

ANNUAL REPORT



THE UNIVERSITY OF
NEWCASTLE
AUSTRALIA



The University of Newcastle
Report of Operations 2018

NEWCASTLE.EDU.AU

REPORT OBJECTIVES

This Annual Report provides information for Government, students, staff and the local and international communities we support. The Report summarises The University of Newcastle's achievements in 2018 and outlines our financial position as at 31 December 2018. It reviews activity against our strategic objectives and highlights key milestones reached and immediate priorities for 2019.

Our Annual Report is also available on our website at: newcastle.edu.au/about-uon/our-university/annual-report

LETTER OF SUBMISSION

On behalf of the University, we submit our Annual Report for presentation to Parliament, following a resolution of the Council on 29 March 2019. The Annual Report has been prepared in accordance with relevant legislation including the *Annual Reports (Statutory Bodies) Act 1984* and the *Public Finance and Audit Act 1983 (NSW)*.



Mr P.E. (Paul) Jeans
Chancellor



Professor Alex Zelinsky AO
Vice-Chancellor and President

TRADITIONAL OWNERS

We acknowledge and respect the Awabakal, Darkinjung and Birapai peoples, traditional custodians of the lands where our main campuses are located.

COVER PHOTO

Associate Professor Kym Rae founded the Gomeri gaaynggal project, a long-term study of Indigenous babies' and mothers' health starting before birth and continuing for years into a child's development, to ensure better outcomes. The Arts Health Program is another of Kym's projects, providing a culturally safe place to transfer knowledge from Elders and health professionals alike. This new approach sees the past inform the present, and the future preserve the past.

RANKED 214

in the world¹

TOP 200

10 subjects ranked
in the top 200 globally²

TOP 8

in Australia for research
'well-above world standard'³

OVER 90%

of our research is 'at' or
'above world standard'³

TOP 9

in Australia for research income
(HERDC), \$100.8M in total⁴



LIBRARY

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PART 1

OVERVIEW

“ The University has made significant progress in its fifty-three year history. As we plan for the future, we will work to maintain our positive local and global presence and to provide our talented students with an enabling and challenging education experience.”



THE UNIVERSITY OF NEWCASTLE BY NUMBERS



No.1

university in Australia for
Innovation Connections for
'industry collaboration'¹



7,721

international
enrolments from
over 114 countries²



300+

industry partners



40 YEARS OF MEDICINE

2,521

postgraduate students
by coursework

1,428

postgraduate students
by research

\$90K

median salary
for postgraduate
employment⁴



ALTERNATIVE ENTRY PROGRAMS

largest provider of
alternate entry programs
in Australia



WGEA

Employer of Choice
for Gender Equality,
4 years in a row

1. League table 2017, Innovation Connections program, AusIndustry. 2. UON Data Warehouse 7 February 2019 3. Overall Employment - postgraduate coursework Graduate Destination Survey 2018, Graduate Outcomes Survey 2018 (qilt.edunz.govt.nz) 4. UON Data Warehouse 7 February 2019 5. 2019 Good Universities Guide 6. UON Data Warehouse, as at 7 February 2019 7. EXcellence in Research Australia, 2015 8. UON Data Warehouse 7 February 2019



FIVE FACULTIES

Engineering and Built Environment,
Health and Medicine,
Science, Business and Law and
Education and Arts



5-STAR

maximum rating for overall experience
and social equity⁵

37,677

students from more
than 114 nations
educated and supported
by 2,680 staff⁶



95%+

postgraduate
employment rate³



TOP 8

in Australia for research 'well
above world standard'⁷

142,000

alumni based in
145 countries across the globe

OVER 1,000

Indigenous enrolments -
the University of Newcastle
being the first Australian university
to achieve this⁸



VICE-CHANCELLOR AND PRESIDENT PROFESSOR ALEX ZELINSKY AO AND CHANCELLOR MR P.E. (PAUL) JEANS

CHANCELLOR'S AND VICE-CHANCELLOR'S MESSAGE

“We work to support students, at every level of study and from all backgrounds, to achieve and to make a real contribution to society.”

This report provides an opportunity to reflect on a significant year for The University of Newcastle. We have operated in an environment that is increasingly global, complex and competitive with technological change and constrained resourcing. Despite an uncertain environment, 2018 was a year of growth and planning for the future.

This year marked a change in leadership with Professor Caroline McMillen departing and the appointment of Professor Alex Zelinsky AO, our eighth Vice-Chancellor and President. Caroline's contribution to the University during her seven-year tenure is celebrated within the body of this Report (see page 13).

Professor Zelinsky's appointment marks an important juncture in the history of the institution, and highlights our readiness to continually renew ourselves, to provide relevant, student-centred education for our students, and deliver world-class research with positive community and commercial outcomes.

The financial performance of the University in 2018 remained strong and we continued to strategically invest so that our students and staff can excel. This year, we strengthened our approach to responsible investment, including the consideration of environmental, social and governance (ESG) issues in our portfolios, while meeting core investment requirements such as risk and return.

The University is home to some of the world's best thinkers who, through inter-disciplinary research, are addressing the major challenges of our time. Our research is enriching our student experience and changing lives, with trailblazers like Professor Darren Shafren, whose research into the common cold virus has led to a major cancer treatment breakthrough and one of the largest biotech acquisitions in Australian history.¹ Our Quality Teaching Rounds (QTR) program, designed by Laureate Professor Jenny Gore, Dr Julie Bowe and colleagues, continues to support teaching quality and positive student interactions in the classroom. A \$16.4 million grant from the Paul Ramsay Foundation (the largest philanthropic investment for research in the University's history), will allow the QTR team, the Paul Ramsay Foundation and the NSW Department of Education to expand the program to cater for an additional 30,000 Australian teachers over the next five years.² Research income is supporting these efforts. We are one of only six universities to experience four successive years of Higher Education Research Data Collection (HERDC) income growth, to be ranked in the top 9 of all Australian universities and to have earned over \$100m in HERDC research income for the first time this year.³

Our teaching programs focus on real-world experience, strong connections to industry and entrepreneurial opportunities. We continued to capitalise on the opportunities of digital

innovation, with new teaching tools making learning more accessible, engaging and relevant. The launch of our learner centred, Education Framework, embodies our commitment to the student experience. It supports our students to develop the academic and skills portfolio they need to thrive in our workplaces and communities of the future. Our Mining Equipment, Technology and Services (METS) Doctoral Training Centre is fostering meaningful collaboration with industry and supporting tomorrow's industry innovators.

This year a number of successful initiatives were rolled-out to support the employment outcomes of our graduates. With over 35,000 students from 114 countries, and more than 142,000 alumni residing in 145 countries, our outlook is global. We continue to integrate inter-cultural and global perspectives into university life, engage with alumni and the community, refine our key institutional relationships, and strengthen our academic and research outreach. We offer our students a range of immersive experiences that provide a real competitive edge.

The University and its business and government partners continue to form strong collaborations to positively impact all of the regions we serve. The Conservatorium of Music and NeW Space are now firmly embedded in the fabric of Newcastle's CBD. The planned Honeysuckle City Campus Development will further support creativity and innovation in the city, while the development of the Central Coast Medical School and Research Institute continues to gather pace. University partnerships continue, with the NUW Alliance (NUW) leveraging the values and objectives of The University of Newcastle (UON), University of New South Wales (UNSW Sydney) and University of Wollongong (UOW).

“Through this major initiative, we'll support future scientists, engineers, and mathematicians not only in Newcastle, but across the state and around the world.”

A range of workplace health, safety and wellness initiatives, supported us this year as we continued to improve the health and wellbeing of our staff, students and visitors.

Our staff continue to be key to our success, and we thank them for their excellence in education, research, professional services and innovation and for the significant contribution they make to the communities we serve. We thank Council colleagues, our former Vice-Chancellor, executive, staff, students, alumni, partners, community supporters and donors who have contributed to our success in 2018.

We look forward to meeting the challenges and opportunities - and to our continuing success - in 2019.



Mr. P.E. (Paul) Jeans
Chancellor



Professor Alex Zelinsky AO
Vice-Chancellor and President

OUR NEW VICE-CHANCELLOR

PROFESSOR ALEX ZELINSKY AO

Professor Zelinsky was born in Wollongong and started his working life as a cadet engineer at BHP in Port Kembla and completed undergraduate study at the University of Wollongong (UOW).

He joined UOW as a lecturer in computer science in the 1980s, studying for a part-time PhD in robotics. After completing his PhD, he spent time in Japan, working as a research scientist.

When he returned to Australia, Professor Zelinsky joined ANU and was promoted to Professor of Systems Engineering. In the dot-com boom of the late 90s, he left ANU to work with some of his students, co-founding the company, Seeing Machines. The company developed technology for use in driverless cars; it is currently listed on the London Stock Exchange and employs several hundred people in Canberra.

After the company was listed, Professor Zelinsky joined The Commonwealth Scientific and Industrial Research Organisation (CSIRO) to lead its research efforts in Information and Communication Technologies (ICT). In 2012, Alex became Australia's Chief Defence Scientist and leader of Defence Science and Technology, part of Australia's Department of Defence.

Speaking of his recent appointment as the University's eighth Vice-Chancellor, Professor Zelinsky said he keenly appreciates the value of a first-in-family university education.

