acquisition		-	1,517	-	1,517
Distributions to owners		-	-	-	-
Contributions from owners		-	-	-	-
<b>Balance at 31 December 2019</b>		<b>227,419</b>	<b>2,360</b>	<b>912,603</b>	<b>1,142,382</b>

1 The retrospective changes relate to adoption of AASB16, AASB1058, AASB15 and AASB1059. Refer note 1(j) for first time adoption of AASB1059 and note 23(e) and note 32 for impact of first-time adoption of AASB1059. AASB16, AASB15 and AASB1058 were first adopted in 2019.

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 2020

	Note	Consolidated		Parent entity	
		2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Cash flows from operating activities:</b>					
Australian Government Grants		373,447	360,845	373,447	360,845
OS-HELP (net)		109	101	109	101
State Government Grants		7,373	7,418	7,373	7,418
HECS-HELP - Student payments		8,127	7,750	8,127	7,750
Receipts from student fees and other customers		313,508	363,458	178,095	235,160
Dividends received		-	-	5,364	10,755
Interest received		6,045	8,798	1,406	6,812
Interest and other costs of finance		(15,009)	(13,986)	(10,320)	(9,619)
Other receipts		84,702	80,943	67,877	63,390
Payments to suppliers and employees (inclusive of GST)		(750,537)	(724,702)	(634,735)	(626,121)
Income taxes paid		(2,747)	(6,365)	-	-
Short-term lease payments		(2,914)	(11,201)	(2,409)	(1,500)
Lease payments for leases of low-value assets		(5,305)	(5,565)	(5,105)	(5,245)
Variable lease payments not included in the measurement of the lease liability		-	(51)	-	-
Net cash provided by/(used in) operating activities	45	16,799	67,443	(10,771)	49,746
<b>Cash flows from investing activities:</b>					
Proceeds from sale of property, plant and equipment		(3,046)	21,191	(833)	(2,157)
Purchase of property, plant and equipment		(148,504)	(177,622)	(36,305)	(145,287)
Proceeds from sale of financial assets		476,538	-	387,601	-
Dividends received		5,546	10,966	4,182	9,211
Purchase of financial assets		(20,763)	(13,232)	(7,046)	(9,211)
Loans to related parties		-	-	(15,000)	(13,955)
Acquisition of other entities		-	(12,493)	-	-
Net cash provided by/(used in) investing activities		309,771	(171,190)	332,599	(161,399)
<b>Cash flows from financing activities:</b>					
Proceeds from borrowings		344,460	-	337,556	-
Repayment of borrowings		(8,647)	(1,324)	(7,632)	(2,829)
Repayment of lease liabilities		(17,562)	(14,147)	(6,047)	(6,150)
Net cash provided by/(used in) financing activities		318,251	(15,471)	323,877	(8,979)
Net increase/(decrease) in cash and cash equivalents		644,821	(119,218)	645,705	(120,632)
Cash and cash equivalents at beginning of year		212,302	330,760	93,075	213,697
Effects of exchange rate changes on cash and cash equivalents		(7,773)	760	(101)	10
<b>Cash and cash equivalents at end of financial year</b>	18	<b>849,350</b>	<b>212,302</b>	<b>738,679</b>	<b>93,075</b>

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

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

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## NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2020

### 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 9 April 2021.

#### *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 48).
- (iii) Leases (note 29).
- (iv) Revenue from contracts with customers (note 9).
- (v) Deferred tax assets (note 26).
- (vi) Service concession arrangements (note 23(e) and note 32).

#### (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

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

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 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) Income tax**

University of Wollongong does not provide for Australian income tax as it is exempt under the provisions of Division 50 of the *Income Tax Assessment Act 1997 (ITAA)*.

**(d) Rounding of amounts**

Amounts have been rounded off to the nearest thousand dollars.

**(e) Web site costs**

Costs in relation to web sites controlled by the parent or 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.

**(f) Corrections of prior period errors***(a) Correction of error in the previous reporting period*

No errors have been corrected in previous reporting periods.

*(b) Revision of estimates*

No estimates in prior periods have been revised.

**(g) 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.

**(h) Comparative amounts**

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

**(i) New Accounting Standards and Interpretations**

The following standards have been issued but are not mandatory for 31 December 2020 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:

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

Standard	Amendment	Application date	Implications
AASB2020-1 and AASB2020-6	Amendments to Australian Accounting Standards - Classification of Liabilities as Current or Non-current and Amendments to Australian Accounting Standards - Classification of Liabilities as Current or Non-current - Deferral of Effective Date	1 January 2023	The University is continuing to assess the impact of this standard at the reporting date
AASB2020-3	Amendments to Australian Accounting Standards - Annual Improvements 2018-2020 and Other Amendments	1 January 2022	The University is continuing to assess the impact of this standard at the reporting date
AASB2020-4	Amendments to Australian Accounting Standards - Covid-19-Related Rent Concessions	1 January 2021	The University is continuing to assess the impact of this standard at the reporting date
AASB2020-8	Amendments to Australian Accounting Standards - Interest Rate Benchmark Reform	1 January 2022	The University is continuing to assess the impact of this standard at the reporting date
AASB2017-5	Amendments to Australian Accounting Standards - Effective Date of Amendments to AASB 10 and AASB 128	1 January 2022	The University is continuing to assess the impact of this standard at the reporting date

**(j) Initial application of AAS**

Australian Accounting Standard AASB1059 addresses the accounting for a service concession arrangement by a grantor that is a public sector entity.

The standard applies to annual reporting periods beginning on or after 1 January 2020.

In accordance with the transitional provisions of AASB1059, it has been adopted using the modified retrospective method from the date of the initial application. The date of initial application is the beginning of the earliest reporting period for which comparative information is presented, i.e., 1 January 2019. As a result, the cumulative effect of initially applying the new standard has been adjusted against opening retained earnings as at 1 January 2019.

**Transition to AASB1059**

Based on the University of Wollongong's assessment, the Public Private Partnership (PPP) which commenced in 2014 falls in the scope of AASB 1059. The arrangement involved the construction, refurbishment, operation and maintenance of new and existing student accommodation, and to maintain and operate the student accommodation for 39 years. In return the operator is compensated by contractual payments directly by the University of Wollongong.

**Impact on the statement of financial position (increase/(decrease))**

The nature of the adjustments are described below:

On adoption of AASB1059, the University of Wollongong recognised service concession assets of \$226.6m, service concession liabilities of \$266.8m and an adjustment to opening retained earnings of \$49.9m.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

	Consolidated			Parent entity				
	Ref. adjustments	AASB1059 000 \$	Previous AAS 000 \$	Increase/ (decrease) 000 \$	Ref. adjustments	AASB1059 000 \$	Previous AAS 000 \$	Increase/ (decrease) 000 \$
<b>As at 1 January 2019</b>								
<b>Assets</b>								
<b>Non-Current Assets</b>								
Service concession asset(s)		226,596	-	226,596		226,596	-	226,596
Receivables		326,438	343,835	(17,397)		326,438	343,835	(17,397)
<b>Total assets</b>		<b>553,034</b>	<b>343,835</b>	<b>209,199</b>		<b>553,034</b>	<b>343,835</b>	<b>209,199</b>
<b>Liabilities</b>								
<b>Current liabilities</b>								
Service concession financial liability		18,882	-	18,882		18,882	-	18,882
Other liabilities		56,671	56,915	(244)		40,641	40,885	(244)
<b>Non-Current liabilities</b>								
Service concession financial liability		247,916	-	247,916		247,916	-	247,916
Other liabilities		3,103	10,584	(7,481)		3,103	10,584	(7,481)
<b>Total liabilities</b>		<b>326,572</b>	<b>67,499</b>	<b>259,073</b>		<b>310,542</b>	<b>51,469</b>	<b>259,073</b>
<b>Equity</b>								
Retained earnings		929,045	978,919	(49,874)		865,736	915,610	(49,874)
<b>Total equity</b>		<b>1,138,823</b>	<b>1,188,697</b>	<b>(49,874)</b>		<b>865,736</b>	<b>915,610</b>	<b>(49,874)</b>

Note: Service concession asset(s) are included in line item property, plant and equipment in note 23 and sub-note 23(e), service concession financial liability is included in line item other financial liabilities at amortised cost in note 32 Other financial liabilities.

	Consolidated			Parent entity				
	Ref. adjustments	AASB1059 000 \$	Previous AAS 000 \$	Increase/ (decrease) 000 \$	Ref. adjustments	AASB1059 000 \$	Previous AAS 000 \$	Increase/ (decrease) 000 \$
<b>31 December 2019</b>								
<b>Assets</b>								
<b>Non-Current Assets</b>								
Service concession asset(s)		222,136	-	222,136		222,136	-	222,136
Receivables		362,110	383,150	(21,040)		376,065	397,105	(21,040)
<b>Total assets</b>		<b>584,246</b>	<b>383,150</b>	<b>201,096</b>		<b>598,201</b>	<b>397,105</b>	<b>201,096</b>
<b>Liabilities</b>								
<b>Current liabilities</b>								
Service concession financial liability		21,547	-	21,547		21,547	-	21,547
Other liabilities		61,572	61,816	(244)		44,934	45,178	(244)
<b>Non-Current liabilities</b>								
Service concession financial liability		249,243	-	249,243		249,243	-	249,243
Other liabilities		-	7,238	(7,238)		-	7,238	(7,238)
<b>Total liabilities</b>		<b>332,362</b>	<b>69,054</b>	<b>263,308</b>		<b>315,724</b>	<b>52,416</b>	<b>263,308</b>
<b>Equity</b>								
Retained earnings		912,603	976,743	(64,140)		844,491	908,631	(64,140)
Asset revaluation reserve		(1,927)	-	(1,927)		(1,927)	-	(1,927)
<b>Total equity</b>		<b>1,142,382</b>	<b>1,204,595</b>	<b>(62,213)</b>		<b>846,418</b>	<b>908,631</b>	<b>(62,213)</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

	Consolidated			Parent entity				
	Ref. adjustments	AASB1059 000 \$	Previous AAS 000 \$	Increase/ (decrease) 000 \$	Ref. adjustments	AASB1059 000 \$	Previous AAS 000 \$	Increase/ (decrease) 000 \$
<b>31 December 2020</b>								
<b>Assets</b>								
<b>Non-Current Assets</b>								
Service concession asset(s)		218,326	-	218,326		218,326	-	218,326
Receivables		359,599	383,780	(24,181)		388,554	412,735	(24,181)
<b>Total assets</b>		<b>577,925</b>	<b>383,780</b>	<b>194,145</b>		<b>606,880</b>	<b>412,735</b>	<b>194,145</b>
<b>Liabilities</b>								
<b>Current liabilities</b>								
Service concession financial liability		23,121	-	23,121		23,121	-	23,121
Other liabilities		40,895	41,139	(244)		24,946	25,190	(244)
<b>Non-Current liabilities</b>								
Service concession financial liability		250,407	-	250,407		250,407	-	250,407
Other liabilities		-	6,994	(6,994)		-	6,994	(6,994)
<b>Total liabilities</b>		<b>314,423</b>	<b>48,133</b>	<b>266,290</b>		<b>298,474</b>	<b>32,184</b>	<b>266,290</b>
<b>Equity</b>								
Retained earnings		856,370	933,249	(76,879)		791,283	868,162	(76,879)
Asset revaluation reserve		4,732	-	4,732		4,732	-	4,732
<b>Total equity</b>		<b>1,074,146</b>	<b>1,146,293</b>	<b>(72,147)</b>		<b>796,015</b>	<b>868,162</b>	<b>(72,147)</b>

**Impact on the income statement (increase/(decrease))**

The nature of the adjustments are described below:

For the period ended 31 December 2019, net result and total comprehensive result are expected to decrease by \$14.3m and for the period ended 31 December 2020, net result and total comprehensive result are expected to decrease by \$12.9m.

	Consolidated			Parent entity				
	Ref. adjustments	AASB1059 000 \$	Previous AAS 000 \$	Increase/ (decrease) 000 \$	Ref. adjustments	AASB1059 000 \$	Previous AAS 000 \$	Increase/ (decrease) 000 \$
<b>For year ended 31 December 2019</b>								
Revenue		854,984	858,870	(3,886)		686,995	690,881	(3,886)
Depreciation expense		(69,110)	(62,723)	(6,387)		(54,695)	(48,308)	(6,387)
Interest expense <sup>#1</sup>		(17,657)	(13,664)	(3,993)		(15,284)	(11,291)	(3,993)
<b>Net result for the period</b>		<b>26,595</b>	<b>40,861</b>	<b>(14,266)</b>		<b>3,400</b>	<b>17,666</b>	<b>(14,266)</b>

	Consolidated			Parent entity				
	Ref. adjustments	AASB1059 000 \$	Previous AAS 000 \$	Increase/ (decrease) 000 \$	Ref. adjustments	AASB1059 000 \$	Previous AAS 000 \$	Increase/ (decrease) 000 \$
<b>For year ended 31 December 2020</b>								
Revenue		785,261	789,147	(3,886)		620,343	623,729	(3,386)
Depreciation expense		(90,123)	(83,508)	(6,615)		(63,134)	(56,519)	(6,615)
Interest expense <sup>#1</sup>		(21,908)	(19,170)	(2,738)		(14,558)	(11,820)	(2,738)
<b>Net result for the period</b>		<b>(48,808)</b>	<b>(36,069)</b>	<b>(12,739)</b>		<b>(52,780)</b>	<b>(40,041)</b>	<b>(12,739)</b>

#1 Interest expense is recognised to the extent that the grantor has a contractual obligation to pay cash and therefore recognises a financial liability under the 'Financial Liability' model.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

Refer to notes 13, 15, 23, 32, 40 and 47 below for further details of the accounting policy relating to, and the impact of, service concession arrangements for the Group.

**(k) Impact of COVID-19**

COVID-19, which is a respiratory illness caused by a new virus, was declared a worldwide pandemic by the World Health Organisation in March 2020. COVID-19, as well as measures to slow the spread of the virus, have since had a significant impact on global economies. The Group has considered the impact of COVID-19 in preparing its financial statements and has made the following additional disclosures.

The circumstances relating to COVID-19 have resulted in domestic and international governments and regulatory authorities implementing and enforcing formal travel bans, lockdowns, quarantines, and social-distancing requirements which are completely out of the Group's control. These actions and other COVID-19 pandemic implications are having a material adverse effect on the Group's operations and performance.

In line with the recommendations of the WHO and national health ministries, to preserve the health of the Group's employees and support the prevention of contagion in administrative and operational areas, the Group has supported working from home, reduced work shifts in operational areas to minimise the number of workers commuting, rigorous cleaning of workplaces and the distribution of personal protective equipment.