“I know what it is like to grow up in regional Australia in a migrant family, in an industrial city where the local University plays a central role in the community. I know the difference that education can make to a person's life. Working as a cadet I appreciated the value of work-integrated learning.”

Alex is also acutely aware of the need to balance teaching and research responsibilities and of the difficulty of translating research into viable products for global markets. His work in publicly-funded research agencies has honed his consultative leadership style and highlighted the value of team diversity, interdisciplinary collaboration and deep engagement with business and government. He has welcomed his new role:

“I am honoured to have joined the University of Newcastle which provides a unique environment for students and staff to grow as individuals and as a learning community. The University's track record in widening participation, teaching excellence and research excellence speaks for itself. I want Newcastle to continue to be celebrated as an institution for social progress, rooted in its vision of equity and excellence and powered by its approach to teaching, research and engagement.”

ABOUT US

At the University of Newcastle, we are committed to realising our bold 2025 vision to stand as a global leader, distinguished by our commitment to equity and excellence.

In our relatively short history, we have developed a strong reputation as an institution dedicated to outstanding education and research. Currently ranked 214th in the world by QS World University Rankings 2019, we are consistently ranked within Australia's top 10 universities, and we have 10 subjects recognised in the top 200 in the world.

Our degrees are shaped around global learning, work placements and entrepreneurial opportunities. We offer more than 250 undergraduate and postgraduate coursework programs and over 150 research masters and PhD programs across five Faculties – Business and Law, Education and Arts, Engineering and Built Environment, Health and Medicine, and Science.

We are proud to be the largest provider of enabling programs in Australia, and through the work of our Indigenous staff, communities and Elders, we have led Indigenous education for more than 30 years.

Across our campuses in Newcastle, the Central Coast, Port Macquarie, Sydney and Singapore, the University of Newcastle enrolls more than 37,000 students from diverse backgrounds, with a focus on developing the world's next generation of socially-oriented leaders, entrepreneurs and innovators.

OUR 2025 VISION

The University of Newcastle stands as a global leader distinguished by a commitment to equity and excellence and to creating a better future for its regions through a focus on innovation and impact.

EQUITY AND SOCIAL JUSTICE

We provide opportunities for people with ability, regardless of their background and experiences. We lead in providing education for Indigenous Australians.

EXCELLENCE

We are committed to delivering the highest quality in everything we do and we benchmark ourselves against the world's best.

ENGAGEMENT

Our staff, students and alumni are a resource for our whole community. We are partners and collaborators in world-class research, teaching and learning, and our skilled graduates contribute to our regions, Australia and the world.

INNOVATION

We challenge standard practice and received wisdom. We are world leaders in generating new knowledge and translating innovative ideas into real benefits to society.

INTEGRITY

We are open, ethical, rigorous and committed to the highest standards in academic enquiry. We are champions of academic freedom and professional responsibility.

SUSTAINABILITY

We are leaders in environmental sustainability. We make a significant contribution to the economic, social and environmental capacity of our communities.

 For further information visit:

University of Newcastle history: newcastle.edu.au/about-uon/our-university/history

Faculties and schools: newcastle.edu.au/about-uon/governance-and-leadership/faculties-and-schools

Indigenous collaboration: newcastle.edu.au/about-uon/our-university/indigenous-collaboration/the-wollotuka-institute

Executive leadership: newcastle.edu.au/about-uon/governance-and-leadership/executive-leadership

LOCATIONS

AUSTRALIA

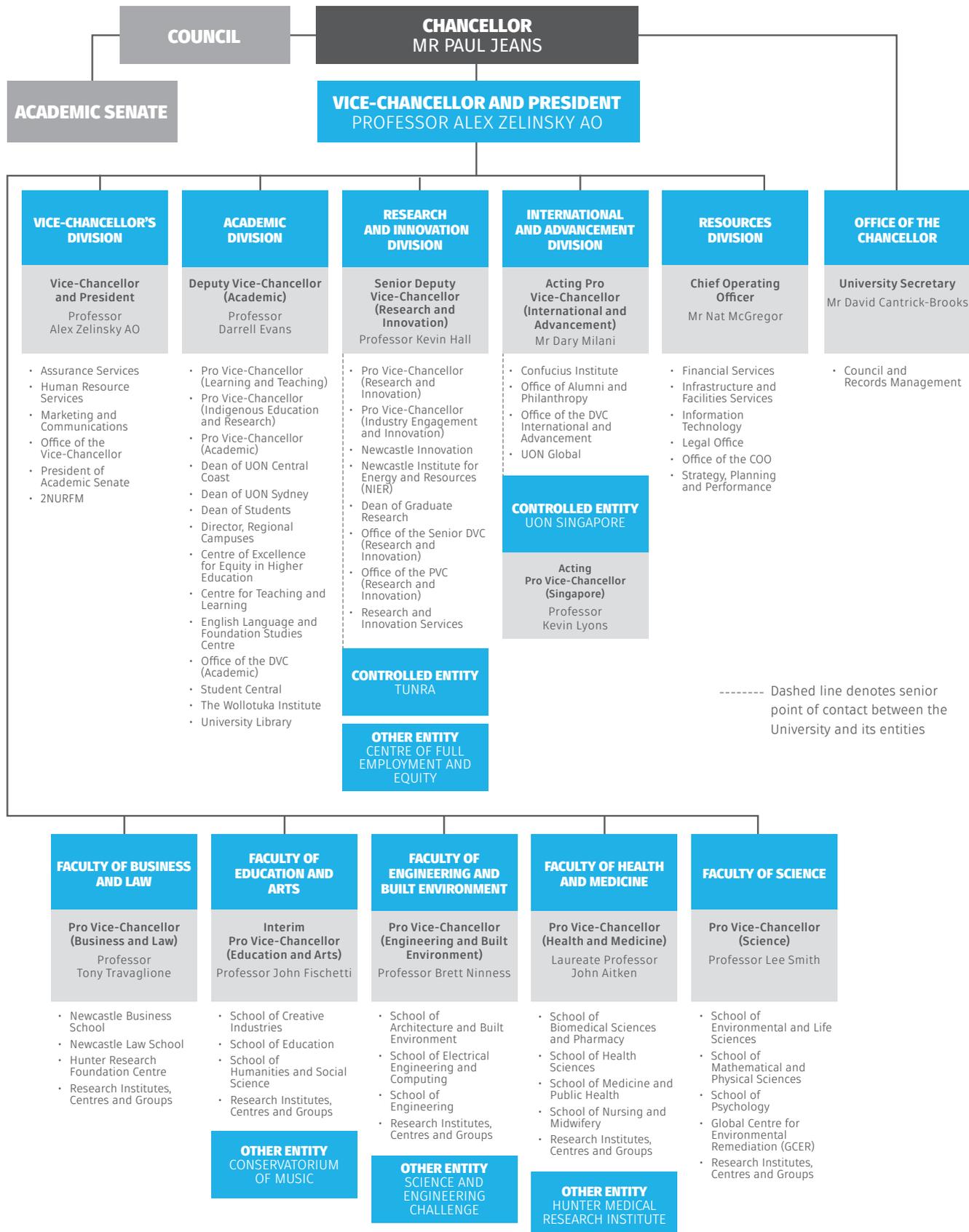


- TAMWORTH ○
- PORT MACQUARIE ○
- NEW SOUTH WALES (NSW)
- ORANGE ○
- CALLAGHAN ○
- NEWCASTLE CITY ○
- CENTRAL COAST ○
- SYDNEY CBD ○

SINGAPORE



ORGANISATIONAL STRUCTURE



i For further information visit:

vision and strategic direction: newcastle.edu.au/about-uon/our-university/vision-and-strategic-direction

NeW Futures Strategic Plan 2016-2025: newcastle.edu.au/about-uon/our-university/vision-and-strategic-direction/new-futures-strategic-plan-2016-2025

Organisational structure: newcastle.edu.au/about-University of Newcastle/governance-and-leadership/organisational-structure



CELEBRATING OUR 7TH VICE-CHANCELLOR

This year we bid farewell to our seventh Vice-Chancellor, Professor Caroline McMillen, who had an expansive vision and ambition for the University.

While the role of Vice-Chancellor is bigger than any individual is, and requires the support of a talented team, Professor McMillen will be remembered for championing the University during one of its most transformative periods as sectoral and policy changes and funding insecurity intensified pressure across the sector.

Under her stewardship, we strengthened our equity agenda and our education and research focus, while growing our reputation and supporting our talented students and staff.

Since the 1970s, the University has provided opportunities for people with ability and determination regardless of their background. Under Caroline's leadership this community access and impact remained a key focus.

Caroline actively supported our STEM disciplines and our interdisciplinary education and research across science, engineering and medicine. On the Central Coast, the Vice-Chancellor worked with local partners and stakeholders to gather support for the proposed medical research and educational facilities in Gosford.

Professor McMillen supported a workforce that was inclusive of all talent. We were also proud to be one of the first organisations to pilot The Science in Australia Gender Equity – or SAGE – Initiative, which aims to reach gender parity in science leadership by supporting the hiring, promotion, participation and retention of women in STEM.

Caroline was instrumental in bringing NeW Space, our \$95 million campus building in Newcastle's CBD to life. This iconic precinct was delivered on time and on budget during 2018.