**Basis of preparation****Going concern**

The consolidated entity has been materially impacted by the COVID-19 pandemic in the financial year ended 31 December 2020. The pandemic has caused the consolidated entity to undertake a wide range of significant measures to ensure the safety of employees and students, and to preserve cash for the operations of the consolidated entity. For the parent entity these measures have included:

- Reductions of non-salary expenditure
- Reduction in salary expenditure through variations to enterprise agreements and special additional leave arrangements
- The completion of an ATO approved voluntary early retirement scheme
- Investment in technology with the pivot to online course delivery
- Hardship payments to support students suffering financial hardship
- The redemption of long term investments to cash and short term investments to improve liquidity and reduce volatility risk
- Restructuring the Student Accommodation Partnership and raising additional debt to facilitate this restructure

At the end of December the parent entity had approximately \$739m in cash and cash equivalents on hand (\$849m for consolidated entity).

Management have considered the cash flow forecast for the parent and consolidated group taking into account the likely continued negative impacts of COVID-19 and believe it remains appropriate to prepare the financial statements on a going concern basis. Management considers the Group has sufficient cash reserves to meet any obligations or liabilities as and when they become due and payable.

**Significant accounting judgements, estimates and assumptions**

Judgement has been exercised in considering the impacts the Coronavirus (COVID-19) pandemic has had, or may have, on the consolidated entity based on known information. Critical accounting estimates requiring judgement in Note 1(a) have been reviewed and are considered reasonable given the uncertainty from the pandemic.

**Revenue**

Accounting judgements related to revenue and income from continuing operations (refer Note 9(a), 9(c) and 9(f)) has not changed as a result of the pandemic.

**Internal Control Environment**

The existing internal control environment for the Group continues to operate effectively with the resulting shift to remote work.

**Receivables**

The methodology for calculating the allowance for expected credit loss has not changed as a result of COVID-19. The University's student and trade receivables are not significantly exposed to debtors directly impacted by the economic downturn due to COVID-19. As such, the expected credit loss is based on historical loss rates.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**Property Plant and Equipment and Investment Property**

The property plant and equipment and investment property of the Group are carried at their cost less depreciation and impairment. Management considers the impact of COVID-19 on the property plant and equipment and the investment property of the group does not trigger impairment.

**2 Disaggregated information****(a) Geographical - Consolidated entity**

	Revenue		Results		Assets	
	2020	2019	2020	2019	2020	2019
	000	000	000	000	000	000
	\$	\$	\$	\$	\$	\$
Australia	662,990	735,280	(44,188)	17,280	2,306,136	2,035,547
United Arab Emirates	45,250	43,219	(11,330)	(10,287)	97,944	128,662
Hong Kong	47,750	65,293	7,084	17,548	251,815	263,177
Malaysia	29,271	11,192	(374)	2,054	38,200	37,211
<b>Total</b>	<b>785,261</b>	<b>854,984</b>	<b>(48,808)</b>	<b>26,595</b>	<b>2,694,095</b>	<b>2,464,597</b>

**3 Revenue and Income**

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 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	
	2020	2019	2020	2019
	000	000	000	000
	\$	\$	\$	\$
Commonwealth Grants Scheme <sup>#1</sup>	156,604	147,485	156,604	147,485
Indigenous Student Success Program <sup>#3</sup>	2,032	2,127	2,032	2,127
Higher Education Participation and Partnership Program	2,947	3,078	2,947	3,078
Disability Performance Funding <sup>#2</sup>	240	229	240	229
<b>Total Commonwealth Grants Scheme and Other Grants</b> 49(a)	<b>161,823</b>	<b>152,919</b>	<b>161,823</b>	<b>152,919</b>

**(b) Higher Education Loan Programs**

	Consolidated		Parent entity	
	2020	2019	2020	2019
	000	000	000	000
	\$	\$	\$	\$
HECS - HELP	107,731	104,888	107,731	104,888
FEE - HELP	5,803	5,536	5,803	5,536
SA-HELP payments	3,704	3,095	3,704	3,095
<b>Total Higher Education Loan Programs</b> 49(b)	<b>117,238</b>	<b>113,519</b>	<b>117,238</b>	<b>113,519</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(c) EDUCATION Research**

		Consolidated		Parent entity	
		2020	2019	2020	2019
		000	000	000	000
		\$	\$	\$	\$
	Research Training Program	23,693	22,841	23,693	22,841
	Research Support Program	15,737	14,855	15,737	14,855
	<b>Total EDUCATION Research Grants</b>	<b>39,430</b>	<b>37,696</b>	<b>39,430</b>	<b>37,696</b>

**(d) Other Capital Funding**

		Consolidated		Parent entity	
		2020	2019	2020	2019
		000	000	000	000
		\$	\$	\$	\$
	Linkage Infrastructure, Equipment and Facilities grant <sup>#4</sup>	342	-	342	-
	<b>Total Other Capital Funding</b>	<b>342</b>	<b>-</b>	<b>342</b>	<b>-</b>

**(e) Australian Research Council**

		Consolidated		Parent entity	
		2020	2019	2020	2019
		000	000	000	000
		\$	\$	\$	\$
	Discovery	7,356	9,670	7,356	9,670
	Linkages <sup>#4</sup>	2,959	3,665	2,959	3,665
	Networks and Centres	9,587	8,032	9,587	8,032
	<b>Total Australian Research Council</b>	<b>19,902</b>	<b>21,367</b>	<b>19,902</b>	<b>21,367</b>

**(f) Other Australian Government financial assistance**

		Consolidated		Parent entity	
		2020	2019	2020	2019
		000	000	000	000
		\$	\$	\$	\$
	<b>Non-capital</b>				
	Other Australian Government Financial Assistance	34,712	34,382	34,712	34,382
	<b>Total</b>	<b>34,712</b>	<b>34,382</b>	<b>34,712</b>	<b>34,382</b>
	<b>Capital</b>				
	<b>Total other Australian Government financial assistance</b>	<b>34,712</b>	<b>34,382</b>	<b>34,712</b>	<b>34,382</b>

		Consolidated		Parent entity	
		2020	2019	2020	2019
		000	000	000	000
		\$	\$	\$	\$
	<b>Total Australian Government financial assistance</b>	<b>373,447</b>	<b>359,883</b>	<b>373,447</b>	<b>359,883</b>

#1 Includes the basic CGS grant amount, CGS Regional Loading, CGS Enabling Loading, CGS Medical Student Loading, Allocated Places and Non Designated Courses.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

#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 2019.

#4 ARC Linkage Infrastructure, Equipment and Facilities grants should be reported in (d) Other Capital Funding.

	Consolidated		Parent entity	
	2020	2019	2020	2019
	000	000	000	000
	\$	\$	\$	\$
<b>Reconciliation</b>				
Australian Government Grants	<b>256,209</b>	246,364	<b>256,209</b>	246,364
Higher Education Loan Programs	<b>117,238</b>	113,519	<b>117,238</b>	113,519
<b>Total Australian Government financial assistance</b>	<b>373,447</b>	359,883	<b>373,447</b>	359,883

**5 State and Local Government financial assistance**

	Consolidated		Parent entity	
	2020	2019	2020	2019
	000	000	000	000
	\$	\$	\$	\$
<b>Non-capital</b>				
Higher Education	<b>7,373</b>	7,418	<b>7,373</b>	7,418
Total Non-capital	<b>7,373</b>	7,418	<b>7,373</b>	7,418
<b>Total State and Local Government financial assistance</b>	<b>7,373</b>	7,418	<b>7,373</b>	7,418

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**6 Fees and charges**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Course Fees and Charges</b>				
Fee-paying onshore overseas students	156,286	205,741	135,921	170,718
Continuing education	737	884	737	884
Fee-paying domestic postgraduate students	3,635	3,271	3,635	3,271
Fee-paying offshore overseas students	124,206	102,521	8,637	9,253
<b>Total Course Fees and Charges</b>	<b>284,864</b>	<b>312,417</b>	<b>148,930</b>	<b>184,126</b>
<b>Other Non-Course Fees and Charges</b>				
Student Services and Amenities Fees from students	1,297	2,747	1,297	2,747
Late fees	39	104	39	104
Library fines and charges	16	28	16	28
Parking fees and fines	1,086	3,271	1,117	3,341
Rental charges	7,039	9,113	8,310	10,235
Other fees and charges	5,236	7,944	10,847	6,165
Publication sales	437	1,383	437	1,383
Student administration fees	2,853	2,462	2,909	2,462
Miscellaneous sales	9,659	1,643	848	1,643
Accommodation operating service fee	11,382	12,175	11,285	12,175
<b>Total Other Fees and Charges</b>	<b>39,044</b>	<b>40,870</b>	<b>37,105</b>	<b>40,283</b>
<b>Total Fees and Charges</b>	<b>323,908</b>	<b>353,287</b>	<b>186,035</b>	<b>224,409</b>

**7 Consultancy and contracts**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Consultancy	3,228	4,013	3,228	4,013
Contract research	4,743	6,121	4,743	6,121
Other contract revenue	18,922	19,292	18,958	19,317
<b>Total consultancy and contracts</b>	<b>26,893</b>	<b>29,426</b>	<b>26,929</b>	<b>29,451</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**8 Other revenue**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Donations and bequests	2,583	2,236	2,583	2,239
Scholarships and prizes	2,830	1,920	2,836	1,920
Non-government grants	374	124	374	124
Other revenue	3,582	4,669	3,916	2,206
Sale of goods	11,258	14,372	-	-
Government grants	5,529	-	-	-
Other external grants	282	405	337	473
Publications and merchandise	314	606	314	606
Accommodation lease income	187	108	187	108
Lease incentive	-	44	-	44
Deferred Government superannuation contributions	3,979	-	3,979	-
<b>Total other revenue</b>	<b>30,918</b>	<b>24,484</b>	<b>14,526</b>	<b>7,720</b>

**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 2020

	2019										
	Consolidated										
	Sources of funding										
	Higher Education Loan Program ('HELP')	Student fees	Australian Government financial assistance	Local Government financial assistance	State and Government financial assistance	Commercial arrangements	Donations, including corporate sponsorship	Bequest #1	Others	Total Revenue from contracts with customers	Total income of not-for-profit entities
	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$
<b>Revenue and Income Streams</b>											
Domestic students undergraduate	98,320	7,265	134,989	-	-	-	-	-	-	240,573	-
Onshore overseas students undergraduate	-	78,964	-	-	-	-	-	-	-	78,964	-
Offshore overseas students undergraduate	-	98,814	-	-	-	-	-	-	-	98,814	-
Domestic students postgraduate	12,104	3,756	12,497	-	-	-	-	-	-	28,357	-
Onshore overseas students postgraduate	-	114,750	-	-	-	-	-	-	-	114,750	-
Offshore overseas students postgraduate	-	15,735	-	-	-	-	-	-	-	15,735	-
Continuing education and executive programs	-	884	-	-	-	-	-	-	-	884	-
<b>Total course fees and charges</b>	110,424	320,168	147,486	-	-	-	-	-	-	578,077	-
Research goods and services [AASBI5]	-	-	21,367	7,293	29,426	-	-	-	-	58,111	-
Research income [AASBI058]	-	-	37,696	-	-	-	-	-	-	-	37,696
<b>Total research</b>	-	-	59,063	7,293	29,426	-	-	-	-	58,111	37,696
Parking fees	-	-	-	-	-	-	-	-	3,271	3,271	-
Use of facilities charges	-	-	-	-	-	-	-	-	2,747	2,747	-
Veterinary services	-	-	-	-	-	-	-	-	9,113	9,113	-
Testing services	-	-	-	-	-	-	-	-	12,175	12,175	-
Other	3,095	-	5,434	125	-	-	2,239	-	35,810	44,473	2,239
<b>Total non-course fees and charges</b>	3,095	-	5,434	125	-	-	2,239	-	63,116	71,779	2,239
Other [AASBI5]	-	-	34,382	-	-	-	-	-	-	34,382	-
<b>Total other</b>	-	-	34,382	-	-	-	-	-	-	34,382	-
<b>Total revenue from contracts with customers</b>	113,519	320,168	208,668	7,418	29,426	-	-	-	63,116	742,314	-
<b>Total income of not-for-profit</b>	-	-	37,697	-	-	-	2,239	-	-	-	39,935



**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

	2019									
	Parent entity									
	Sources of funding									
	Higher Education Loan Program ('HELP') 000 \$	Student fees 000 \$	Australian Government financial assistance 000 \$	Local Government financial assistance 000 \$	Commercial arrangements 000 \$	Donations, including corporate sponsorship 000 \$	Bequest #1 000 \$	Others 000 \$	Total Revenue from contracts with customers 000 \$	Total income of not-for-profit entities 000 \$
<b>Revenue and Income Streams</b>										
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	-
<b>Total course fees and charges</b>	110,424	191,876	147,486	-	-	-	-	-	449,786	-
Research goods and services [AASBI5]	-	-	21,367	7,293	29,451	-	-	-	58,111	-
Research income [AASBI058]	-	-	37,696	-	-	-	-	-	-	37,696
<b>Total research</b>	-	-	59,063	7,293	29,451	-	-	-	58,111	37,696
Parking fees	-	-	-	-	-	-	-	3,341	3,341	-
Use of facilities charges	-	-	-	-	-	-	-	2,747	2,747	-
Veterinary services	-	-	-	-	-	-	-	10,235	10,235	-
Testing services	-	-	-	-	-	-	-	12,175	12,175	-
Other	3,095	-	5,433	125	-	2,239	-	17,266	25,920	2,238
<b>Total non-course fees and charges</b>	3,095	-	5,433	125	-	2,239	-	45,764	54,418	2,238
Other [AASBI5]	-	-	34,382	-	-	-	-	-	34,382	-
<b>Total other</b>	-	-	34,382	-	-	-	-	-	34,382	-
<b>Total revenue from contracts with customers</b>	113,519	191,876	208,668	7,418	29,451	-	-	45,764	596,696	-
<b>Total income of not-for-profit</b>	-	-	37,696	-	-	2,239	-	-	-	39,935

#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 2020

**(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**

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

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:

- 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:

**Consolidated****Parent entity**

As permitted under the transitional provisions in AASB15, the transaction price allocated to partially unsatisfied performance obligations as of 31 December 2019 is not disclosed.

**(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:

	Consolidated		Parent entity	
	2020		2020	
Note	Closing balance 000 \$	Opening balance 000 \$	Closing balance 000 \$	Opening balance 000 \$
Contract assets	919	124	919	124
<b>Contract assets - current</b>	<b>919</b>	<b>124</b>	<b>919</b>	<b>124</b>
Other contract liabilities	37,444	29,102	37,444	29,102
<b>Contract liabilities - current</b>	<b>37,444</b>	<b>29,102</b>	<b>37,444</b>	<b>29,102</b>

Revenue recognised in the reporting period that was included in the contract liability balance at the beginning of the period was \$1.69 mil (2019: \$3.70mil).