Another high point for the Vice-Chancellor and for the University, saw the establishment of the Ma and Morley Scholarship Program. This Program was made possible through the very generous philanthropic support of Alibaba founder and executive chairman, Mr Jack Ma, through the Jack Ma Foundation with the \$26 million fund representing a first of its kind scholarship program for the University.

Caroline, a researcher of national and international standing, has returned to her home state to take up the role of Chief Scientist for South Australia.

^ PROFESSOR CAROLINE MCMILLEN

Our seventh Vice-Chancellor, Professor Caroline McMillen, beside her portrait by Sydney-based artist Sally Ryan.

KEY STATISTICS

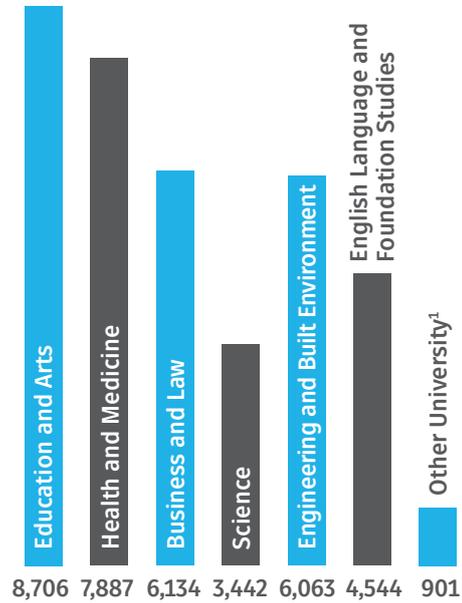
STUDENT ENROLMENTS

Enrolments at the University continue to reflect the University's reputation and appeal regionally and globally. The strength of our program offerings reflect the University's strategic focus on the student lifecycle, which includes pathways into higher education, engagement with industry and professional experience, and success beyond university.

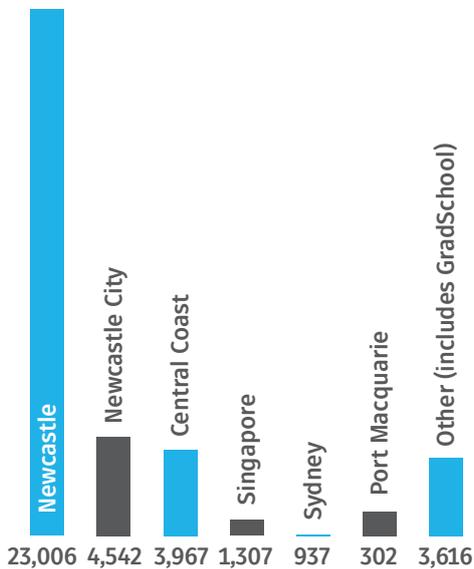
Notes for graphs on pages 14 and 15:

1. Other University includes the Wollotuka Institute, non-award studies, exchange and study abroad
2. Equivalent Full-time Student Load
3. The 2016 Higher Education Research Data Collection (HERDC) Research Income return is due for submission to the Commonwealth by 30 June 2018. Data for 2017 was not available at the time of publishing this report.
4. 2018 student data source: UON Data Warehouse, as at 7 February 2019. Rounding errors may apply.

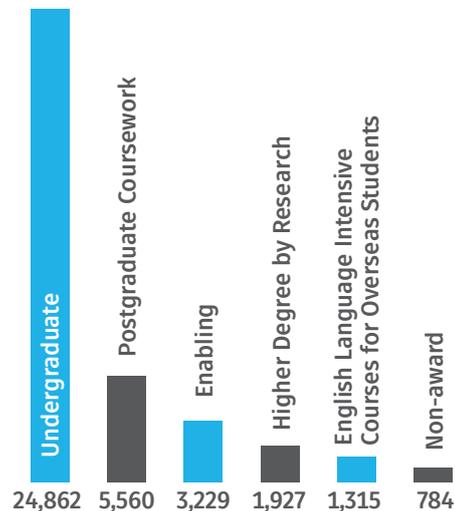
STUDENT ENROLMENTS BY FACULTY AND AREA⁴



STUDENT ENROLMENTS BY CAMPUS⁴



STUDENT ENROLMENTS BY PROGRAM LEVEL⁴



STUDENT LOAD AND ENROLMENTS

37,677
student enrolments

7,721
international enrolments

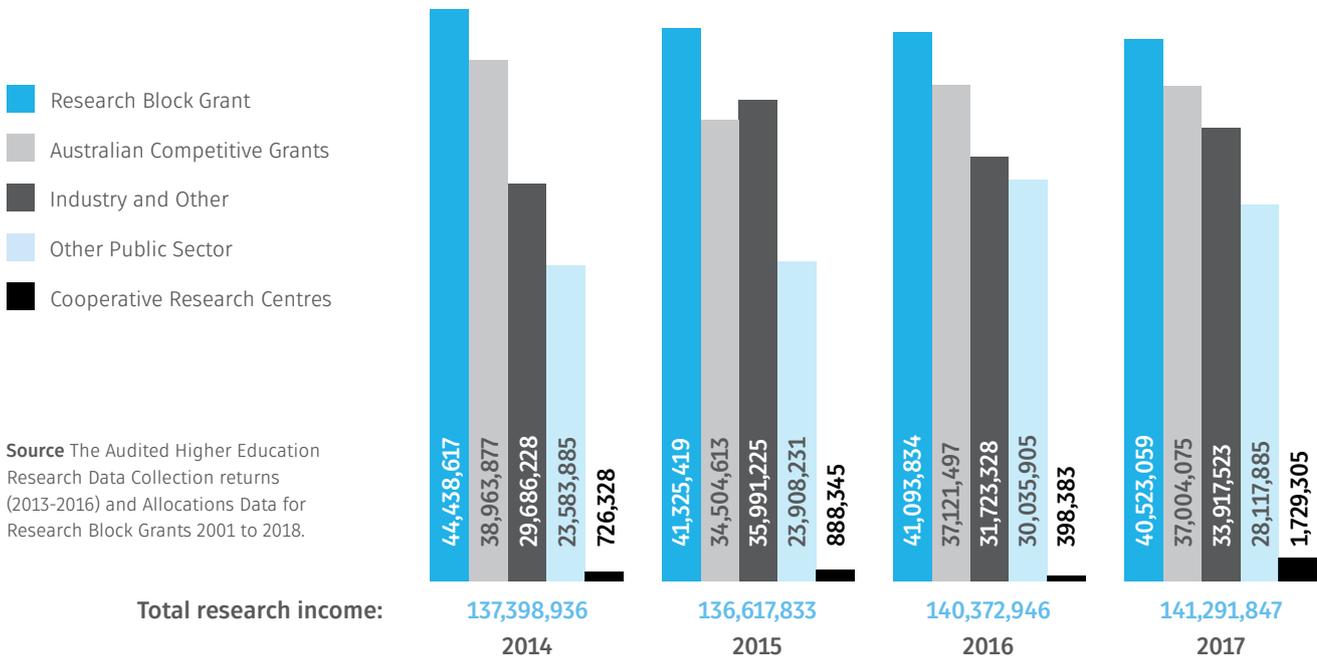
25,619
student load (EFTSL)²

4,926
international load (EFTSL)²

17,455
commencing enrolments

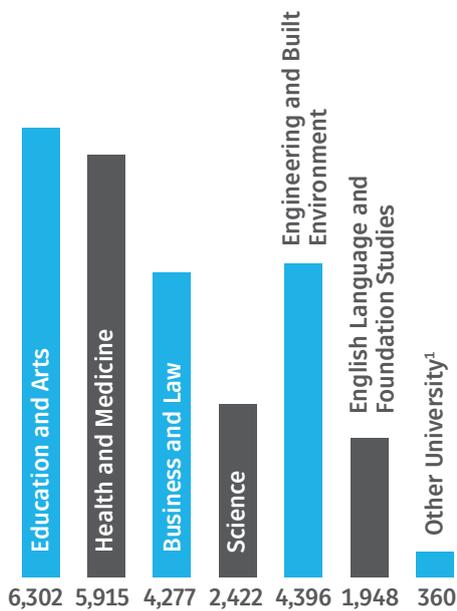
10,774
commencing load (EFTSL)²

RESEARCH INCOME BY SOURCE 2014-2017³

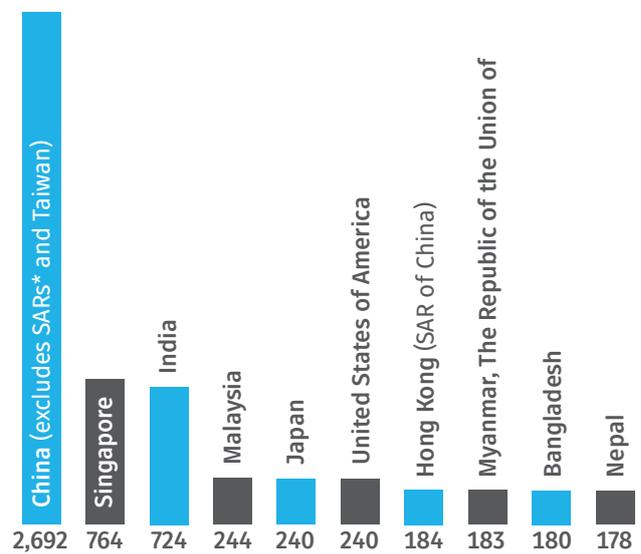


Source The Audited Higher Education Research Data Collection returns (2013-2016) and Allocations Data for Research Block Grants 2001 to 2018.