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;

## NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2020

- 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 the University of Wollongong has received consideration (or an amount of consideration is due) from the customer. If a customer pays consideration before

the 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 the University of Wollongong satisfies the performance obligation under the contract.

The University used the 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

#### (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.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**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	
		2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Total Australian Government financial assistance including Australian Government loan programs (HELP)	4	373,448	359,883	373,448	359,883
Total State and Local Government financial assistance	5	7,373	7,418	7,373	7,418
Total Fees and charges	6	323,906	353,288	186,034	224,409
Total HECS-HELP - Student payments		8,127	7,750	8,127	7,750
Total Consultancy and contract fees	7	26,893	29,426	26,929	29,451
Total Other revenue and income	8	30,918	24,484	14,526	7,720
<b>Total</b>		<b>770,665</b>	<b>782,249</b>	<b>616,437</b>	<b>636,631</b>
Total Revenue from contracts with customers as per AASB15	9	675,507	742,314	521,243	596,696
Total Income of not-for-profit as per AASB1058	9	95,158	39,935	95,194	39,935
<b>Total Revenue and Income from continuing operations</b>		<b>770,665</b>	<b>782,249</b>	<b>616,437</b>	<b>636,631</b>

**11 Investment revenue**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Interest</b>				
Financial assets at amortised cost	3,529	8,798	2,771	6,812
<b>Total interest</b>	<b>3,529</b>	<b>8,798</b>	<b>2,771</b>	<b>6,812</b>
<b>Dividends</b>				
Equity investments	-	3,999	4,000	10,755
Distribution from managed funds	6,657	9,211	4,182	9,211
<b>Total dividends</b>	<b>6,657</b>	<b>13,210</b>	<b>8,182</b>	<b>19,966</b>
<b>Other investment gains/(losses)</b>				
Net gain/(loss) arising on financial assets designated as at fair value through profit or loss	4,409	50,728	(7,046)	23,586
<b>Total other investment gains/(losses)</b>	<b>4,409</b>	<b>50,728</b>	<b>(7,046)</b>	<b>23,586</b>
<b>Investment income gains/(losses)</b>	<b>14,595</b>	<b>72,736</b>	<b>3,907</b>	<b>50,364</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(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.

**Lease Income**

For accounting policy on lease income, please refer to note 25 which details the policy for the University of Wollongong as a lessor for 2020 and 2019.

**12 Employee related expenses**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Academic</b>				
Salaries	205,440	194,285	159,648	151,776
Contributions to superannuation and pension schemes				
Contributions to funded schemes	33,160	30,649	26,022	25,207
Payroll tax	13,642	8,535	13,642	8,535
Worker's compensation	735	1,057	735	1,057
Long service leave expense	2,996	3,936	2,996	3,936
Annual leave	7,204	11,229	7,204	11,229
Other	301	1,458	301	1,458
<b>Total academic</b>	<b>263,478</b>	<b>251,149</b>	<b>210,548</b>	<b>203,198</b>
<b>Non-academic</b>				
Salaries	165,442	157,491	128,313	125,159
Contributions to superannuation and pension schemes				
Contributions to funded schemes	21,702	23,093	21,702	21,120
Payroll tax	10,576	7,368	10,576	7,368
Worker's compensation	604	1,173	604	898
Long service leave expense	2,269	3,537	2,269	3,326
Annual leave	8,060	10,538	8,060	9,733
Other	645	651	605	542
<b>Total non-academic</b>	<b>209,298</b>	<b>203,851</b>	<b>172,129</b>	<b>168,146</b>
<b>Total employee related expenses</b>	<b>472,776</b>	<b>455,000</b>	<b>382,677</b>	<b>371,344</b>
Deferred superannuation expense	48	220	152	220
<b>Total employee related expenses, including deferred government employee benefits for superannuation</b>	<b>472,928</b>	<b>455,220</b>	<b>382,829</b>	<b>371,564</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**13 Depreciation and amortisation**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Depreciation</b>				
Buildings	26,761	20,870	24,593	20,614
Plant and equipment	10,661	9,616	9,582	7,874
Leasehold improvements	3,708	3,721	3,176	2,425
Library	331	142	154	142
Right-of-use assets	22,094	14,893	4,955	5,190
Service concession assets	6,615	6,387	6,615	6,387
Other property, plant and equipment	13,183	10,371	10,363	10,111
Investment property	924	924	924	924
<b>Total depreciation</b>	<b>84,277</b>	<b>66,924</b>	<b>60,362</b>	<b>53,667</b>
<b>Amortisation</b>				
Computer software, other	5,846	2,186	2,772	1,028
<b>Total depreciation and amortisation</b>	<b>90,123</b>	<b>69,110</b>	<b>63,134</b>	<b>54,695</b>

**(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	2020	2019
Buildings	10-40 years	10-40 years
Infrastructure	3-24 years	3-24 years
Library	1 to 10 years	1 to 10 years
Right-of-use assets, includes:		
Other Plant and Equipment	3 to 15 years	3 to 15 years
Plant and equipment, includes:		
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	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	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	The shorter of the lease term and the useful life of 40 years
Right of Use Assets - Computer Equipments	The shorter of the lease term and the useful life of 8 years	The shorter of the lease term and the useful life of 40 years

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.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

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	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Buildings	8,551	6,825	7,054	5,711
Equipment	1,323	1,405	1,060	1,231
Infrastructure	1,092	1,580	1,092	1,554
Total repairs and maintenance	<b>10,966</b>	9,810	<b>9,206</b>	8,496

**(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	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Interest expense on financial liabilities	11,295	10,049	10,359	9,619
Interest expenses on lease liabilities	7,875	3,615	1,461	1,672
Interest expense on financial liabilities at amortised cost	2,738	3,993	2,738	3,993
Total borrowing costs expensed	<b>21,908</b>	17,657	<b>14,558</b>	15,284

**(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.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**16 Other expenses**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Agency staff	1,751	2,434	1,678	2,376
Advertising, marketing and promotional expenses	8,132	8,246	4,246	4,979
Audit fees, bank charges, legal costs and insurance expenses	8,045	7,004	4,656	4,294
Agent fees	8,199	15,365	8,199	11,706
Computer maintenance and software	16,920	12,114	15,930	11,324
Consulting and professional fees	12,087	12,196	11,144	11,784
Contracts (including cleaning)	14,796	18,920	14,357	18,380
Catering expenses	1,786	2,506	1,812	2,644
Fees	8,234	20,510	7,347	9,414
Net foreign currency loss	480	593	135	419
Contributions	45,317	31,048	52,107	41,064
Printing and stationary	1,683	2,123	1,203	1,446
Motor vehicle expenses	411	509	318	346
Minimum lease payments on operating lease	105	392	64	52
Non-capitalised equipment	3,507	4,339	3,225	3,958
Rental, hire and other leasing fees	13,069	13,633	7,521	6,752
Scholarships, grants and prizes	35,279	41,941	35,235	41,997
Subscriptions	9,892	7,987	9,275	7,845
Trading expenses	2,260	5,110	-	-
Telecommunications	1,912	2,098	899	1,175
Travel and related staff development and training	4,207	19,845	3,269	17,506
Utilities	10,258	10,597	7,620	9,092
Visitor expenses	249	500	229	532
Copyright	887	892	887	892
Staff appointment expenses	760	811	466	508
Miscellaneous	23,137	27,243	11,468	22,584
<b>Total other expenses</b>	<b>233,363</b>	<b>268,956</b>	<b>203,290</b>	<b>233,069</b>

**(a) Accounting Policy**

All other expenses are expensed as incurred.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**17 Income Tax****(a) Income tax expense**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Current tax	3,416	1,056	-	-
Deferred tax	1,255	6,034	-	-
Adjustment for current tax of prior periods	121	-	-	-
Adjustments for deferred tax of prior periods	(114)	-	-	-
	<b>4,678</b>	<b>7,090</b>	<b>-</b>	<b>-</b>
<b>Income tax expense is attributable:</b>				
Net result from continuing operations	<b>4,678</b>	<b>7,090</b>	<b>-</b>	<b>-</b>
<b>Aggregate income tax expense</b>	<b>4,678</b>	<b>7,090</b>	<b>-</b>	<b>-</b>

**(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	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Net result before income tax:				
From continuing operations	<b>(44,130)</b>	33,685	<b>(52,780)</b>	3,400
Tax at the Australian tax rate of 30% (2019: 30%)	<b>(13,239)</b>	10,106	<b>(15,834)</b>	1,020
Tax effect of amounts which are not deductible / (taxable) in calculating taxable income:				
Non-deductible expenses	<b>846</b>	437	-	-
Imputation gross up on dividends received	<b>499</b>	244	-	-
Other deductible expenses	<b>(4)</b>	(2)	-	-
Tax exempt income	<b>16,957</b>	(5,685)	<b>15,834</b>	(1,020)
Inter-group transactions	-	(451)	-	-
Tax offset for franked dividends	<b>(1,663)</b>	(814)	-	-
Other assessable income	<b>1,824</b>	1,266	-	-
Deferred tax recognised on unrealised gains	<b>(1,974)</b>	2,778	-	-
Other	<b>1,424</b>	149	-	-
	<b>17,909</b>	<b>(2,078)</b>	<b>15,834</b>	<b>(1,020)</b>
Adjustment for current tax of prior periods	<b>8</b>	(938)	-	-
<b>Total Income tax expense:</b>	<b>4,678</b>	<b>7,090</b>	<b>-</b>	<b>-</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(d) Unrecognised temporary differences**

Deferred tax assets have not been recognised in respect of the following items:

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Temporary differences	211	695	-	-
Tax losses	2,461	2,301	-	-
Capital losses	1,852	837	-	-
<b>Total</b>	<b>4,524</b>	<b>3,833</b>	<b>-</b>	<b>-</b>

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	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Cash at bank and on hand	650,080	132,241	576,666	24,822
Other cash and cash equivalents	12,613	11,808	-	-
<b>Total cash and cash equivalents</b>	<b>662,693</b>	<b>144,049</b>	<b>576,666</b>	<b>24,822</b>

**(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	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Balances as above	662,693	144,049	576,666	24,822
Other financial assets	186,657	68,253	162,013	68,253
<b>Balance per Statement of Cash Flows</b>	<b>849,350</b>	<b>212,302</b>	<b>738,679</b>	<b>93,075</b>

**Restricted cash and cash equivalents**

The following cash and cash equivalents are restricted in their use:

Prizes and donations \$23.92m (2019: \$18.97m) 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 0.32% (2019: 1.17%).

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(c) Deposits at call**

The deposits are bearing floating interest rates between 0.15% and 2.43% (2019: 1.12% and 2.43%). These deposits have an average maturity of 120 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	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Current</b>				
Trade receivables	13,103	20,388	13,327	17,183
Student fees	9,198	3,814	3,015	647
Less: allowance for expected credit losses	(1,706)	(2,100)	(946)	(1,825)
	<b>20,595</b>	<b>22,102</b>	<b>15,396</b>	<b>16,005</b>
Accrued income	3,225	2,743	2,815	5,025
Other loans and receivables	6,206	8,686	2,152	4,140
<b>Total current receivables</b>	<b>30,026</b>	<b>33,531</b>	<b>20,363</b>	<b>25,170</b>
<b>Non-current</b>				
Deferred government benefit for superannuation	359,599	362,110	359,599	362,110
Related party receivables	-	-	28,955	13,955
<b>Total non-current receivables</b>	<b>359,599</b>	<b>362,110</b>	<b>388,554</b>	<b>376,065</b>
<b>Total receivables</b>	<b>389,625</b>	<b>395,641</b>	<b>408,917</b>	<b>401,235</b>

As of 31 December 2020 current receivables of \$7.073 million (2019: \$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:

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
3 to 6 months	3,615	2,987	546	1,366
Over 6 months	1,530	3,352	1,398	3,291
<b>Total past due but not impaired current receivables</b>	<b>5,145</b>	<b>6,339</b>	<b>1,944</b>	<b>4,657</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

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 2020, the Group has contract assets of \$919 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:

**(b) Movement in expected credit losses**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
At 1 January	2,100	2,182	1,825	2,004
Provision for expected credit losses	800	378	29	20
Write-off	(1,194)	(460)	(908)	(199)
<b>At 31 December</b>	<b>1,706</b>	<b>2,100</b>	<b>946</b>	<b>1,825</b>

The information about the credit exposures are disclosed in Note 46 Financial Risk Management.

**(c) 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 2020

**20 Inventories**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Current</b>				
At cost:				
Catering stock	92	231	22	22
Print and paper stock	283	367	283	367
Newsagency and book store stock	493	746	-	-
<b>Total current inventories</b>	<b>868</b>	<b>1,344</b>	<b>305</b>	<b>389</b>

**(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. 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.

**21 Other financial assets**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Current</b>				
Other financial assets designated at fair value through profit or loss	186,657	68,253	162,013	68,253
<b>Total current other financial assets</b>	<b>186,657</b>	<b>68,253</b>	<b>162,013</b>	<b>68,253</b>
<b>Non-current</b>				
Other financial assets designated at fair value through profit or loss	68,321	553,223	878	388,479
Other financial assets designated at fair value through profit or loss - Education Australia Ltd	49,384	41,020	-	-
<b>Total non-current other financial assets</b>	<b>117,705</b>	<b>594,243</b>	<b>878</b>	<b>388,479</b>
<b>Total other financial assets</b>	<b>304,362</b>	<b>662,496</b>	<b>162,891</b>	<b>456,732</b>

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% (2019: 2.6%)

Education Australia Ltd owns 49.3% of IDP Education Ltd, a company that provides services for international students 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 (2019: \$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

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

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 (2019: \$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**

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.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

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 pass-through 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.

**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

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

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	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>At Cost</b>				
Opening balance at 1 January	28,939	29,863	28,939	29,863
Depreciation	(924)	(924)	(924)	(924)
<b>Closing balance at 31 December</b>	<b>28,015</b>	<b>28,939</b>	<b>28,015</b>	<b>28,939</b>

**(a) Amounts recognised in profit or loss for investment properties**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Rental income	3,011	3,147	3,011	3,147
Other income	923	798	923	798
Rental outgoings	(216)	(191)	(216)	(191)
Repairs and maintenance	(254)	(204)	(254)	(204)
<b>Total recognised in profit or loss</b>	<b>3,464</b>	<b>3,550</b>	<b>3,464</b>	<b>3,550</b>

**(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.

**(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.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Not later than one year	4,942	5,820	4,942	5,820
Later than one year and not later than five years	8,044	10,655	8,044	10,655
Later than five years	273	275	273	275
<b>Total</b>	<b>13,259</b>	<b>16,750</b>	<b>13,259</b>	<b>16,750</b>

**(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.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**23 Property, plant and equipment**

	Capital Works in Progress	Land	Buildings	Plant & Equipment Leased to External Parties	Other Plant and Equipment	Plant and Equipment	Leasehold Improvements	Library Collections	Subtotal Property, plant and equipment (owned)#	Subtotal Right of use assets***#	Subtotal Service concession assets#	Total
Parent entity	000	000	000	000	000	000	000	000	000	000	000	000
<b>At 1 January 2019</b>												
- Cost	39,947	64,572	639,168	-	137,883	115,158	15,863	8,454	1,021,045	-	-	1,021,045
Accumulated depreciation and impairment	-	-	(195,773)	-	(81,273)	(43,520)	(4,616)	(7,535)	(332,717)	-	-	(332,717)
<b>Net book amount</b>	<b>39,947</b>	<b>64,572</b>	<b>443,395</b>	<b>-</b>	<b>56,610</b>	<b>71,638</b>	<b>11,247</b>	<b>919</b>	<b>688,328</b>	<b>-</b>	<b>-</b>	<b>688,328</b>
<b>Year ended 31 December 2019</b>												
Opening net book amount	39,947	64,572	443,395	-	56,610	71,638	11,247	919	688,328	-	-	688,328
Adoption of AASB16	-	-	-	-	-	-	-	-	-	44,317	-	44,317
Adoption of AASB1059	2,660	-	-	-	-	(2,660)	-	-	-	-	226,596	226,596
Reclassify from Plant and equipment additions	146,173	-	22	-	6,816	1,552	-	652	155,215	3,054	-	158,269
Additions	-	-	-	-	-	(1,237)	(10)	(423)	(1,670)	-	-	(1,670)
Assets included in a disposal group classified as held for sale and other disposals	-	-	-	-	-	-	-	-	-	-	-	-
Service concession asset	-	-	-	-	-	-	-	-	-	-	1,927	1,927
Transfer from construction in progress	-	-	18,992	-	4,113	8,604	3,161	-	34,870	-	-	34,870
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	-	-	(20,614)	-	(10,111)	(7,874)	(2,425)	(142)	(41,166)	(5,190)	(6,387)	(52,743)
Writeoff	(2,694)	-	-	-	-	-	-	-	(2,694)	-	-	(2,694)
<b>Closing net book amount</b>	<b>149,704</b>	<b>64,572</b>	<b>441,795</b>	<b>-</b>	<b>56,191</b>	<b>71,250</b>	<b>11,560</b>	<b>1,429</b>	<b>796,501</b>	<b>42,181</b>	<b>222,136</b>	<b>1,060,818</b>
<b>At 31 December 2019</b>												
- Cost	149,704	64,572	658,172	-	145,740	122,418	18,177	6,324	1,165,107	47,371	228,523	1,441,001
Accumulated depreciation and impairment	-	-	(216,377)	-	(89,549)	(51,168)	(6,617)	(4,895)	(368,606)	(5,190)	(6,387)	(380,183)
<b>Net book amount</b>	<b>149,704</b>	<b>64,572</b>	<b>441,795</b>	<b>-</b>	<b>56,191</b>	<b>71,250</b>	<b>11,560</b>	<b>1,429</b>	<b>796,501</b>	<b>42,181</b>	<b>222,136</b>	<b>1,060,818</b>
<b>Year ended 31 December 2020</b>												
Opening net book amount	149,704	64,572	441,795	-	56,191	71,250	11,560	1,429	796,501	42,181	222,136	1,060,818
Additions	48,649	-	-	-	4,862	521	-	325	54,357	234	-	54,591
ROU change of category	-	-	-	-	-	-	-	-	-	(1,780)	-	(1,780)
Service concession asset	-	-	-	-	-	-	-	-	-	-	2,805	2,805
Retirements	-	-	-	-	(620)	(100)	-	(7)	(727)	-	-	(727)
Transfer from construction in progress	(171,196)	-	171,196	-	3,114	859	-	-	175,169	-	-	175,169
Transfer to buildings	(859)	-	-	-	-	-	-	-	(171,196)	-	-	(171,196)
Transfer to plant and equipment	(3,114)	-	-	-	-	-	-	-	(859)	-	-	(859)
Transfer to other plant and equipment	(8,657)	-	-	-	-	-	-	-	(3,114)	-	-	(3,114)
Transfer to intangibles	-	-	-	-	-	-	-	-	(8,657)	-	-	(8,657)
Depreciation charge	-	-	(24,593)	-	(10,363)	(9,582)	(3,176)	(154)	(47,868)	(4,955)	(6,615)	(59,438)
Writeoff	(2,873)	-	-	-	-	-	-	-	(2,873)	-	-	(2,873)
<b>Closing net book amount</b>	<b>11,654</b>	<b>64,572</b>	<b>588,398</b>	<b>-</b>	<b>53,184</b>	<b>62,948</b>	<b>8,384</b>	<b>1,593</b>	<b>790,733</b>	<b>35,680</b>	<b>218,326</b>	<b>1,044,739</b>
<b>At 31 December 2020</b>												
- Cost	11,654	64,572	811,686	-	150,422	123,301	18,177	6,643	1,186,455	47,605	231,328	1,465,388
Accumulated depreciation and impairment	-	-	(223,288)	-	(97,238)	(60,353)	(9,793)	(5,050)	(395,722)	(11,925)	(13,002)	(420,649)
<b>Net book amount</b>	<b>11,654</b>	<b>64,572</b>	<b>588,398</b>	<b>-</b>	<b>53,184</b>	<b>62,948</b>	<b>8,384</b>	<b>1,593</b>	<b>790,733</b>	<b>35,680</b>	<b>218,326</b>	<b>1,044,739</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

## UNIVERSITY OF WOLLONGONG

## 2020 ANNUAL REPORT

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	Capital Works in Progress	Land	Buildings	Plant & Equipment Leased to External Parties	Other Plant and Equipment	Plant and equipment	Leasehold Improvements	Library Collections	Subtotal Property, plant and equipment (owned)#	Subtotal Right of use assets***#	Subtotal Service concession assets#	Total
	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$	000 \$
<b>Consolidated</b>												
<b>At 1 January 2019</b>												
- Cost	41,236	64,572	643,073	834	141,217	142,471	33,153	8,454	1,075,010	-	-	1,075,010
Accumulated depreciation and impairment	-	-	(198,777)	(546)	(83,760)	(65,582)	(15,255)	(7,535)	(371,455)	-	-	(371,455)
<b>Net book amount</b>	<b>41,236</b>	<b>64,572</b>	<b>444,296</b>	<b>288</b>	<b>57,457</b>	<b>76,889</b>	<b>17,898</b>	<b>919</b>	<b>703,555</b>	<b>-</b>	<b>-</b>	<b>703,555</b>
<b>Year ended 31 December 2019</b>												
Opening net book amount	41,236	64,572	444,296	288	57,457	76,889	17,898	919	703,555	-	-	703,555
Adoption of AASB16	-	-	-	-	-	-	-	-	-	78,678	-	78,678
Reclassification from Plant and equipment	2,660	-	-	-	-	(2,660)	-	-	-	-	226,596	226,596
Additions	154,678	-	478	-	6,765	9,165	167	652	171,905	78,007	-	249,912
Assets included in a disposal group classified as held for sale and other disposals	-	-	(32)	-	(1,260)	(10)	(423)	-	(1,725)	-	-	(1,725)
Additions through business combinations	1,939	-	-	-	28	28	2,873	-	4,840	9,027	-	13,867
Assets commissioned for use	(461)	-	-	-	-	390	71	-	-	-	-	-
Service concession asset	-	-	-	-	-	-	-	-	-	1,927	-	1,927
Transfer from construction in progress	-	-	18,992	-	4,113	8,604	3,161	(142)	34,870	-	-	34,870
Transfer between categories	-	-	-	(288)	-	(66)	66	-	(5,855)	-	-	(5,855)
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)	-	(10,371)	(9,617)	(3,721)	(142)	(44,721)	(14,895)	(6,387)	(66,003)
Exchange differences	(209)	-	-	-	-	(79)	9	-	(279)	215	-	(64)
Writeoff	(2,694)	-	-	-	-	(2,873)	-	-	(5,855)	-	-	(5,855)
<b>Closing net book amount</b>	<b>160,767</b>	<b>64,572</b>	<b>442,864</b>	<b>-</b>	<b>56,704</b>	<b>79,771</b>	<b>20,101</b>	<b>1,429</b>	<b>826,208</b>	<b>151,032</b>	<b>222,136</b>	<b>1,199,376</b>
<b>At 31 December 2019</b>												
- Cost	160,767	64,572	662,375	-	148,651	160,627	50,870	6,324	1,254,186	165,927	228,523	1,648,636
Accumulated depreciation and impairment	-	-	(219,511)	-	(91,947)	(80,856)	(30,769)	(4,895)	(427,978)	(14,895)	(6,387)	(449,260)
<b>Net book amount</b>	<b>160,767</b>	<b>64,572</b>	<b>442,864</b>	<b>-</b>	<b>56,704</b>	<b>79,771</b>	<b>20,101</b>	<b>1,429</b>	<b>826,208</b>	<b>151,032</b>	<b>222,136</b>	<b>1,199,376</b>
<b>Year ended 31 December 2020</b>												
Opening net book amount	160,767	64,572	442,864	-	56,704	79,771	20,101	1,429	826,208	151,032	222,136	1,199,376
Additions	167,100	-	137	-	4,902	1,528	225	325	174,217	(1,780)	-	187,958
ROU change of category	-	-	-	-	-	-	-	-	-	2,104	-	(1,780)
Additions through business combinations	-	-	-	-	-	-	-	-	-	-	2,805	2,104
Service concession asset	-	-	-	-	-	-	-	-	-	-	2,805	2,805
Retirements	(35,047)	-	-	-	(621)	(116)	-	(7)	(744)	(2,199)	-	(2,943)
Transfer from construction in progress	(171,196)	-	171,196	-	3,114	11,580	24,326	-	175,169	-	-	175,169
Transfer to buildings	(859)	-	-	-	-	-	-	-	(859)	-	-	(859)
Transfer to plant and equipment	(3,114)	-	-	-	-	-	-	-	(3,114)	-	-	(3,114)
Transfer to other plant and equipment	(8,657)	-	-	-	(10,589)	(13,444)	(5,553)	(154)	(6,657)	-	-	(8,657)
Depreciation charge	-	-	(24,881)	-	-	(1,364)	(2,279)	-	(54,618)	(22,094)	(6,615)	(83,327)
Exchange differences	(8,951)	-	-	-	-	-	-	-	(12,594)	(8,627)	-	(21,221)
Other changes	(2,873)	-	-	-	-	-	-	-	(2,873)	-	-	(2,873)
<b>Closing net book amount</b>	<b>97,170</b>	<b>64,572</b>	<b>589,316</b>	<b>-</b>	<b>53,510</b>	<b>77,958</b>	<b>36,820</b>	<b>1,593</b>	<b>920,939</b>	<b>132,177</b>	<b>218,326</b>	<b>1,271,442</b>
<b>At 31 December 2020</b>												
- Cost	97,170	64,572	815,783	-	153,273	162,365	71,584	6,643	1,371,390	169,166	231,328	1,771,884
Accumulated depreciation and impairment	-	-	(226,467)	-	(99,763)	(84,407)	(34,764)	(5,050)	(450,451)	(36,989)	(13,002)	(500,442)
<b>Net book amount</b>	<b>97,170</b>	<b>64,572</b>	<b>589,316</b>	<b>-</b>	<b>53,510</b>	<b>77,958</b>	<b>36,820</b>	<b>1,593</b>	<b>920,939</b>	<b>132,177</b>	<b>218,326</b>	<b>1,271,442</b>

\*\* Other Plant & equipment includes non-operational assets such as artworks. \*\*\* Right-of-use assets with the disclosure per each class of right-of-use asset in note 23(c).

## NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2020

### (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.

### (c) Right-of-use assets

Information about leases where University of Wollongong is a lessee is presented below:

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Buildings</b>				
At 1 January 2020	148,729	76,734	40,195	42,760
Additions of right-of-use assets	13,363	76,658	-	1,919
Additions through business combinations	2,104	9,027	-	-
Change of category	(1,982)	-	(1,981)	-
Disposals	(2,199)	-	-	-
Depreciation charge	(21,008)	(13,904)	(4,155)	(4,484)
Foreign exchange movement	(8,616)	214	-	-
<b>At 31 December 2020</b>	<b>130,391</b>	<b>148,729</b>	<b>34,059</b>	<b>40,195</b>
<b>Motor Vehicles</b>				
At 1 January 2020	818	984	641	884
Additions of right-of-use assets	378	402	234	204
Depreciation charge	(620)	(568)	(451)	(447)
Foreign exchange movement	(10)	-	-	-
Change of category	202	-	202	-
<b>At 31 December 2020</b>	<b>768</b>	<b>818</b>	<b>626</b>	<b>641</b>
<b>Computer Equipment</b>				
At 1 January 2020	835	-	835	-
Additions of right-of-use assets	-	931	-	931
Depreciation charge	(187)	(96)	(187)	(96)
<b>At 31 December 2020</b>	<b>648</b>	<b>835</b>	<b>648</b>	<b>835</b>
<b>Make Good Assets</b>				
At 1 January 2020	510	673	510	673
Depreciation charge	(163)	(163)	(163)	(163)
<b>At 31 December 2020</b>	<b>347</b>	<b>510</b>	<b>347</b>	<b>510</b>
<b>Office Equipment</b>				
At 1 January 2020	140	287	-	-
Additions of right-of-use assets	-	16	-	-
Depreciation charge	(116)	(162)	-	-
Foreign exchange movement	(1)	(1)	-	-
<b>At 31 December 2020</b>	<b>23</b>	<b>140</b>	<b>-</b>	<b>-</b>
<b>Total right-of-use assets</b>	<b>132,177</b>	<b>151,032</b>	<b>35,680</b>	<b>42,181</b>

**(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:

- (a) The contract involves the use of an identified asset - the asset may be explicitly or implicitly specified in the

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

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.

- (b) The customer has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- (c) 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:
- i. The customer has the right to direct how and for what purpose the identified asset is used throughout the period of use; or
  - ii. 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.