STUDENT LOAD (EFTSL) BY FACULTY AND AREA⁴



TOP 10 INTERNATIONAL ENROLMENTS BY COUNTRY⁴



Note * Special Administrative Regions

FIXED TERM AND ONGOING STAFF FTE

Rounding errors may apply



1,107
Academic



1,542
Professional



31
Teacher



2,680
Total staff FTE
(excludes casuals)

Source Department of Education and Training Higher Education Staff Statistics as at 31 March 2018



YEAR IN REVIEW

Here we look back at some of our achievements throughout the year and applaud some of the bold and brave thinkers who are transforming lives.

JANUARY AND FEBRUARY

Defence forum focused on emerging research

- Leading research on emerging Virtual and Augmented Reality technology was on show at the University-hosted, Australian Defence College (ADC) Simulation Forum. The University and ADC have a Memorandum of Understanding (MOU) to collaborate on research into the use of virtual simulation for training.

Continuing to lead in gender equity

- For the fourth consecutive year, we received the Employer of Choice for Gender Equality (EOCGE) citation by the Workplace for Gender Equality Agency (WGEA). One hundred and twenty organisations received the citation this year.

MARCH

Six subjects ranked in top 100

- Fifteen subjects, including six in the top 100 were included in the 2018 QS World University Subject Rankings. The University's Mineral Engineering subject maintained its ranking at number 30. Two subjects – Sport and Anatomy – entered the independent global rankings for the first time with Architecture, Nursing and Education rounding off our top six.

Launch of new education record label

- In a move set to disrupt the Australian music business, the University launched Baraya Records – a new-breed record label designed to create a pipeline of emerging Australian musicians. The label allows artists to fast track their careers and combines education with real-world industry exposure and mentorship.



SAGE ATHENA SWAN BRONZE AWARD

Executive Director SAGE Dr Wafa El-Adhami (third from left) congratulates University of Newcastle Data Analyst Petrina Mosley, Equity and Diversity Manager Rachel Fowell, Pro Vice-Chancellor (Research and Innovation) Professor Deb Hodgson, Vice-Chancellor Professor Alex Zelinsky AO and Director, People & Workforce Strategy Tina Crawford.

APRIL

Career Expo and networking event attracts key business leaders

- Over 700 of our high-performing students were targeted by more than 50 local businesses including AmpControl, Defence Force Recruiting, Lendlease, Pitcher Partners, the Australian Taxation Office and Transport for NSW. The event strengthened local business relationships and highlighted our continuing commitment to supporting work-ready graduates.

A generosity of spirit lives on

- Dr Alan Hewson (1927 – 2017) obstetrician and gynaecologist is remembered for his surgical skill, patient rapport and clinical teaching. In his will, Dr Hewson bequeathed his extensive book collection to the University, along with a gift of \$50,000 ‘to be used or applied for the general purposes of continuing medical education of medical practitioners in the Hunter region of New South Wales.’

MAY

Marking the first year of our landmark education facility

- The University’s Chancellor Mr Paul Jeans and Vice-Chancellor Professor Caroline McMillen welcomed the Premier of NSW, Gladys Berejiklian and the NSW Minister for Education, Rob Stokes at our official opening of the \$95 million NeW Space facility as it reached its first year of operation. The building was funded through a partnership between the University and State and Federal Governments.

Increasing support for refugee students to transition to higher education

- The University of Newcastle, in partnership with Curtin University and Macquarie University, completed a three-year Office of Learning and Teaching national research project that identified a number of unique challenges faced by refugees pursuing further education. Outputs from the research included new tools to support students at this critical point in their education journey.

YEAR IN REVIEW

JUNE

Eighth Vice-Chancellor announced

- The University announced the appointment of Professor Alex Zelinsky AO as its next Vice-Chancellor and President. A world-renowned computer scientist, roboticist, systems engineer and most recently Australia's Chief Defence Scientist, Professor Zelinsky's career spans innovation, science and technology, education, research and development, and commercial start-ups. Professor Zelinsky will be the eighth Vice-Chancellor in the University's 53-year history, succeeding Professor Caroline McMillen who announced her intention to retire in 2017.

Continuing our climb up the QS World University Rankings

- Moving up ten places since last year and rising 84 places since 2014, The University of Newcastle ranked 214th in the prestigious 2019 QS World University Rankings bringing the University closer to its goal of breaking through to the world's top 200 universities by 2020.

JULY

English Language Centre in the top six in the world

- Students from the University's English Language Centre have ranked the institution in the top three in Australia according to the most recent English Language Teaching (ELT) Barometer. The survey also placed the centre in the top six in the world, an increase of over 53 places since 2016. The bi-annual survey, measured student experience and satisfaction by polling 19,000 global students.

Automation and Control ranked eighth in the world

- The latest Academic Rankings of World Universities saw Automation and Control ranked eighth with five other subjects also ranked in the world's top 150 for 2018.

SEPTEMBER

New agreement offers safety research opportunities for students

- SafeWork NSW's Centre for Work Health and Safety and the University have committed to work together to develop work health and safety research expertise in Australia.

Parliamentary Secretary for the Hunter Scot MacDonald MLC confirmed that the Centre and the University's Memorandum of Understanding (MOU) would allow university students and academics to engage in real-world work health and safety research to develop smarter, more innovative solutions.

AUGUST

Linking farm, field and laboratory

- Australia's largest collaborative soil research initiative launched to support farmers to increase their productivity and profitability. The Soil CRC brings together scientists, industry and farmers to find practical solutions to address underperforming agricultural soils. The Soil CRC will be funded until 2027 with \$40 million from the Australian Government, \$20 million from Soil CRC partners and \$104 million from in-kind contributions.

Researchers recognised for their scientific contributions

- Two outstanding mid-career researchers also received almost \$2 million in Australian Research Council (ARC) Future Fellowships to advance their research discoveries in the fields of microbiology and the humanities.

Dr Karl Hassan received \$874,125 to identify why some bacteria are resistant to drugs, while Professor Rosalind Smith received \$1,054,816 to examine women's textual practice in the English Renaissance.

- Two emerging researchers, Dr Andrew Gardner and Dr Serene Yoong, were winners in the NSW Young Tall Poppy Science Awards. Concussion expert with Hunter New England Health (HNEH) and the Hunter Medical Research Institute (HMRI), Dr Gardner is investigating the longterm effects of sports concussion in retired professional rugby league players. As a dietitian expert also working in conjunction with HMRI, Dr Yoong is developing and implementing nutrition guidelines in childcare centres to help address childhood obesity.

Massacres map wins GeoCart award

- The Colonial Frontiers Massacres Map has won the 'best digital map' award at the 2018 New Zealand Cartographic Society GeoCart Conference. The map was submitted to the National Map Exhibition where judges assessed its stated purpose, design, execution and presentation.

Developed by University of Newcastle historian, Professor Lyndall Ryan, a member of the Centre for 21st Century Humanities and the Centre for the History of Violence, the map stems from a project funded by an Australian Research Council (ARC) grant investigating Violence on the Australian Colonial Frontier, 1788-1960.

OCTOBER

Statement of Intent for Aerotropolis precinct announced

- The State government signed a Statement of Intent with the NUW Alliance (University of Newcastle, University of Wollongong and University of NSW) and Western Sydney University to create a new higher education precinct in Western Sydney adjacent to what will soon be Badgerys Creek Airport.

Sharing in the vision for the new 'Aerotropolis precinct', the four universities will be partnering to create a single institution where students will have unparalleled access to industry research, development and employment opportunities.

The project will have a clear focus on science, technology, engineering and mathematics (STEM) education.

Researchers awarded prestigious fellowships

- Internationally renowned clinical psychologist Professor Amanda Baker, and Conjoint Professor David Durrheim, a leading public health researcher and advocate for immunisation, were among 37 new Fellows elected to the Australian Academy of Health and Medical Sciences (AAHMS) in recognition for their outstanding contributions to health and medical research.

DECEMBER

Commitment to equity and inclusivity recognised through Athena Swan Bronze award.

- The University of Newcastle was one of only 15 universities or research institutes nationwide to receive a SAGE Athena SWAN Bronze Award.

This recognition is an important milestone in the University's ongoing journey to achieve gender equity and supports the steady progress made to create real change. The University recently completed its two-year pilot program and is focusing on a range of initiatives in its four year plan including: the establishment of key leadership roles among them being the inaugural Women in STEMM Chair and five new Assistant Deans Equity and Diversity roles; the setting of KPIs for STEMM faculties where the greatest underrepresentation of women exists; ongoing funding for Women in Research Fellowships; and the engagement of leaders and staff through our Gender Equality Leadership Pledge.

The Science in Australia Gender Equity (SAGE) initiative, established to pilot the United Kingdom's Athena SWAN Charter in Australia, aims to improve gender equity and diversity in science, technology, engineering, mathematics and medicine (STEMM) within the Australian higher education and research sector. It is the first time the initiative has been run in Australia.