**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.

**(e) Service concession assets**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Non-current</b>				
At valuation	231,328	228,523	231,328	228,523
Accumulated depreciation and impairment	(13,002)	(6,387)	(13,002)	(6,387)
<b>Total service concession asset</b>	<b>218,326</b>	222,136	<b>218,326</b>	222,136

**Significant judgements**

Based on the University of Wollongong's assessment, the Public Private Partnership (PPP) which commenced in 2014 falls in the scope of AASB 1059. The arrangement involved the construction, refurbishment, operation and maintenance of new and existing student accommodation, and to maintain and operate the student accommodation for 39 years. In return the operator is compensated by contractual payments directly by the University of Wollongong.

## NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2020

Significant judgements in this assessment include:

- Whether the student accommodation provides a public service and if the operator manages those public services at its own discretion;
- Whether the University of Wollongong controls what services and to whom the services are provided;
- Who controls the price of the service.

### Accounting Policy

#### Service concession asset(s)

An asset constructed for the University of Wollongong (as a public sector grantor) and upgrades or major component replacements for existing assets of the University of Wollongong by private operators, are recognised as a service concession asset when the Group (grantor) controls the asset. Control of service concession assets arises when the University of Wollongong controls or regulates what services the operator must provide with the asset, to whom it must provide them, and at what price. Control assessment further requires that the University of Wollongong must control through ownership, beneficial entitlement, any significant residual interest in the asset at the end of the term of the arrangement. The grantor also controls the asset if it will be used in a service concession arrangement for either its entire economic life or the major part of its economic life.

Service concession assets are initially recognised at fair value, which is their current replacement cost in accordance with the cost approach to fair value in AASB13.

When an existing asset is used in a service concession arrangement, such an asset is reclassified as a service concession asset and measured at current replacement cost at the date of reclassification. At the date of reclassification, where there is a difference between the carrying amount of the asset and its fair value (current replacement cost) the difference is accounted for as a revaluation of the asset and recognised in other comprehensive income and accumulated in the asset revaluation reserve.

After initial recognition or reclassification, service concession assets are carried at fair value less any depreciation and impairment.

Refer to notes 1(j), 13, 15, 32, 40 and 47 for further details of the accounting policy relating to, and the impact of, service concession arrangements for the Group.

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For the Year Ended 31 December 2020

**24 Intangible Assets**

	Computer software 000 \$	Other intangible assets 000 \$	Goodwill 000 \$	Total 000 \$
<b>Parent entity</b>				
<b>At 1 January 2019</b>				
Cost	16,107	-	-	16,107
Accumulated amortisation and impairment	(14,662)	-	-	(14,662)
<b>Net book amount</b>	<b>1,445</b>	<b>-</b>	<b>-</b>	<b>1,445</b>
<b>Year ended 31 December 2019</b>				
Opening net book amount	1,445	-	-	1,445
Additions - Separately acquired	1,512	-	-	1,512
Amortisation	(1,028)	-	-	(1,028)
<b>Closing net book amount</b>	<b>1,929</b>	<b>-</b>	<b>-</b>	<b>1,929</b>
<b>At 31 December 2019</b>				
Cost	17,619	-	-	17,619
Accumulated amortisation and impairment	(15,690)	-	-	(15,690)
<b>Net book amount</b>	<b>1,929</b>	<b>-</b>	<b>-</b>	<b>1,929</b>
<b>Year ended 31 December 2020</b>				
Opening net book amount	<b>1,929</b>	<b>-</b>	<b>-</b>	<b>1,929</b>
Additions - Separately acquired	<b>8,657</b>	<b>-</b>	<b>-</b>	<b>8,657</b>
Amortisation	<b>(2,772)</b>	<b>-</b>	<b>-</b>	<b>(2,772)</b>
<b>Closing net book amount</b>	<b>7,814</b>	<b>-</b>	<b>-</b>	<b>7,814</b>
<b>At 31 December 2020</b>				
Cost	26,276	-	-	26,276
Accumulated amortisation and impairment	(18,462)	-	-	(18,462)
<b>Net book amount</b>	<b>7,814</b>	<b>-</b>	<b>-</b>	<b>7,814</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

<b>Consolidated</b>	<b>Computer software 000 \$</b>	<b>Other intangible assets 000 \$</b>	<b>Goodwill 000 \$</b>	<b>Total 000 \$</b>
<b>At 1 January 2019</b>				
Cost	16,348	2,635	217	19,200
Accumulated amortisation and impairment	(14,874)	(1,158)	(200)	(16,232)
<b>Net book amount</b>	<b>1,474</b>	<b>1,477</b>	<b>17</b>	<b>2,968</b>
<b>Year ended 31 December 2019</b>				
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)
<b>Closing net book amount</b>	<b>3,764</b>	<b>2,189</b>	<b>10,303</b>	<b>16,256</b>
<b>At 31 December 2019</b>				
Cost	19,923	3,649	11,035	34,607
Accumulated amortisation and impairment	(16,159)	(1,460)	(732)	(18,351)
<b>Net book amount</b>	<b>3,764</b>	<b>2,189</b>	<b>10,303</b>	<b>16,256</b>
<b>Year ended 31 December 2020</b>				
Opening net book amount	<b>3,764</b>	<b>2,189</b>	<b>10,303</b>	<b>16,256</b>
Additions - Separately acquired	<b>9,585</b>	<b>572</b>	<b>-</b>	<b>10,157</b>
Additions - Acquisition of subsidiary	<b>-</b>	<b>4,544</b>	<b>(4,333)</b>	<b>211</b>
Amortisation	<b>(3,734)</b>	<b>(2,112)</b>	<b>-</b>	<b>(5,846)</b>
Foreign exchange movements	<b>(140)</b>	<b>(466)</b>	<b>(367)</b>	<b>(973)</b>
<b>Closing net book amount</b>	<b>9,475</b>	<b>4,727</b>	<b>5,603</b>	<b>19,805</b>
<b>At 31 December 2020</b>				
Cost	<b>28,776</b>	<b>7,059</b>	<b>5,803</b>	<b>41,638</b>
Accumulated amortisation and impairment	<b>(19,301)</b>	<b>(2,332)</b>	<b>(200)</b>	<b>(21,833)</b>
<b>Net book amount</b>	<b>9,475</b>	<b>4,727</b>	<b>5,603</b>	<b>19,805</b>

**(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:

- (a) The technical feasibility of completing the intangible asset so that the asset will be available for use or sale
- (b) Its intention to complete and its ability and intention to use or sell the asset
- (c) How the asset will generate future economic benefits
- (d) The availability of resources to complete the asset
- (e) The ability to measure reliably the expenditure during development

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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 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	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Current</b>				
Prepayments	12,322	12,367	10,938	12,218
Lease incentive	203	201	203	201
	<b>12,525</b>	12,568	<b>11,141</b>	12,419
<b>Non-current</b>				
Prepayments	-	321	-	321
Lease incentive	299	218	299	218
	<b>299</b>	539	<b>299</b>	539
<b>Total other non-financial assets</b>	<b>12,824</b>	13,107	<b>11,440</b>	12,958

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For the Year Ended 31 December 2020

**26 Deferred tax assets and liabilities****(a) Deferred tax asset**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Deferred tax asset</b>				
<b>The balance comprises temporary differences attributable to:</b>				
Amounts recognised in net result				
Property, plant and equipment	(1,433)	(1,696)	-	-
Fees in advance	-	28	-	-
Deferred balancing charge	-	(1,384)	-	-
Unused tax losses	1,394	1,501	-	-
Unabsorbed capital allowances	2,465	2,679	-	-
Right-of-use asset	559	527	-	-
Other deferred tax	557	1,610	-	-
<b>Total amounts recognised in net result</b>	<b>3,542</b>	<b>3,265</b>	<b>-</b>	<b>-</b>
Amounts recognised directly in equity				
Deferred tax assets to be recovered after more than 12 months	3,542	3,265	-	-

**(b) Deferred tax liability**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Deferred tax liability</b>				
<b>The balance comprises temporary differences attributable to:</b>				
Amounts recognised in net result				
Property plant and equipment	(77)	114	-	-
Leased assets	(31)	(19)	-	-
Other financial assets - non-current	(17,311)	(16,776)	-	-
Accruals	415	249	-	-
Provisions	883	803	-	-
Unearned income	386	346	-	-
Trade and other receivables	111	180	-	-
Other deferred tax	-	(340)	-	-
Other	(800)	151	-	-
<b>Net deferred tax liabilities</b>	<b>(16,584)</b>	<b>(14,934)</b>	<b>-</b>	<b>-</b>
Deferred tax liabilities to be settled after more than 12 months	(16,584)	(14,934)	-	-
<b>Total deferred tax liabilities</b>	<b>(16,584)</b>	<b>(14,934)</b>	<b>-</b>	<b>-</b>

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For the Year Ended 31 December 2020

**(c) Deferred tax liabilities movements - consolidated**

	Unearned income 000 \$	Property plant and equipment 000 \$	Available- for-sale financial assets 000 \$	Accruals 000 \$	Provisions 000 \$	Other 000 \$	Total 000 \$
Movements - Consolidated							
Charged/(credited) to the income statement	(346)	(114)	16,776	(249)	(803)	(330)	14,934
Charged/(credited) to the income statement	(40)	191	535	(166)	(80)	1,210	1,650
Charged directly to equity	-	-	-	-	-	-	-
<b>At 31 December 2020</b>	<b>(386)</b>	<b>77</b>	<b>17,311</b>	<b>(415)</b>	<b>(883)</b>	<b>880</b>	<b>16,584</b>

**(d) Deferred tax asset movements - consolidated**

	Total 000 \$
<b>Movements - Consolidated</b>	
Recognised on acquisition of controlled entities	1,499
Charged/(credited) to the income statement	1,803
Foreign exchange movement	(37)
<b>At 31 December 2019</b>	<b>3,265</b>
Reclassified to deferred tax liabilities	1,306
Charged to the statement of profit or loss and other comprehensive income	(705)
Foreign exchange movement	(324)
<b>At 31 December 2020</b>	<b>3,542</b>

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For the Year Ended 31 December 2020

**27 Trade and other payables**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Current</b>				
Trade creditors	56,565	69,829	37,184	47,017
OS-HELP Liability to Australian Government	3,002	(541)	3,002	(541)
<b>Total current trade and other payables</b>	<b>59,567</b>	<b>69,288</b>	<b>40,186</b>	<b>46,476</b>
Total trade and other payables	59,567	69,288	40,186	46,476

**(a) Foreign currency risk**

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

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Australian Dollars	59,474	68,703	40,093	45,891
US Dollar	74	235	74	235
Malaysian Ringgit	11	252	11	252
European Euro	7	84	7	84
Other	1	14	1	14

For an analysis of the sensitivity of trade and other payables to foreign currency risk refer to note 46.

**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 of recognition for related parties and 30 days of recognition for other creditors.

**(b) Contract liabilities**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Other contract liabilities	37,444	29,102	37,444	29,102
<b>Contract liabilities - current</b>	<b>37,444</b>	<b>29,102</b>	<b>37,444</b>	<b>29,102</b>

**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.

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

Contract liabilities differ from the amounts disclosed in Note 33 Other liabilities. The contract liabilities include deferred income or liabilities arising from rebate agreements, among others.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**Education Contract liabilities - Australian Government**

Education Contract liabilities - Australian Government 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, this balance is recognised when the payment is made or the payment is due. Contract liabilities in scope of AASB15 are disclosed in this note.

**28 Borrowings**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Current</b>	-	-	-	-
Secured finance lease liabilities	-	147	-	-
Unsecured interest annuity bond	1,147	957	1,147	957
Lease Liability	23,022	16,436	6,411	6,440
<b>Total current borrowings</b>	<b>24,169</b>	<b>17,540</b>	<b>7,558</b>	<b>7,397</b>
	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Secured finance lease liabilities	-	5	-	-
Unsecured fixed rate notes	350,000	-	350,000	-
Unsecured annuity bond	56,570	57,757	56,570	57,757
Unsecured bank loans	169,136	174,451	169,136	174,451
Lease Liability	124,387	141,535	34,501	40,604
<b>Total non-current borrowings</b>	<b>700,093</b>	<b>373,748</b>	<b>610,207</b>	<b>272,812</b>
<b>Total borrowings</b>	<b>724,262</b>	<b>391,288</b>	<b>617,765</b>	<b>280,209</b>

The fair value of borrowings at balance date was \$724.3m (2019: \$391.3m). Refer to note 47 for fair value measurement.

**(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.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(b) Class of borrowings**

	Face value	Term	Rate	Issue date
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
Fixed Rate Note	175,000	10 years	3.5%	December 2017
Fixed Rate Note 1	150,000	3.5 years	1%	December 2020
Fixed Rate Note 2	200,000	8 years	1.746%	December 2020

The fixed rate note facility of \$175m was entered into by the University to fund development on the University's Innovation Campus and Capital works.

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.

The fixed rate notes in December 2020 represent two notes issued to fund the acquisition of student accommodation. The first note of \$150m was issued 18 December 2020 for a period of 3.5 years. The second note of \$200m was issued on the 15 December 2020 for a period of 8 years.

**(c) Financing arrangements**

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

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Credit standby arrangements</b>				
<b>Total facilities</b>				
Bank overdraft	2,587	2,785	-	-
Credit card facilities	2,557	2,569	2,000	2,000
Lease facility	2,770	2,770	1,500	1,500
Margin lending facility	40,000	-	40,000	-
Bank guarantee	7,384	7,557	5,000	5,000
<b>Total credit standby arrangements</b>	<b>55,298</b>	<b>15,681</b>	<b>48,500</b>	<b>8,500</b>
<b>Used at balance date</b>				
Credit card facilities	63	51	12	26
Lease facility	155	152	-	-
Bank guarantee	2,675	3,384	2,389	2,389
<b>Total used at balance date</b>	<b>2,893</b>	<b>3,587</b>	<b>2,401</b>	<b>2,415</b>
<b>Unused at reporting date</b>				
Bank overdraft	2,587	2,785	-	-
Credit card facilities	2,494	2,518	1,988	1,974
Lease facility	2,615	2,618	1,500	1,500
Margin lending facility	40,000	-	40,000	-
Bank guarantee	4,709	4,173	2,611	2,611
<b>Total unused at balance date</b>	<b>52,405</b>	<b>12,094</b>	<b>46,099</b>	<b>6,085</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(d) Reconciliation of liabilities arising from financing activities**

	2019	Cash flows		Non-cash changes			2020
	000 \$	000 \$	AASB16 Leases 000 \$	Foreign exchange movement 000 \$	Fair value changes 000 \$	Other 000 \$	000 \$
Long-term borrowings	232,208	350,000	-	-	-	(6,502)	575,706
Short-term borrowings	957	-	-	-	-	190	1,147
Lease liabilities	158,123	(152)	(10,562)	-	-	-	147,409
<b>Total liabilities from financing activities</b>	<b>391,288</b>	<b>349,848</b>	<b>(10,562)</b>	<b>-</b>	<b>-</b>	<b>(6,312)</b>	<b>724,262</b>

**29 University of Wollongong as lessee****Amounts recognised in the income statement**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Interest on lease liabilities	(8,783)	(3,665)	(1,500)	(1,672)
Income from sub-leasing right-of use assets	2,029	385	-	-
Variable lease payments not included in the measurement of leases	-	(51)	-	-
Expenses relating to short-term leases	(2,914)	(9,202)	(2,409)	(1,500)
Expenses relating to leases of low-value assets, excluding short term leases of low-value assets	(5,305)	(5,565)	(5,105)	(5,245)
Depreciation of right-of-use assets	(22,094)	(14,895)	(4,955)	(5,190)
	<b>(37,067)</b>	<b>(32,993)</b>	<b>(13,969)</b>	<b>(13,607)</b>

**Maturity analysis - undiscounted contractual cash flows**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Less than one year	25,748	22,292	6,515	6,553
One to five years	96,470	96,792	21,036	24,352
More than 5 years	82,536	76,756	20,791	25,174
<b>Total undiscounted lease payments receivable</b>	<b>204,754</b>	<b>195,840</b>	<b>48,342</b>	<b>56,079</b>
Lease liabilities recognised in the statement of financial position	147,409	157,971	40,912	47,044
<b>Current</b>	<b>23,022</b>	<b>16,436</b>	<b>6,411</b>	<b>6,440</b>
<b>Non-current</b>	<b>124,387</b>	<b>141,535</b>	<b>34,501</b>	<b>40,604</b>

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**Amounts recognised in statement of cash flows**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Total cash outflow for leases	(22,207)	(30,964)	(13,561)	(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.

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. 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.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**30 Provisions**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Current provisions expected to be settled within 12 months</b>				
Employee benefits				
Workers compensation	510	569	510	569
Long service leave	8,661	14,887	7,363	6,904
Annual leave	23,350	23,255	20,457	20,044
Provision for voluntary redundancy schemes	239	2,736	239	2,736
Short-term provisions				
Restructuring	-	16	-	-
<b>Current provisions expected to be settled after more than 12 months</b>				
Employee benefits				
Annual leave	7,486	13,076	6,796	13,076
Long service leave	54,863	53,407	48,680	53,407
	<b>62,349</b>	<b>66,483</b>	<b>55,476</b>	<b>66,483</b>
<b>Total current provisions</b>	<b>95,109</b>	<b>107,946</b>	<b>84,045</b>	<b>96,736</b>
<b>Non-current provisions</b>				
Employee benefits				
Long service leave	7,736	8,183	7,263	7,709
Defined benefit obligation	48 357,316	362,960	357,316	362,960
Workers compensation	1,975	1,417	1,975	1,417
Long-term provisions				
Provision for restoration	2,994	4,127	1,223	1,195
<b>Total non-current provisions</b>	<b>370,021</b>	<b>376,687</b>	<b>367,777</b>	<b>373,281</b>
<b>Total provisions</b>	<b>465,130</b>	<b>484,633</b>	<b>451,822</b>	<b>470,017</b>

**(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 \$
<b>Consolidated - 2020</b>			
Carrying amount at start of year	3,034	1,986	5,020
Additional provisions recognised	28	1,838	1,866
Amounts used	-	(1,339)	(1,339)
Unwinding of the discount rate	135	-	135
Foreign exchange movements	(202)	-	(202)
<b>Carrying amount at end of year</b>	<b>2,995</b>	<b>2,485</b>	<b>5,480</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

Parent entity - 2020	Provision for restoration \$	Workers compensation \$	Total \$
Carrying amount at start of year	1,195	1,986	3,181
Additional provisions recognised	28	1,838	1,866
Amounts used	-	(1,339)	(1,339)
<b>Carrying amount at end of year</b>	<b>1,223</b>	<b>2,485</b>	<b>3,708</b>

**(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 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.

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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 15 January 2021. 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 2021 was taken to be \$318m pa. for the parent entity. This payroll estimate was provided to the actuary in November 2020 and is based on a 2020 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 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 and a shorthand method applied for the year ended 31 December 2020. The assumptions underlying the actuarial assessment used to calculate the long service leave provision include:

- Salary inflation rate per annum 2.5% (2019: 2.5%)
- Discount rate 0.1% (2019: 0.7%)
- Proportion of leave taken in service 23% per annum (2019: 23%)

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*(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 48).

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 the entities must restore. A provision has been raised in respect of the Group's obligation to remove leasehold improvements from these leased premises.

*(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.*

**31 Current tax liabilities**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Income tax payable	2,539	608	-	-
<b>Total current tax liabilities</b>	<b>2,539</b>	<b>608</b>	<b>-</b>	<b>-</b>

**(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

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For the Year Ended 31 December 2020

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 Financial Liabilities**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Current</b>				
Other financial liabilities at amortised cost**	23,121	21,547	23,121	21,547
<b>Total</b>	<b>23,121</b>	<b>21,547</b>	<b>23,121</b>	<b>21,547</b>

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Non-current</b>				
Other financial liabilities at amortised cost**	250,407	249,243	250,407	249,243
<b>Total</b>	<b>250,407</b>	<b>249,243</b>	<b>250,407</b>	<b>249,243</b>

\*\* Includes amount payable to operator - service concession arrangement.

**Significant judgements**

Based on the University of Wollongong's assessment, the Public Private Partnership (PPP) which commenced in 2014 falls in the scope of AASB 1059. The arrangement involved the construction, refurbishment, operation and maintenance of new and existing student accommodation, and to maintain and operate the student accommodation for 39 years. In return the operator is compensated by contractual payments directly by the University of Wollongong.

Significant judgements in recognising the service concession financial liability include:

- The internal rate of return is calculated based on the initial debt, assets constructed and the contractual accommodation payments;
- The internal rate of return is used to establish the service concession financial liability at the reporting date.

**Accounting Policy****Service concession liabilities**

Service concession liabilities are recognised at the same time as the initial recognition of a service concession asset. Service concession liabilities are initially measured at an amount equivalent to the service concession asset, adjusted by the amount of any other consideration.

To the extent that the service concession liability represents a contractual obligation to provide cash to the operator, it is recognised as a financial liability subsequently measured at amortised cost. The associated finance charge is disclosed as a finance cost.

Financial guarantee contracts are recognised as a financial liability at the time the guarantee is issued. The liability is initially measured at fair value and subsequently at the higher of the amount determined in accordance with the expected credit loss model under AASB9 and the amount initially recognised less, where appropriate, the cumulative amount of income.

The fair value of financial guarantees is determined based on the present value of the difference in cash flows between the contractual payments required under the debt instrument and the payments that would be required without the guarantee, or the estimated amount that would be payable to a third party for assuming the obligations.

**NOTES TO THE FINANCIAL STATEMENTS**

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Where guarantees in relation to loans or other payables of subsidiaries or associates are provided for no compensation, the fair values are accounted for as contributions and recognised as part of the cost of the investment.

Refer to notes 1(j), 8, 13, 15, 23, 33, 38, 40 and 47 for further details of the accounting policy relating to, and the impact of, service concession arrangements for the Group.

**33 Other liabilities**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Current</b>				
Income in advance	40,895	61,572	24,946	44,934
<b>Total current other liabilities</b>	<b>40,895</b>	<b>61,572</b>	<b>24,946</b>	<b>44,934</b>
<b>Total other liabilities</b>	<b>40,895</b>	<b>61,572</b>	<b>24,946</b>	<b>44,934</b>

**34 Reserves and retained earnings****(a) Reserves**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Reserves</b>				
Foreign currency translation surplus	(4,659)	(1,112)	-	-
UOWCHK Ltd reserve	217,113	230,249	-	-
Asset revaluation reserve	4,732	1,927	4,732	1,927
Transactions with non controlling interest	(3,645)	(3,645)	-	-
<b>Total reserves</b>	<b>213,541</b>	<b>227,419</b>	<b>4,732</b>	<b>1,927</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(b) Movements**

	Note	Consolidated		Parent entity	
		2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Foreign currency translation surplus</b>					
Balance 1 January		(1,112)	(559)	-	-
Translation of foreign operations		(23,767)	1,811	-	-
Transfer to UOWCHK Ltd reserve		20,220	(2,364)	-	-
<b>Balance 31 December</b>		<b>(4,659)</b>	<b>(1,112)</b>	<b>-</b>	<b>-</b>
<b>UOWCHK Ltd reserve</b>					
Balance 1 January		230,249	210,337	-	-
Transfer from other reserves & retained earnings		(13,136)	19,912	-	-
<b>Balance 31 December</b>		<b>217,113</b>	<b>230,249</b>	<b>-</b>	<b>-</b>
<b>Asset revaluation reserve</b>					
Balance 1 January		1,927	-	1,927	-
Other movements		2,805	1,927	2,805	1,927
<b>Balance 31 December</b>		<b>4,732</b>	<b>1,927</b>	<b>4,732</b>	<b>1,927</b>
<b>Transactions with non controlling interest</b>					
Balance 1 January		(3,645)	-	-	-
Acquisition of controlled entities		-	(3,645)	-	-
<b>Balance 31 December</b>		<b>(3,645)</b>	<b>(3,645)</b>	<b>-</b>	<b>-</b>
<b>Total reserves</b>		<b>213,541</b>	<b>227,419</b>	<b>4,732</b>	<b>1,927</b>

Movements in retained earnings were as follows:

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Retained earnings (accumulated losses) at the beginning of the financial year	912,603	978,919	844,491	915,610
Adoption of new accounting standards AASB15 and AASB16	-	(24,560)	-	(24,560)
Adoption of new accounting standard AASB1059	-	(49,873)	-	(49,873)
Net result for the period	(48,808)	26,595	(52,780)	3,400
Non controlling interest	87	(844)	-	-
Transfer to UOWCHK Ltd reserve	(7,084)	(17,548)	-	-
Actuarial changes for defined benefit schemes	(428)	(86)	(428)	(86)
<b>Retained earnings at end of the financial year</b>	<b>856,370</b>	<b>912,603</b>	<b>791,283</b>	<b>844,491</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(c) Nature and purpose of reserves****(i) Asset revaluation reserve**

When an existing asset is used in a service concession arrangement, such an asset is reclassified as a service concession asset and measured at current replacement cost at the date of reclassification. At the date of reclassification, where there is a difference between the carrying amount of the asset and its fair value (current replacement cost) the difference is accounted for as a revaluation of the asset and recognised in other comprehensive income and accumulated in the asset revaluation reserve.

**(ii) 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.

**(iii) 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 41.

**35 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 C McLoughlin (Chancellor) (Commenced on 1 October 2020)

Ms J Broadbent AO (Chancellor) (Resigned on 30 September 2020)

Professor P Wellings CBE (Vice-Chancellor)

Dr E Magassy (Deputy Chancellor)

Mr R Ryan (Deputy Chancellor)

Mr P Ell

Mr D Groves

Ms N Murray

Ms N Nankivell

Mr Y Ruan (Resigned on 15 June 2020)

Professor N Seuffert

Mr W Shanks

Mr Z Todorcevski (Resigned on 15 January 2020)

Professor W Vialle (Resigned on 30 June 2020)

Associate Professor R Vickers (Resigned on 1 December 2020)

Ms M Watson

Mr G West

Dr B Evans (Commenced on 21 February 2020)

Dr A Lucas (Commenced on 11 December 2020)

Ms L Rodger (Commenced on 1 January 2020)

Professor G Rose (Commenced on 1 July 2020)

Mr D Havyatt (Commenced on 14 August 2020)

Professor J Chicharo OM

Professor A Frino

Professor A Jones

Professor J L. Martin AC

Professor T Farrell

Mr D Israel

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

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

	Consolidated				Parent entity			
	2020 Male	2020 Female	2019 Male	2019 Female	2020 Male	2020 Female	2019 Male	2019 Female
<b>Remuneration of Council Members</b>								
Nil to \$9,999	8	7	7	7	8	7	7	7
\$10,000 to \$19,999	-	-	-	1	-	-	-	1
\$20,000 to \$29,999	-	-	1	-	-	-	1	-
\$170,000 to \$179,999	-	-	-	1	-	-	-	1
\$190,000 to \$199,999	-	1	-	-	-	1	-	-
\$220,000 to \$229,999	-	-	1	-	-	-	1	-
\$230,000 to \$239,999	1	1	-	-	1	1	-	-
\$240,000 to \$249,999	-	-	-	1	-	-	-	1
\$250,000 to \$259,999	-	1	-	-	-	1	-	-
\$270,000 to \$279,999	1	-	-	-	1	-	-	-

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

Remuneration of Executive Officers	Consolidated						Parent entity					
	2020		2019		2020		2019		2020		2019	
	SOORT Remuneration Band	2020 Male	2020 Female	SOORT Remuneration Band	2019 Male	2019 Female	SOORT Remuneration Band	2020 Male	2020 Female	SOORT Remuneration Band	2019 Male	2019 Female
\$340,000 to \$349,999	-	-	-	Band 2	1	-	-	-	-	-	1	-
\$380,000 to \$389,999	-	-	-	Band 3	-	1	-	-	-	-	-	1
\$400,000 to \$409,999	-	-	-	Band 3	-	1	-	-	-	-	-	1
\$430,000 to \$439,999	-	-	-	Band 3	1	-	-	-	-	-	1	-
\$510,000 to \$519,999	-	-	-	-	-	-	-	-	-	-	-	-
\$520,000 to \$529,999	Band 4	-	1	Band 4	1	-	Band 4	-	1	Band 4	1	-
\$530,000 to \$539,999	Band 4	2	1	Band 4	-	1	Band 4	2	1	Band 4	-	1
\$540,000 to \$549,999	-	-	-	Band 4	1	-	-	-	-	Band 4	1	-
\$550,000 to \$559,999	Band 4	2	-	-	-	-	Band 4	2	-	-	-	-
\$690,000 to \$699,999	-	-	-	Over Band 4	1	-	-	-	-	Over Band 4	1	-
\$970,000 to \$979,999	-	-	-	Over Band 4	1	-	-	-	-	Over Band 4	1	-
\$980,000 to \$989,999	Over Band 4	1	-	-	-	-	Over Band 4	1	-	-	-	-

The average remuneration of Executive Officers in 2020 was \$0.603m (2019: \$0.579m). This represented 0.90% of 2020 employee related expenses (2019: 1.09%). 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 2020

**(c) Key management personnel compensation**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Short-term employee benefits	4,517	4,647	4,517	4,647
Post-employment benefits	914	852	914	852
Termination benefits	-	17	-	17
<b>Total key management personnel compensation</b>	<b>5,431</b>	<b>5,516</b>	<b>5,431</b>	<b>5,516</b>

**36 Remuneration of Auditors**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Remuneration of the auditor The Audit Office of NSW, for:)				
- auditing or reviewing the financial statements	635	641	275	244
Remuneration of other auditors of subsidiaries for:				
- auditing or reviewing the financial statements of subsidiaries	-	10	-	-
<b>Total</b>	<b>635</b>	<b>651</b>	<b>275</b>	<b>244</b>

**37 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

Nature of risks in unconsolidated structured entities

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

	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
<b>Assets</b>			
Cash	4,451	Cash	2,225
Accounts receivable	151	Accounts receivable	75
Term deposit	1,500	Term deposit	750
<b>Liabilities</b>			
Trade and other payables	(1,419)	Trade and other payables	(709)
Other liabilities	(1,151)	Other liabilities	(576)
<b>Net Assets</b>	<b>3,532</b>		<b>1,765</b>

**Financial support for unconsolidated structured entities**

The University provides services and facilities to IHMRI under contractual arrangements.