NOVEMBER

University partnerships demonstrate powerful community impact

- The University of Newcastle was recognised for successfully developing and driving industry collaborations that provide significant benefits to Australian communities and beyond. Two projects, one led by Professor Darren Shafren and another led by Dr Terry Burns, were recognised for demonstrating high impact at the prestigious Business/Higher Education Round Table (BHERT) Awards.

Recognising one of the largest biotech transactions in Australian history, Professor Shafren received the Outstanding Collaboration in Research and Development Award for his investigational anti-cancer therapy, CAVATAK®.

Established in the year 2000 as a capacity building outreach program to inspire primary and high school students to engage in science, technology, engineering and mathematics (STEM) subjects, the Science and Engineering Challenge (SEC) led by Dr Terry Burns, received the Outstanding Collaboration in Community Engagement Award. The initiative is one of the longest-running and most successful STEM engagement programs, reaching almost 50,000 people every year.

 See page 47 for more on the CAVATAK® Biotech story.

Heart failure researcher named rising star

- Associate Professor Aaron Sverdlov was recognised with the 2018 Ministerial Award for Rising Stars in Cardiovascular Research.

Associate Professor Aaron Sverdlov, The Director of Heart Failure at the University of Newcastle and Hunter Medical Research Institute (HMRI) was recognised for his research work in the area of heart failure and cardio-oncology (cardiovascular complications of cancer therapy).

The art of problem solving

- The University's engineering and computing exhibition, The Art of Problem Solving, was featured in the main gallery at Newcastle Museum as part of its Supernova Summer of Science program. The exhibition showcased our most exciting innovations – sensor gloves that teach sign language, a heart-rate monitor for cows, a VR game to teach literacy, satellites that map climate change and a computer game you control with your mind.



AWARDS AND ACHIEVEMENTS

Education transforms lives – and it is this belief that underpins what we do. It drives our commitment to teaching and learning, unlocking students’ potential and preparing them to better shape the world.

STUDENTS

Life after death

Natural History Illustration student, Amie Jessop, won the major category of ‘Portfolio Winner’ in Unisights ’18, the National Campus Photo & Video Competition.

Amie’s winning portfolio focused on specimens from the University’s wildlife lab with detailed studies looking at the form of a skull and the teeth of a frog. Amie walked away with \$1,000 cash, a \$1,500 Canon voucher, a personalised mentoring session and a \$1,500 voucher for the University.

 For more information visit unisights.com.au/artwork/life-after-death

Wellness through surf therapy

Occupational Therapy alumnus, Joel Pilgrim won a 2018 Westpac Social Change Fellowship for individuals who are committed to leading positive social change in Australia.

Joel has combined his love of surfing with his experience in mental health clinics to create the Waves of Wellness Foundation (WOW), a mental health charity promoting wellness through surf therapy. He has also written a children’s book, ‘Stand Up Stand Out’, to help young people think about mental health early on in life.

Joel’s community commitment was also recognised when he was shortlisted as a finalist in the 2018 NSW Young Australian of the Year and the 2016 University of Newcastle Alumni Award for ‘Exceptional Community Service’.

International recognition for Chamber Choir

The University’s Chamber Choir, Echology, claimed first place at the International Kathaumixw Choral Festival in Canada in the Adult Equal Voice division and second place in the Chamber Choir category. The multi-award winning choir of current and former students and staff performed renaissance, contemporary and Indigenous-inspired pieces.

< NATIONAL PHOTOGRAPHY AWARD

Natural History Illustration student, Amie Jessop, won the major category of ‘Portfolio Winner’ in Unisights ’18, the National Campus Photo & Video Competition.

Student designs new healthcare solutions

An Honours student from the University will be one of the first to employ his innovative skillset to tackle some of the nation’s biggest health issues through an inaugural scholarship scheme donated by Australian health insurer, nib.

The nib Scholarship for User Centred Design Research allows honours research students to explore the role that design can play in communicating healthy lifestyle behaviours.

Visual Communication Design Honours student and scholarship recipient, Richard O’Regan, is particularly keen to understand why some people are less proactive about their health than others and the role that interventions can play in helping them to adopt healthier lifestyles.

Innovating health care in regional Australia

An online support tool developed by PhD student, Brian Hill, won the ‘Regional Australia Institute’s 2018 Lightbulb Moments’ competition.

The CleanM8 platform is a suite of digital tools that support people who are recovering from addiction to alcohol and other drugs (AOD) along with their clinicians and support carers.

The tool also helps to encourage new habits and reduce the risk of relapse. As an occupational therapist and health-tech innovator, Brian’s project was inspired by seeing friends lose loved ones and from his experience with local doctors and rehabilitation services.

Tourism student’s talent shines through

Third-year business student, Morgan Page, who was nominated by her lecturers, was the proud recipient of a Minister’s Student Achiever Award recognising her academic achievement and promising talent.

Morgan’s Business degree has allowed her to travel to Fiji under a New Colombo Grant for an international work placement to support community tourism development. She completed work experience at Taronga Zoo in Sydney and also volunteered at an international tourism and hospitality conference hosted by the Newcastle Business School this year.

With future plans to work as a destination development officer or in destination marketing, Morgan will further hone her skills when she takes up a graduate position with Flight Centre Travel Group early next year.

Morgan was one of 12 recipients to receive an award from NSW Minister for Tourism, Adam Marshall, at a ceremony in Parliament House.



AWARDS AND ACHIEVEMENTS

Our staff are supported and recognised by their peers, for their academic, research and community-focused outcomes.

STAFF

Young scientist recognised as emerging researcher

An up-and-coming postdoctoral researcher from the University was one of eight promising young Australian scientists invited to attend an annual gathering of Nobel Laureates.

Researching in conjunction with Hunter Medical Research Institute to improve the health of young men, Dr Lee Ashton joined 592 other international young scientists for the 68th Lindau Nobel Laureate Meeting in Germany.

A physical activity researcher, Dr Ashton is developing healthy-eating and weight-loss programs tailored to young men aged between 18 to 25 years, many of whom are overweight or obese and fail to meet national dietary or exercise recommendations.

Laureate Professor Jenny Gore conferred Visiting Professor at Oxford and awarded education medal

Laureate Professor Jenny Gore became the second academic to be conferred with a visiting professorship in the Department of Education at the University of Oxford – the oldest university in the English-speaking world. Further recognition for Laureate Professor Gore came when she received the prestigious Dr Paul Brock Memorial Medal for substantial contributions to her field, becoming the third recipient and the first academic to receive the award.

Researcher reveals new ways to catch killer cells

A pioneering young scientist from Newcastle has received national recognition for using stem cell research to investigate ways of improving the survival rates for leukemia.

Dr Heather Lee received one of two prestigious \$50,000 Metcalf Prizes from the National Stem Cell Foundation of Australia in recognition of her leadership in stem cell research.

While working at the Babraham Institute in Cambridge, UK, Dr Lee invented a way to study the genetics of individual cells more closely that will help understand why some cancer cells are treatable and others go rogue.

Conducting research in conjunction with the University of Newcastle and the Hunter Medical Research Institute (HMRI), Dr Lee is now a Cancer Institute NSW Fellow.

Her current research is studying cells from patients with acute myeloid leukemia (AML) to see how just a few cells can resist treatment and go on to cause a fatal relapse.

It is hoped that findings from this research will lead to new, more effective drug treatments for AML, which impacts approximately 900 people each year in Australia.

< EMERGING RESEARCHER

Postdoctoral researcher, Dr Lee Ashton was invited to attend an annual gathering of Nobel Laureates.

* Hunter Medical Research Institute is a partnership between the University of Newcastle, Hunter New England Health and the community.

AWARDS AND ACHIEVEMENTS

STAFF

Harvard University Fellowship

Academic and architect Dr Cathy Smith has been honoured with a prestigious Harvard University Graduate School of Design (GSD) 2018 Richard Rogers Fellowship. Dr Smith, who is a Senior Lecturer in our School of Architecture and Built Environment, was among six winners from across the globe to embark on the program.

Laureate Professor Graeme Jameson joins list of outstanding scientists

Chemical engineer Laureate Professor Graeme Jameson AO was made a Fellow of the Royal Society, which boasts a select fellowship of 1,600 of the world's most eminent scientists. The Director of the University's Centre for Multiphase Processes invented the Jameson Cell, a mineral processing technology that is operating in 25 countries and is estimated to have earned nearly \$40 billion for the Australian export industry.

Professor Ajayan Vinu receives international recognition

Professor Ajayan Vinu of the University's School of Engineering, has been elected Fellow of the World Academy of Art and Science (WAAS). He joins an international network of approximately 730 fellows from more than 80 countries with membership considered to be one of the highest honours that can be accorded to a scientist. During the year, Professor Vinu was also elected to the World Academy of Ceramics Academicians.

Professor Vinu is our Global Innovation Chair for Advanced Nanomaterials and the Inaugural Director of the Global Innovative Centre for Advanced Nanomaterials at the University.

Honour for local historian

Recognised for her outstanding contribution to the humanities in Australia, Professor Lyndall Ryan has been elected to the Australian Academy of Humanities, which is the highest honour of achievement in this field.

Specialising in Australian colonial and post-colonial history, massacre studies and Australian feminist history, Professor Ryan documented a highly-regarded digital map detailing records of nearly 250 Aboriginal massacre site locations.