**38 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.

**39 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 42.

**(c) Key management personnel**

Disclosures relating to directors and specified executives are set out in note 35.

**(d) Loans to/from related parties**

		2020 000 \$	2019 000 \$
<b>Loans to subsidiaries</b>			
Beginning of the year	27	14,132	-
Loans advanced	27	15,000	13,955
Interest charged		665	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 2020

	2020 000 \$	2019 000 \$
<b>Sale of goods and services</b>		
Rent from subsidiaries	2,404	1,699
Contributions for library services	640	429
Contribution to teaching expenses	482	1,266
Administration support	2,131	1,544
<b>Purchase of goods</b>		
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:

	2020 000 \$	2019 000 \$
Current receivables (sale of goods and services)		
Subsidiaries	2,712	2,212
<b>Total current receivables</b>	<b>2,712</b>	<b>2,212</b>
Current payables (purchase of goods and services)		
Commonly controlled entities	1,912	255
<b>Total current payables</b>	<b>1,912</b>	<b>255</b>

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.

**40 Commitments****(a) Capital commitments**

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

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Property, plant and equipment</b>				
Within one year	394	34,085	394	34,085
Between one year and five years	49	7,926	49	7,926
<b>Total PPE commitments</b>	<b>443</b>	<b>42,011</b>	<b>443</b>	<b>42,011</b>

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 \$0.44m.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(b) Other commitments**

**Service concession liabilities**

Commitments under the PPP arrangement as required under AASB1059 are \$1.09m (2019: \$1.12m)

Refer to notes 1(j), 13, 15, 23, 32 and 47 for further details of the accounting policy relating to, and the impact of, service concession arrangements for the Group.

**41 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 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. Any subsequent changes in fair value of the forwards have been recognised in profit and loss. Management have determined that the fair value of the forwards has not materially changed at 31 December 2020.

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 2020 management estimates that these options do not have a fair value (2019 nil).

During 2020, the Group finalised the fair value of the assets and liabilities acquired. The adjustments made in finalising fair values primarily related to the recognition of intangible assets separately from goodwill and an adjustment to the fair value of the Right of Use Assets. As of 31 December 2020 the purchase price accounting is final.

	2019 000 \$
Outflow of cash to acquire subsidiaries, net of cash acquired	
Cash consideration	13,599
Less: Cash balance acquired	(1,105)
<b>Outflow of cash</b>	<b>12,494</b>

**(b) Statement of Financial Position**

The assets and liabilities arising from the acquisition are as follows:

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

	Provisional 000 \$	Fair value adjustments 000 \$	Final 000 \$
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	2,104	11,232
Licence	-	1,194	1,194
Brand	-	1,458	1,458
Student Roster	-	1,892	1,892
Trade and other payables	(8,968)	-	(8,968)
Lease liabilities	(11,231)	-	(11,231)
Other liabilities	(2,246)	-	(2,246)
Net assets	4,320	6,648	10,968
Non-controlling interests	(1,539)	(2,316)	(3,855)
<b>Net identifiable assets acquired</b>	<b>2,781</b>	<b>4,332</b>	<b>7,113</b>
Goodwill arising on acquisition	10,818	(4,332)	6,486

**(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.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**42 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	
		2020 %	2019 %
UOWGE Ltd (a)	Australia	100.00	100.00
UOWD Ltd	Australia	100.00	100.00
UOWC Ltd	Australia	100.00	100.00
UOW Pulse 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	100.00
UOWM Sdn. Bhd.	Malaysia	100.00	100.00
UOW Malaysia KDU University College Sdn. Bhd.	Malaysia	65.00	65.00
UOW Malaysia KDU College Sdn. Bhd.	Malaysia	70.00	70.00
UOW Malaysia KDU Penang University College Sdn. Bhd.	Malaysia	65.00	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 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

- On 1st July 2015 UOWD acquired a controlling interest of the Community College of City University Ltd and the CCCU Deed of Trust.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(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 2020 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 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.

**43 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.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**44 Events occurring after the reporting date**

The spread of COVID-19 (coronavirus) in early 2020 continues 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. As a result the University will continue to suffer a decrease to enrolments of international students onshore within Australia. The loss of revenue from international onshore students is expected to be approximately \$80-90m lower than 2019 (prior to the pandemic). The University has responded by implementing a number of measures to mitigate the impact.

On 16th September 2020 the University notified the partner in its student accommodation project that the University will exercise its contractual right to voluntarily terminate the agreement. The termination is effective on the 18 January 2021. The effect of the termination will require the University to acquire the debt and equity in the project in accordance with the project deed. Determining the value of the termination is subject to the project deed and independent market valuation which was not finalised as at reporting date. On 18 January 2021 all accommodation assets, including those constructed under the agreement, will revert to the University, in addition to all revenues and expenses associated with the student accommodation assets. As at the reporting date the arrangement has been accounted for under AASB1059.

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.

**45 Reconciliation of net result after income tax to net cash provided by / (used in) operating activities**

	Consolidated		Parent entity	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
Net Result for the period	(48,808)	26,595	(52,780)	3,400
Depreciation and amortisation	90,123	69,110	63,134	54,695
Fair value gains on other financial assets at fair value through profit or loss	(3,004)	(50,728)	7,046	(23,586)
Net exchange differences	7,773	-	101	(10)
Non cash retirement benefits expense	(428)	(86)	(428)	(86)
Net gain on disposal of property plant and equipment	103	(546)	106	487
Investment revenue and income	(5,546)	(13,210)	(4,182)	(9,211)
Other Non cash reserve movements	1,962	-	-	-
Adjustment for opening balance - Make good Provision	-	673	-	673
AASB1059 Interest payment	2,738	1,928	2,738	1,928
AASB16 Interest payment	4,161	3,671	1,500	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	6,498	(36,069)	(9,892)	(46,078)
(Increase) / decrease in inventories	476	354	84	31
(Increase) / decrease in prepayments	(45)	(233)	1,601	(4,724)
(Increase) / decrease in accrued income	(482)	(1,512)	2,210	(914)
(Increase) / decrease in other operating assets	(744)	(3,033)	14,122	14,186
(Decrease) / increase in revenue in advance	(17,897)	5,969	(19,988)	5,361
Increase / (decrease) in trade creditors	(9,721)	16,724	(6,291)	8,682
Increase / (decrease) in other operating liabilities	5,562	3,665	8,342	(178)
Increase / (decrease) in provision for income taxes payable	1,931	725	-	-
Increase / (decrease) in provision for deferred tax liabilities	1,650	(3,266)	-	-
Increase / (decrease) in other provisions	(19,503)	42,592	(18,194)	39,674
<b>Net cash provided by / (used in) operating activities</b>	<b>16,799</b>	<b>67,443</b>	<b>(10,771)</b>	<b>49,746</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**46 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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**31 December 2020**

	Interest rate risk			Foreign exchange risk			Other price risk		
	-1%	+1%		-10%	+10%		-10%	+10%	
Carrying amount	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result
\$	000	000	000	000	000	000	000	000	000
<b>Financial assets</b>									
Cash and Cash Equivalents - at bank	662,693	(6,627)	6,627	(102)	102	102	-	-	-
Receivables	29,201	-	-	(137)	137	137	-	-	-
Non-current other financial assets at fair value through profit or loss	117,705	-	-	-	-	-	(11,771)	-	11,771
Current other financial assets at fair value through profit or loss	186,657	(1,867)	1,867	-	-	-	-	-	-
<b>Financial liabilities</b>									
Payables	59,567	-	-	-	-	-	-	-	-
Borrowings	797,954	-	-	-	-	-	-	-	-
Other financial liabilities	273,755	-	-	-	-	-	-	-	-
Total increase/(decrease)	(8,494)	(8,494)	8,494	(239)	(239)	239	(11,771)	-	11,771

**31 December 2019**

	Interest rate risk			Foreign exchange risk			Other price risk		
	-1%	+1%		-10%	+10%		-10%	+10%	
Carrying amount	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result
\$	000	000	000	000	000	000	000	000	000
<b>Financial assets</b>									
Cash and Cash Equivalents - at bank	144,049	(1,440)	1,440	(112)	112	112	-	-	-
Receivables	28,495	-	-	(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	-	-	-	-	-	-
<b>Financial liabilities</b>									
Payables	69,295	-	-	-	-	-	-	-	-
Borrowings	439,407	-	-	-	-	-	-	-	-
Other financial liabilities	276,490	-	-	-	-	-	-	-	-
Total increase/(decrease)	(2,123)	(2,123)	2,123	(171)	(171)	171	(59,424)	-	59,424

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(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 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 47(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 2020 and 2019 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 \$639 million (2019: \$125 million) and deposits at call of \$187 million (2019: \$68 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:



**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**47 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	
		2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Consolidated</b>					
<b>Financial assets</b>					
Cash and cash equivalents	18	662,693	144,049	662,693	144,049
Receivables	19	389,625	395,641	28,495	34,089
<b>Other financial assets</b>					
Current other financial assets at fair value through profit or loss	21	186,657	68,253	186,657	68,253
Non-current other financial assets at fair value through profit or loss	21	117,705	594,243	117,705	594,243
<b>Total financial assets</b>		<b>1,356,680</b>	<b>1,202,186</b>	<b>995,550</b>	<b>840,634</b>
<b>Financial liabilities</b>					
Payables	27	59,567	69,290	59,567	69,290
Borrowings	28	724,262	391,288	797,954	439,407
Other financial liabilities	32	273,528	270,790	273,528	270,790
Other Liabilities	33	227	1,207	227	1,207
<b>Total financial liabilities</b>		<b>1,331,112</b>	<b>1,003,365</b>	<b>1,131,276</b>	<b>780,694</b>
<b>Parent entity</b>					
<b>Financial assets</b>					
Cash and cash equivalents	18	576,666	24,822	576,666	24,822
Receivables	19	408,917	401,235	29,201	48,493
Current other financial assets at fair value through profit or loss	21	162,013	68,253	162,013	68,253
Non-current other financial assets at fair value through profit or loss	21	878	388,479	878	388,479
<b>Total financial assets</b>		<b>1,148,474</b>	<b>882,789</b>	<b>768,758</b>	<b>530,047</b>
<b>Financial Liabilities</b>					
Payables	27	40,186	46,475	40,186	46,475
Borrowings	28	617,765	280,209	691,457	328,328
Other financial liabilities	32	273,528	270,790	273,528	270,790
Other Liabilities	33	227	1,207	227	1,207
<b>Total financial liabilities</b>		<b>1,205,234</b>	<b>869,471</b>	<b>1,005,398</b>	<b>646,800</b>

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For the Year Ended 31 December 2020

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 2020, 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.

**Other**

- 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 2020.

**Fair value measurements at 31 December 2020**

		2020 000 \$	Level 1 000 \$	Level 2 000 \$	Level 3 000 \$
<b>Consolidated</b>	<b>Note</b>				
<b>Recurring fair value measurements</b>					
<b>Financial assets</b>					
Non-current other financial assets at fair value through profit or loss	21	68,321	-	68,321	-
Equity securities	21	49,384	-	49,384	-
Total financial assets		117,705	-	117,705	-
		2020 000 \$	Level 1 000 \$	Level 2 000 \$	Level 3 000 \$
<b>Parent entity</b>	<b>Note</b>				
<b>Recurring fair value measurements</b>					
<b>Financial assets</b>					
Non-current other financial assets at fair value through profit or loss	21	878	-	878	-
Total financial assets		878	-	878	-

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**Fair value measurements at 31 December 2019**

		2019 000 \$	Level 1 000 \$	Level 2 000 \$	Level 3 000 \$
<b>Consolidated</b>	<b>Note</b>				
<b>Recurring fair value measurements</b>					
<b>Financial assets</b>					
Non-current other financial assets at fair value through profit or loss	21	553,223	-	553,223	-
Equity securities	21	41,020	-	41,020	-
Total financial assets		594,243	-	594,243	-
<b>Parent entity</b>					
Non-current other financial assets at fair value through profit or loss	21	387,711	-	387,711	-
Total financial assets		387,711	-	387,711	-

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.

**(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.

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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.

**48 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 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)

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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 &amp; 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 \$1.19 million (2019: \$1.27 million) to the defined benefit plan during the next financial year.

The weighted average duration of the defined benefit obligation is 10.9 years (2019: 10.9 years). The expected maturity analysis of undiscounted benefit payments is as follows:

	Less than 1 year 000 \$	Between 1 and 2 years 000 \$	Between 2 and 5 years 000 \$	Over 5 years 000 \$	Total 000 \$
Defined benefit obligations - 31 December 2020	22,112	21,541	61,352	289,063	394,068
Defined benefit obligations - 31 December 2019	22,332	22,507	63,812	311,142	419,793

**(a) Categories of plan assets**

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

	2020 (%)		2019 (%)	
	Active Market	No Active Market	Active Market	No Active Market
Cash and Cash Equivalents	4.14	5.34	4.60	4.29
Equity instruments	50.98	1.21	45.60	5.44
Debt instruments	0.10	6.44	1.87	7.77
Property	1.71	6.57	1.83	6.51
Other	-	23.51	0.05	22.04
<b>Total</b>	<b>56.93</b>	<b>43.07</b>	53.95	46.05

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

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

	2020 %	2019 %
Discount rate(s)	0.97	1.37
Expected rate(s) of salary increase	2.36	3.20
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	0.50%	Decrease by 5.36%	Increase by 5.89%
Discount rate - PSF	0.50%	Decrease by 3.54%	Increase by 3.75%
Salary growth rate - SASS, SANCS & SSS	0.50%	Increase by 0.22%	Decrease by 0.21%
Salary growth rate - PSF	0.50%	Increase by 3.46%	Decrease by 3.30%

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.