Neurogastroenterologist named NSW Scientist of the Year

Laureate Professor Nick Talley, AC, was announced as the 2018 NSW Scientist of the Year, becoming The University of Newcastle fourth academic in the past eleven years, to receive this prestigious award.

Laureate Professor Talley was also recognised this year with a Companion of the Order of Australia (AC) in the Australia Day honours and was awarded the Peter Wills Medal at the Research Australia Health and Medical Research Awards, for his pioneering research and education in the field of gastroenterology and epidemiology.

Listed among the 400 most highly cited biomedical scientists in the world, Laureate Professor Talley is invited to lecture across the globe, and has published more than 1,300 high quality papers in top ranking journals with an h-index of 167.

In 2017, Laureate Professor Talley was named Australia's most cited academic by Google Scholar and currently has more than 95,000 citations in the medical literature.

Ground breaking achievement for soil researcher

Soil science researcher Professor Nanthi Bolan has been named on the Global Highly Cited Researchers List 2018.

Professor Bolan is one of just three soil scientists from Australia to make the prestigious list, which recognises researchers worldwide who place in the top 1% of their field by citations.

Professor of Environmental Chemistry at the University's Global Centre for Environmental Remediation, his research explores the management of soil fertility for sustainable agricultural production and environmental protection. Professor Bolan is also leading a program for the Cooperative Research Centre for High Performance Soil aimed at developing new products to increase fertility and production.

DR CATHY SMITH >

Honoured with a prestigious Harvard University Graduate School of Design (GSD) 2018 Richard Rogers Fellowship



PART 2

REPORT OF OPERATIONS

“ Connecting, innovating and transforming the lives of our students, staff and communities.”



HISTORIC COMMERCIAL PARTNERSHIP FOR PRINTED SOLAR CELLS

Professor Paul Dastoor's organic printed solar cells first commercial-scale installation at CHEP's Beresfield pallet repair facility.





EXPLORING NEW IDEAS – OUR STUDENTS

We encourage our students to be creative, analytical and influential thinkers as they explore new ideas and take their place in the world.

Bachelor of Music student, Jacob Ridgeway, is passionate about music and has a deep connection to his culture and heritage. As a Worimi man from Port Stephens, Jacob's undergraduate career began in Newcastle with the Wollotuka Institute's Yapug enabling program.

Jacob's study plans were shelved when he had to take on full-time work; they resumed when he completed an Advanced Diploma of Performing Arts at the Aboriginal Centre of Performing Arts in Brisbane. Jacob then returned to take up a Bachelor of Music at Newcastle where his talent as a singer-songwriter was recognised with the Norman Bushman Scholarship for Studies in Voice.

Jacob is actively pursuing his passion, performing for national and international audiences and connecting with other talented musicians while he mentors and shares his Indigenous culture with primary school students and with Indigenous communities up and down the country.

“I have been told that my boldness and commitment to my dream inspired people in our local community to chase their own dreams and goals.”

< JACOB RIDGEWAY

Bachelor of Music
Completed Yapug, 2018



PAVING THE WAY FOR INDIGENOUS STUDENTS

Following in the footsteps of her Aunty, Professor Gail Garvey, Nicole Whitson is proud to be the third person to graduate from her large Indigenous family of almost 40 immediate relatives.

Commencing her studies at the University as an Open Foundation student, Nicole has graduated with a Bachelor of Medicine with Distinction.

Nicole is particularly interested in medical care for Indigenous people and enjoyed the opportunity to tailor her study to reflect her interests. During her course she took a placement at the Eleanor Duncan Aboriginal Medical centre in Wyong, attended rural obstetrics clinics in Moree - the birthplace of her Nan, and completed an elective subject at the Menzies School of Health Research in Brisbane, where she explored barriers to early diagnosis of gynaecological cancers in Indigenous women.

^ NICOLE WHITSON

Bachelor of Medicine with Distinction

ROBOT TO THE RESCUE

Bachelor of Engineering (Honours) (Electrical and Electronic) and Master of Professional Engineering (Electrical and Electronic) graduate Eric Johns is developing life-saving technology for rescuers and their victims.

Drawing support from the University's future-focused facilities, Eric designed a search rescue robot that uses Virtual Reality technology to allow rescue personnel to reach victims without placing themselves in danger.

The robot can be used at mine sites, for nuclear or chemical incidents, and in unstable buildings after earthquakes. The operator wears a set of goggles allowing him to 'see through' the eyes of the rescue robot, while handheld controls manipulate the device's arms.

Eric completed the University's intensive course in Advanced Control System Design and developed a surf life-saving drone that pinpointed swimmers or surfers in distress and provided a flotation device and oral support from rescue personnel for his Honours degree project.

GRADUATE WHO IS BRIDGING THE GAP IN RURAL HEALTH

Graduating with a Doctor of Philosophy (PhD) in Community Medicine and Clinical Epidemiology and currently practising as a paediatric physiotherapist, Luke Wakely is passionate about minimising inequity in health, particularly for children who live in rural areas.

As the only paediatric physiotherapist running a private practice in Tamworth and its surrounding areas, Luke sees many of the challenges rural families face in accessing healthcare as he works to improve health outcomes for younger people in rural areas.

Luke is the clinical mentor for physiotherapy at the University's Department of Rural Health and is eager to see the representation of allied health professionals in rural areas continue to grow.

A KINDERGARTEN DREAM COME TRUE

With a dream of becoming a lawyer since kindergarten, Sapphire Dawson persevered despite initially failing to meet the required entry score.

With assistance from Yapug, a University pathway program designed to help Aboriginal and Torres Strait Islander people secure skills for undergraduate degrees, Sapphire, who is a Yuin Indigenous woman, earned her place in her dream degree.

Sapphire celebrated another milestone achievement at graduation, being the first in her family to graduate, showing her cousins what can be done and inspiring them to go to university too.

Sapphire's kindergarten dream recently came full circle when she relocated to Canberra to join the legal team at the Department of Prime Minister and Cabinet.

WIND TURBINE INNOVATOR WINS STANFORD SCHOLARSHIP

An innovator, who developed a wind turbine that can produce greater power output than existing ones, won the inaugural Stanford Australia Foundation – CSIRO Scholarship.

Joss Kesby, team leader and co-founder of Diffuse Energy, along with colleagues James Bradley and Sam Evans, have developed a small wind turbine enclosed in a diffuser that can produce nearly twice the power output of existing wind turbines of the same size.

The inaugural Stanford Australia Foundation – CSIRO Scholarship provides a \$30,000 contribution towards course fees and travel for Mr Kesby to attend a program at Stanford's Graduate School of Business (GSB) in California, USA.

ARCHITECTURE GRADUATE NAMED BEST IN THE STATE

For the second year running, a Master of Architecture alumnus received the New South Wales (NSW) Graduate Medal, which is the most prestigious state award for architecture graduates.

This year's title went to Andrew Hannah-Davies for his final-year project, Beneath the Surface, which proposed redevelopment of the existing facilities and surrounding landscape of the famous healing waters at Moree Artesian Aquatic Centre.

As a site of cultural and historical significance, Andrew's project focused on the social, physical and ethereal journey of healing and tackled issues of segregation, Indigenous exclusion and the need for quality public infrastructure for Moree residents.

MATTHEW WINS AUSTRALIA'S FIRST SILVER MEDAL AT WINTER OLYMPICS

Elite student-athlete Matthew Graham is no stranger to competing on a global stage and this year won Australia's first Winter Olympic medal.

Ranked third in the world, Matt was awarded 82.57 points in the final freestyle moguls at PyeongChang in South Korea to take the Silver medal. Navigating the bumps and jumps of the mogul slope in just 25 seconds, Matt saved his most impressive run for last.

As he skied his way to success, elite student-athlete Matt was also juggling a double degree with a Bachelor of Engineering (Civil) and Bachelor of Business. With support from the university's Elite Athlete Friendly University Program, Matt, who is originally from the Central Coast, is a perfect example of how determination, motivation, focus and sheer drive produces stellar outcomes across both sport and academia.

Through its Elite Athlete program, the University supports high-level sports people to balance the demands of International competition with tertiary study, with approximately 130 student-athletes participating in the program during the year.