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

Amounts recognised in the statement of financial position - 2020	Note	000 \$	000 \$	000 \$	000 \$	000 \$
		SASS	SANCS	SSS	PSF	Total
<b>Liabilities</b>						
Provision for deferred government benefits for superannuation		6,730	5,132	347,737	1,118	360,717
<b>Total liabilities</b>		<b>6,730</b>	<b>5,132</b>	<b>347,737</b>	<b>1,118</b>	<b>360,717</b>
<b>Assets</b>						
Receivable for deferred government benefit for superannuation		6,730	5,132	347,737	-	359,599
<b>Net liability recognised in the statement of financial position</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>1,118</b>	<b>1,118</b>
Net liability reconciliation - 2020	Note	000 \$	000 \$	000 \$	000 \$	000 \$
Defined benefit obligation		35,114	5,566	355,433	3,670	399,783
Fair value of plan assets		(28,384)	(434)	(7,696)	(2,552)	(39,066)
<b>Net liability</b>	30	<b>6,730</b>	<b>5,132</b>	<b>347,737</b>	<b>1,118</b>	<b>360,717</b>
Reimbursement right	19	(6,730)	(5,132)	(347,737)	-	(359,599)
<b>Total net liability/(asset)</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>1,118</b>	<b>1,118</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

		000 \$	000 \$	000 \$	000 \$	000 \$
	Note	SASS	SANCS	SSS	PSF	Total
<b>Reimbursement rights - 2020</b>						
Opening value of reimbursement right		(1,954)	6,311	357,753	-	362,110
Remeasurements		8,684	(1,179)	(10,016)	-	(2,511)
<b>Closing value of reimbursement right</b>	19	<b>6,730</b>	<b>5,132</b>	<b>347,737</b>	<b>-</b>	<b>359,599</b>

		000 \$	000 \$	000 \$	000 \$	000 \$
	Note	SASS	SANCS	SSS	PSF	Total
<b>Present value of obligation - 2020</b>						
Opening defined benefit obligation		37,548	6,229	367,870	3,646	415,293
Current service cost		671	192	-	167	1,030
Interest expense		490	79	4,922	19	5,510
		<b>38,709</b>	<b>6,500</b>	<b>372,792</b>	<b>3,832</b>	<b>421,833</b>
<b>Remeasurements</b>						
Actuarial losses/(gains) arising from changes in demographic assumptions		-	-	-	-	-
Actuarial losses/(gains) arising from changes in financial assumptions		(394)	(96)	3,861	179	3,550
Experience (gains)/losses		2,347	(278)	(7,659)	229	(5,361)
		<b>1,953</b>	<b>(374)</b>	<b>(3,798)</b>	<b>408</b>	<b>(1,811)</b>
<b>Contributions</b>						
Plan participants		427	-	79	-	506
<b>Payments from plan</b>						
Benefits paid		(5,815)	(1,066)	(14,299)	(570)	(21,750)
Taxes, premiums & expenses paid		(160)	506	659	-	1,005
		<b>(5,975)</b>	<b>(560)</b>	<b>(13,640)</b>	<b>(570)</b>	<b>(20,745)</b>
<b>Closing defined benefit obligation</b>		<b>35,114</b>	<b>5,566</b>	<b>355,433</b>	<b>3,670</b>	<b>399,783</b>

		000 \$	000 \$	000 \$	000 \$	000 \$
	Note	SASS	SANCS	SSS	PSF	Total
<b>Present value of plan assets - 2020</b>						
Opening fair value of plan assets		39,502	(82)	10,117	2,797	52,334
Interest (income)		475	-	96	34	605
		<b>39,977</b>	<b>(82)</b>	<b>10,213</b>	<b>2,831</b>	<b>52,939</b>
<b>Remeasurements</b>						
Return on plan assets, excluding amounts included in net interest expense		(70)	(1)	(28)	(18)	(117)
		<b>(70)</b>	<b>(1)</b>	<b>(28)</b>	<b>(18)</b>	<b>(117)</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**Contributions**

Employers	(5,975)	1,077	11,072	310	6,484
Plan participants	427	-	79	-	506
	(5,548)	1,077	11,151	310	6,990
<b>Payments from plan</b>					
Benefits paid	(5,815)	(1,066)	(14,299)	(571)	(21,751)
Taxes, premiums & expenses paid	(160)	506	659	-	1,005
	(5,975)	(560)	(13,640)	(571)	(20,746)
<b>Closing fair value of plans assets</b>	<b>28,384</b>	<b>434</b>	<b>7,696</b>	<b>2,552</b>	<b>39,066</b>

	Note	000 \$ SASS	000 \$ SANCS	000 \$ SSS	000 \$ PSF	000 \$ Total
<b>Amounts recognised in the statement of financial position - 2019</b>						
<b>Liabilities</b>						
Provision for deferred government benefits for superannuation		(1,954)	6,311	357,753	849	362,959
<b>Total liabilities</b>		(1,954)	6,311	357,753	849	362,959
<b>Assets</b>						
Receivable for deferred government benefit for superannuation		(1,954)	6,311	357,753	-	362,110
<b>Net liability recognised in the statement of financial position</b>		-	-	-	849	849

	Note	000 \$ SASS	000 \$ SANCS	000 \$ SSS	000 \$ PSF	000 \$ Total
<b>Net liability reconciliation - 2019</b>						
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)
<b>Net liability</b>	30	(1,954)	6,311	357,753	849	362,959
Reimbursement right	19	1,954	(6,311)	(357,753)	-	(362,110)
<b>Total net liability/(asset)</b>		-	-	-	849	849

	Note	000 \$ SASS	000 \$ SANCS	000 \$ SSS	000 \$ PSF	000 \$ Total
<b>Reimbursement rights - 2019</b>						
Opening value of reimbursement right		(3,194)	6,865	322,767	-	326,438
Remeasurements		1,240	(554)	34,986	-	35,672
<b>Closing value of reimbursement right</b>	19	(1,954)	6,311	357,753	-	362,110

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

	Note	000 \$ SASS	000 \$ SANCS	000 \$ SSS	000 \$ PSF	000 \$ Total
<b>Present value of obligation - 2019</b>						
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
<b>Remeasurements</b>						
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
<b>Contributions</b>						
Plan participants		458	-	121	-	579
		458	-	121	-	579
<b>Payments from plan</b>						
Benefits paid		(6,504)	(888)	(16,048)	(610)	(24,050)
Taxes, premiums and expenses paid		(205)	168	1,843	-	1,806
		(6,709)	(720)	(14,205)	(610)	(22,244)
<b>Closing defined benefit obligation</b>		<b>37,548</b>	<b>6,229</b>	<b>367,870</b>	<b>3,646</b>	<b>415,293</b>
<b>Present value of plan assets - 2019</b>						
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
<b>Remeasurements</b>						
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
<b>Contributions</b>						
Employers		629	900	(247)	269	1,551
Plan participants		458	-	121	-	579
		1,087	900	(126)	269	2,130
<b>Payments from plan</b>						
Benefits paid		(6,504)	(888)	(16,048)	(610)	(24,050)
Taxes, premiums and expenses paid		(205)	168	1,843	-	1,806
		(6,709)	(720)	(14,205)	(610)	(22,244)
<b>Closing fair value of plans assets</b>		<b>39,502</b>	<b>(82)</b>	<b>10,117</b>	<b>2,797</b>	<b>52,334</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(d) Amounts recognised in other statements****Amounts recognised in the Income Statement - 2020**

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.

Amounts recognised in the Income Statement - 2020	Note	000	000	000	000	000
		\$ SASS	\$ SANCS	\$ SSS	\$ PSF	\$ Total
Current service cost		-	-	-	167	167
Interest income		-	-	-	(16)	(16)
<b>Total expense recognised in the Income Statement</b>	12	-	-	-	151	151

**Amounts recognised in other comprehensive income - 2020**

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 34).

Remeasurements	Note	000	000	000	000	000
		\$ SASS	\$ SANCS	\$ SSS	\$ PSF	\$ Total
Actuarial losses (gains) arising from experience adjustments		-	--		428	428
<b>Total remeasurements in OCI</b>		-	--		428	428

**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 . The amounts are included in the Income Statement.

Amounts recognised in the Income Statement - 2019	Note	000	000	000	000	000
		\$ SASS	\$ SANCS	\$ SSS	\$ PSF	\$ Total
Current service cost		-	-	-	212	212
Interest expense		-	-	-	8	8
<b>Total expense recognised in the Income Statement</b>	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 . The amounts are included in retained earnings (note 34).

Remeasurements	Note	000	000	000	000	000
		\$ SASS	\$ SANCS	\$ SSS	\$ PSF	\$ Total
Actuarial losses (gains) arising from experience adjustments		-	-	-	86	86
<b>Total remeasurements in OCI</b>		-	-	-	86	86

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**49 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	
	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019
	000	000	000	000	000	000	000	000	000	000
<b>Parent Entity (University) Only</b>										
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program)	153,590	150,698	2,032	2,127	2,947	3,078	240	229	158,809	156,132
Net accrual adjustments	3,014	(3,213)	-	-	-	-	-	-	3,014	(3,213)
Revenue for the period	156,604	147,485	2,032	2,127	2,947	3,078	240	229	161,823	152,919
Surplus/(deficit) from the previous year	-	-	104	45	233	766	-	-	337	811
Total revenue including accrued revenue	156,604	147,485	2,136	2,172	3,180	3,844	240	229	162,160	153,730
Less expenses including accrued expenses	(150,576)	(147,485)	(1,693)	(2,068)	(3,088)	(3,611)	(240)	(229)	(155,597)	(153,393)
Surplus/(deficit) for reporting period	6,028	-	443	104	92	233	-	-	6,563	337

#1 Includes the basic CGS grant amount, CGS – Regional Loading, CGS – Enabling Loading, CGS – Medical Student 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 #2		SA-HELP		Total	
	2020	2019	2020	2019	2020	2019	2020	2019
	000	000	000	000	000	000	000	000
<b>Parent Entity (University) Only</b>								
Cash Payable/(Receivable) at the beginning of the year	-	-	(111)	-	291	-	180	-
Financial assistance received in Cash during the reporting period	108,874	104,888	5,666	5,425	3,530	3,386	118,070	113,699
Cash available for period	108,874	104,888	5,555	5,425	3,821	3,386	118,250	113,699
Revenue earned	107,731	104,888	5,803	5,536	3,704	3,095	117,238	113,519
Cash Payable/(Receivable) at end of year	1,143	-	(248)	(111)	117	291	1,012	180

4(b)

#2 VET Student Loan Program is not required to be acquitted here.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(c) Department of Education and Training Research #3****Parent Entity (University) Only**

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

	Research Training Program		Research Support Program		Other		Total	
	2020	2019	2020	2019	2020	2019	2020	2019
Revenue for the period	23,693	22,841	15,737	14,855	1,000	-	40,430	37,696
Surplus/(deficit) from the previous year	1,428	914	-	-	-	-	1,428	914
Total revenue including accrued revenue	25,121	23,755	15,737	14,855	1,000	-	41,858	38,610
Less expenses including accrued expenses	(22,908)	(22,327)	(15,737)	(14,855)	(696)	-	(39,341)	(37,182)
Surplus/(deficit) for reporting period	2,213	1,428	-	-	304	-	2,517	1,428

4(c)

#3 The reported surplus for Research Training Program of \$1,428 million for 2020 are expected to be rolled over for future use by the Group.

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(d) Total Higher Education Provider Research Training Program expenditure #4**

	Total domestic students 000 \$	Total overseas students 000 \$
Research Training Program Fees offsets	16,630	-
Research Training Program Stipends	6,278	-
<b>Total for all types of support#5</b>	<b>22,908</b>	<b>-</b>

#4 Please refer to the Commonwealth Scholarship Guidelines for expenditure definitions for the Research Training Program.

#5 The total for all types of support domestic and overseas students is expected to match the Research Training Program expenses, including accrued expenses, at row F of note 49(c) in respect to the 2020 year.

**(e) Other Capital Funding**

	Linkage Infrastructure, Equipment and Facilities Grant		Total	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
<b>Parent Entity (University) Only</b>				
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program)	246	-	246	-
Net accrual adjustments	96	-	96	-
Revenue for the period	342	-	342	-
Surplus/(deficit) from the previous year	(3,382)	(3,113)	(3,382)	(3,113)
Total revenue including accrued revenue	(3,040)	(3,113)	(3,040)	(3,113)
Less expenses including accrued expenses	(148)	(269)	(148)	(269)
Surplus/(deficit) for reporting period	<b>(3,188)</b>	<b>(3,382)</b>	<b>(3,188)</b>	<b>(3,382)</b>

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(f) 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

	Discovery		Linkages		Networks and Centres		Total	
	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$	2020 000 \$	2019 000 \$
	10,398	10,378	3,348	2,684	9,200	8,985	22,946	22,047
	(3,042)	(708)	(390)	981	387	(953)	(3,045)	(680)
	7,356	9,670	2,958	3,665	9,587	8,032	19,901	21,367
	1,939	2,485	(305)	246	3,235	4,018	4,869	6,749
	9,295	12,155	2,653	3,911	12,822	12,050	24,770	28,116
	(8,664)	(10,216)	(4,796)	(4,216)	(9,310)	(8,815)	(22,770)	(23,247)
	631	1,939	(2,143)	(305)	3,512	3,235	2,000	4,869

4(e)

**NOTES TO THE FINANCIAL STATEMENTS**

For the Year Ended 31 December 2020

**(g) OS-HELP**

	2020 000 \$	2019 000 \$
<b>Parent Entity (University) Only</b>		
Cash received during the reporting period	3,948	3,016
Cash spent during the reporting period	(404)	(2,915)
Net cash received	3,544	101
Cash surplus/(deficit) from the previous period	(543)	(644)
Cash surplus/(deficit) for reporting period	27 <b>3,001</b>	<b>(543)</b>

**(h) Higher Education Superannuation Program**

	2020 000 \$	2019 000 \$
<b>Parent Entity (University) Only</b>		
Cash received during the reporting period	3,979	-
University contribution in respect of current employees	(3,400)	-
Cash available for current period	579	-
Cash surplus/(deficit) this period	579	-

**(i) Student Services and Amenities Fee**

	2020 000 \$	2019 000 \$
<b>Parent Entity (University) Only</b>		
Unspent/(overspent) revenue from previous period	(437)	(443)
SA-HELP revenue earned	4(b) <b>3,704</b>	3,095
Student Services and Amenities Fees direct from Students	6 <b>1,297</b>	2,747
Total revenue expendable in period	<b>4,564</b>	5,399
Student services expenses during period	<b>(2,087)</b>	(5,836)
Unspent/(overspent) student services revenue	<b>2,477</b>	(437)

END OF AUDITED FINANCIAL STATEMENTS



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