130

student-athletes
participate in our
Elite Athlete program

MATTHEW GRAHAM >

Bachelor of Engineering (Civil)/
Bachelor of Business



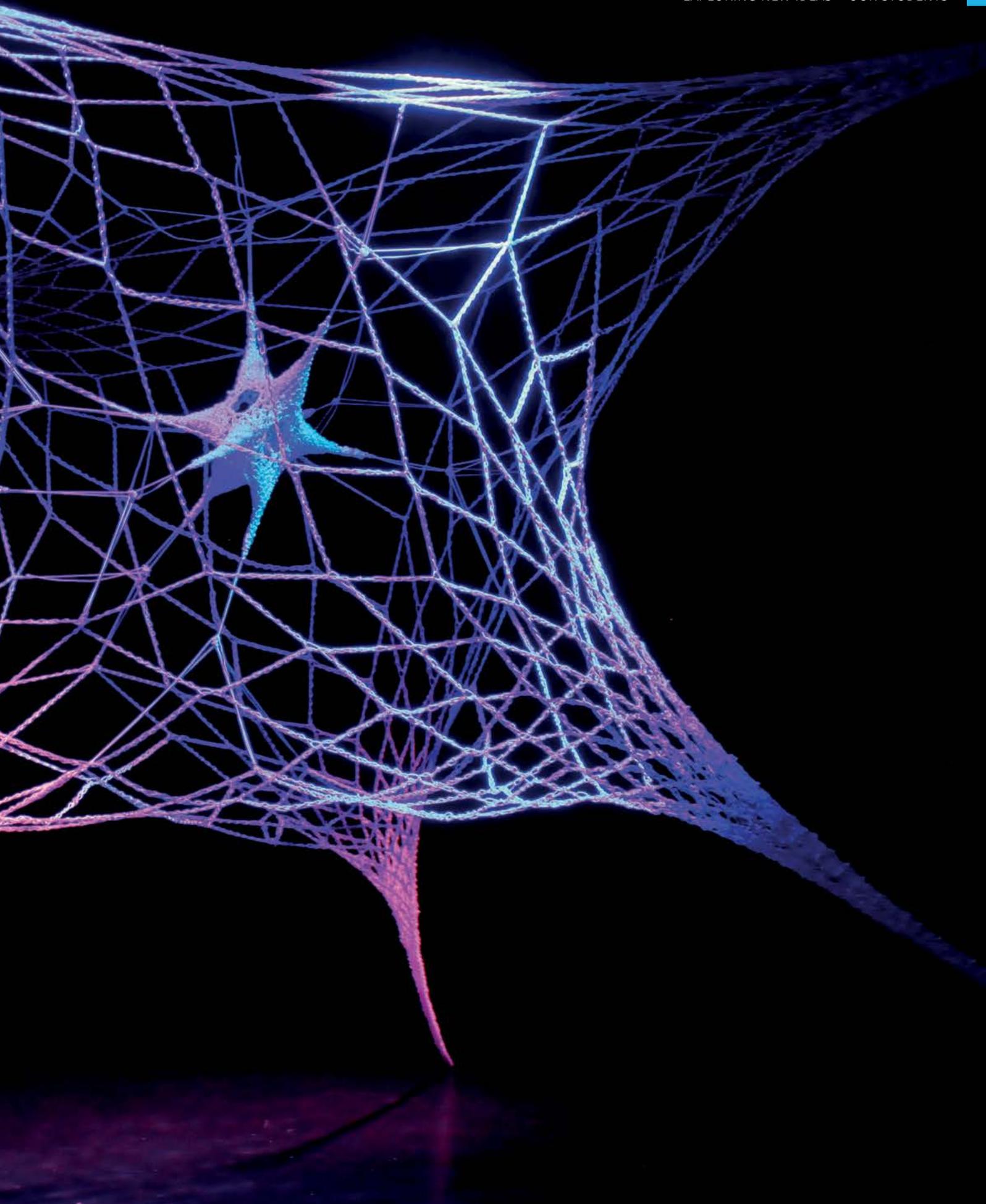
COMBINING MATHS AND MUSIC IN FIBRE ART

Fine Art student Louisa Magrics' crochet-based installation, Hyperweb, featured in the Royal Botanical Gardens in Sydney as part of this year's Vivid festival of light and music.

Suspended six metres in the air and using more than three kilometres of rope, the web-like, hand-crocheted structure was designed to illustrate the interconnected relationship between mathematical patterns, shapes and musical concepts. The web component used the number sequences that underlie rhythm. The sequences were then embedded in crochet to create geometric patterns and transformed into a three dimensional netted tensile structure.

Assembled in collaboration with Sydney lighting designer Calum Young, International multimedia artist Stephen Haynes and Sydney-based sound collective, bitzPink, the installation included site-responsive sound and lighting.

Photo caption: Hyperweb. Lighting design by Jenna Blayden and photography by Louisa Magrics.





BUILDING A DIVERSE SKILLSET THAT GETS YOU NOTICED

Bachelor of Visual Communication Design student Reid McManus attracted global attention with his animations screening at five festivals during the year.

A broad range of core and elective courses at the University brought Reid to Newcastle where a typical day sees him working in The Plasmatic Research Laboratory learning a wide range of graphic design techniques and building his personal portfolio. Reid's internship has led to job offers with one of his projects, Food for Fraught, attracting global attention and screening at five animation festivals from Melbourne to Croatia and the Czech Republic.

[See Food for Fraught at vimeo.com/246917979](https://vimeo.com/246917979)

COLLABORATING ON NEW

The University's latest brand film 'The Power of New' celebrates and demonstrates the power of collaboration in both its content and production.

Shot using a single take, the film introduced life-changing (NEW) ideas from some of our researchers, students and alumni with the video offering valuable opportunities for Work Integrated Learning (WIL). In all thirty students, researchers, alumni, and members of the Marketing and Communications team took part in the film.

[See The Power of New at newcastle.edu.au/new](https://newcastle.edu.au/new)

^ REID MCMANUS

Bachelor of Visual Communication Design (Honours)



NUCLEAR MEDICINE STUDENT RECEIVES SCHOLARSHIP TO PURSUE HIS DREAM

Our world-class \$1.5 million on-campus radiopharmacy laboratory is the largest of its kind in the southern hemisphere with facilities that help students like Jack Berry to succeed.

Nuclear medicine student, Jack Berry, headed to New York to chase his dream of becoming an oncology researcher.

The third year Nuclear Medicine student was selected as the only Australian to receive a scholarship from Telix Pharmaceuticals Limited to attend its Molecular Imaging Summer Program at the Memorial Sloan Kettering Cancer Centre.

The 10-week research program provided undergraduate interns like Jack with practical, laboratory-based experience to develop their skills and address biomedically focused research questions.

Jack participated in independent research projects in a pharmaceutical lab working under the mentorship of Dr Jason Lewis – a world-renowned radiochemist. The opportunity also provided an insight into what a future research career might look like in one of the top research facilities for nuclear medicine in the world.

^ JACK BERRY

Bachelor of Medical Radiation Science
(Honours) (Nuclear Medicine)



TRANSFORMATIVE TEACHING AND LEARNING

We provide flexible and inclusive teaching for a positive student experience with teachers, researchers and students collaborating to support employability outcomes.

ORAL HEALTH STUDENTS TEST THEIR NERVE IN A VIRTUAL WORLD

A ground-breaking simulation is providing Oral Health students with a unique opportunity to practice administering dental injections in a virtual environment before they enter the patient clinic.

A first-of-its-kind for the field, the initiative is the brainchild of Mrs Denise Higgins, Lecturer in Oral Health and Simulation Coordinator.

The program, a collaboration between the University's IT Services Innovation Team and School of Health Sciences, aims to bridge the gap between the classroom and clinic to ensure students are confident and capable when administering delicate anaesthetic needles.

Students can access a range of real-life scenarios, including procedures requiring palatal injections to the roof of the mouth and interdental injections between the teeth. A target point gives students the ideal mark to place the needle while a virtual gauge displays the milliliters being administered once the user engages the needle.

Similar to the successful **Road to Birth** program launched earlier in 2018, the patient's skin can be scaled back to expose the working nerves and capillaries in order to familiarise students with key anatomical features.

Road to Birth is another game-changer for students providing Virtual Reality (VR) insight into the internal stages of childbearing and its effect on the human body.

Through the use of a digital headset, Road to Birth takes users on a journey through pregnancy, depicting a life-size female figure in front of them, whose gestation can be explored and observed.

Key features of the technology include crucial birth considerations like the baby's orientation and placental positioning.

 For further information please visit: <https://youtu.be/PkmW9CB1b3c>
<https://twitter.com/i/status/969329332865810432>

MAKING MEDICAL TREATMENT MORE EFFECTIVE, SAFER AND AFFORDABLE

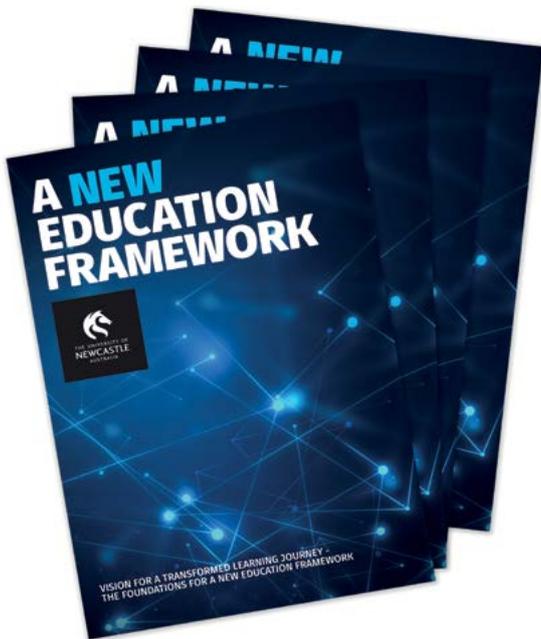
Our Bachelor of Medical Engineering students are working to break new ground every day by combining their love of health and medicine with cutting-edge science and technology.

The broad range of majors and elective pathways on offer are also attracting a significant female cohort with a 42 percent representation compared to 15 per cent across all engineering disciplines.

LAUNCH OF THE NEW EDUCATION FRAMEWORK AND THE EDUCATOR NETWORK (tEN)

The University launched its NeW Education Framework to support collaborative next generation learning, education and curriculum design.

The Framework also provides students with opportunities for discovery and engagement and for the development of a skills portfolio to support their future career and civic success. The framework is learner centred, offering practical solutions and resources. The Educator Network (tEN) supports teaching, research and professional excellence through sharing good practice, promoting collaboration, innovation, autonomy and professional development.



TOP 200

10 subjects ranked in the top 200 globally¹



5-STAR

maximum rating for overall experience and social equity²



#1

in New South Wales for Social Equity²

¹ QS World University Rankings by Subject 2018

² Good Universities Guide 2019



NEWCASTLE'S PIONEERING MEDICAL PROGRAM CELEBRATES MILESTONE

Four decades ago, the University's Foundation Dean of Medicine, Professor David Maddison and his team created an innovative medical program.

This year the University's pioneering program, the first degree in medicine to be established in a non-metropolitan Australian university, and the first to adopt a problem-based learning approach, celebrates 40 years of delivery.

Respected for its game-changing focus on problem-based learning, teaching of patient-centred medicine and innovative admissions process, the medical program continues to attract a diverse group of students who are driving excellence in health care.

The University of Newcastle's community of more than 2,800 medicine graduates are scattered across the globe, improving health care delivery through their committed work in clinical practice, community outreach, research and philanthropy.

The University is also celebrating ten years of its Joint Medical Program (JMP) that supports our next generation of doctors to establish meaningful and productive networks with clinicians in rural, regional and urban locations.

As Australia's only joint medical program, delivered through a unique partnership with the University of New England,



Central Coast and Hunter New England Local Health Districts, the program enables more than 1,000 practising doctors from a variety of backgrounds, to support students with hands-on, practical learning.



FIRST DOCTORAL TRAINING CENTRE ESTABLISHED

Our inaugural Doctoral Training Centre (DTC) launched to focus on the Mining Equipment, Technology and Services (METS) sector.

Fostering collaborative PhD projects, the Advanced METS DTC aims to deliver innovative and transformational technologies and develop skilled innovators of the future.

Australian METS companies provide world-leading products and services for the mining value chain. The sector is currently experiencing some skills and technology challenges that the DTC is working to address by engaging PhD candidates with business to deliver commercially-viable solutions for industry.

^ I2N

The University of Newcastle's I2N – Innovation Integrated Network Muswellbrook is one of Australia's leading Innovation Networks which has attracted over \$2M in state funding along with \$10M in funding for the Hunter Innovation Project.

FOSTERING BRIGHT MINDS AND CREATIVITY

Passionate trailblazer and sustainable business founder, Stephanie Woollard, headlined the University's Enterprise + Innovation 2018 (E+I18) event, which aimed to inspire original ideas and new perspectives among staff and students.

Ms Woollard's public lecture, discussed how she used innovation and tenacity to develop the Seven Women organisation and empower more than 5,000 marginalised women in Nepal to lift themselves out of poverty.

Other E+I18 events saw campuses brought to life with vibrant exhibitions and inventive installations, while the Newcastle City Precinct featured twilight markets, food, music and a moonlight movie as part of its celebrations.

E+I18 has also launched MakerSpace, an ongoing initiative that provides dedicated student space and access to resources such as 3D printers and laser cutters.

As part of the ongoing commitment to growing the region's entrepreneurial capacity, the University's Integrated Innovation Network (I2N) also hosted a number of sessions to showcase its year-round resources.

GOING STACKABLE WITH EDX TO TRANSFORM EDUCATIONAL LEADERSHIP

This University 'first' saw a taster MOOC recognised as a pathway into one of our postgraduate programs.

The School of Education's 12 week Professional Certificate in Leadership and Management in Education was developed with the Centre for Teaching and Learning and Senior Lecturer, Dr Scott Imig and Head of School, Professor John Fischetti who have over 50 years of combined global experience. The program supports the practical application of an evidence-based theoretical framework for new and current school leaders with Dr Imig's expertise in coaching for school transformation at its core.

PUTTING SCIENCE ON THE AGENDA

Leading University statistician, Associate Professor Peter Howley, was one of ten inaugural ambassadors who will help strengthen the understanding and importance of science, technology, engineering and mathematics (STEMM) at a federal level.

Launched by Science and Technology Australia (STA), the new STEMM Ambassador program which runs for twelve months, connects experts with members of parliament to help inform evidence-based policy creation. Associate Professor Howley will work closely with the Member for Hunter and Shadow Minister for Agriculture, Fisheries and Forestry, Mr Joel Fitzgibbon, to increase STEMM knowledge and awareness.

CONNECTING THE HUMANITIES WITH INDUSTRY

An app that connects consumers with ethically made goods, a symposium on the humanities' contribution to the future of humanity and a linguistics project that will preserve an endangered Torres Strait language were some of the projects that attracted funding and support at the University's inaugural Pitchfest.

Hosted by the Centre for 21st Century Humanities, Pitchfest attracted over 60 industry representatives, who gathered to hear about opportunities to partner with six humanities researchers and entrepreneurs. A total of \$28,000 was pledged during the event in the form of financial support, partnerships and mentorships.

 For more information visit youtu.be/rkySuaZmNOE

GLOBAL SCOPE IN OURIMBAH

Following the success of the first Global Scope pilot program at our Ourimbah Campus last year, the program returned with a new cross-cultural dimension with teams drawn from international and national student cohorts.

This year, University of Newcastle Central Coast and Study NSW supported three teams of sixteen students from nine different countries and ten different disciplines to work to address the real business needs of local government organisations while being mentored and supported.

Global Scope is an award-winning program run by Intersective for Study NSW that supports international students' work-ready skills and networks and provides a collaborative learning experience.

ADDRESSING REAL-WORLD ISSUES WITH JOBS OF THE FUTURE

Australia's future aerospace and renewable energy engineers are set to emerge from the Hunter following the launch of two new degrees.

The Bachelor of Aerospace Engineering (Honours) and Bachelor of Renewable Energy Engineering (Honours) will support highly specialised professionals that meet identified industry need.

The new degrees will also support ongoing defence, energy and aerospace collaboration at the I2N Williamtown Hub and it is hoped, will support future faculty and staff at the Western Sydney Aerotropolis.



MORE THAN 30,000 TEACHERS BENEFIT FROM EDUCATION FUNDING BOOST

Improving the quality of school teaching lies at the heart of a visionary education program for Australian schools.

Quality Teaching Rounds (QTR) is a program that supports teachers to make a positive impact on the lives of their students.

Laureate Professor Jenny Gore and colleagues, in partnership with the Paul Ramsay Foundation and the NSW Department of Education are expanding the program to cater to at least 30,000 additional Australian teachers over the next five years.

Originally conceived by Professor Gore and colleague, Dr Julie Bowe, QTR has revolutionised teacher professional development. Working in groups, teachers across all experience levels – from new graduates to school principals – are empowered to refine their practice collaboratively in a way that ensures ongoing improvement.

QTR places all participants at the same level, where they can assess the quality of teaching and provide specific feedback to their peers in a non-confrontational and collaborative way with application across all subject areas and year levels.

At \$16.4 million, the Paul Ramsay Foundation grant is the largest philanthropic investment for research in the University of Newcastle's history.

The program has already attracted international interest from the United Kingdom and Singapore. The QTR team is currently testing and refining its approach to upscaling so that teachers can participate from anywhere in the world.

^ QUALITY TEACHING ROUNDS CO-RESEARCHERS

Dr Drew Miller, Dr Elena Prieto-Rodriguez, Dr Julie Bowe, Professor David Lubans, Laureate Professor Jenny Gore, Professor Max Smith and Dr Jess Harris.



IMPROVING LIVING AND LEARNING FOR INTERNATIONAL STUDENTS

A University initiative designed to break down barriers and increase opportunity for international students was joint winner of the NSW International Student Award for community engagement in the education provider category.

The Student Experience Passport, designed as part of the University's Language Centre's Student Experience program, breaks down barriers and opens opportunities for international students to engage in meaningful connections with the community.

The small passport-style booklet features a range of extra-curricular activities that students can work through to familiarise themselves with a new campus and city, foster friendships and improve their English.

The NSW International Student Awards celebrate outstanding international students across the state, and acknowledge organisations that excel in supporting them.



INNOVATION AND WORLD-LEADING RESEARCH

We strive for excellence across all disciplines delivering bold and creative solutions to deliver world-leading research and research-led teaching.

BIOTECH START-UP SELLS FOR \$502 MILLION

In what is one of the biggest biotech transactions in Australian history, Viralytics – an oncolytic virotherapy firm originating from The University of Newcastle - was acquired for \$502 million by the Merck pharmaceutical company.

Based on the work of Associate Professor Darren Shafren and his team, the basic premise of CAVATAK® is to cause cancer cells to rupture and die, while also stimulating a wider immune system response in the body.

On completion of the transaction, US based Merck gain full rights to Viralytics' experimental immunotherapy compound – CAVATAK® – a form of common cold virus which infects and kill cancer cells. CAVATAK is currently undergoing multiple Phase I and Phase II clinical trials.

The historical buyout is a culmination of over 20 years of development work by Associate Professor Shafren. His work has been supported since its inception by the Hunter Medical Research Institute (HMRI) with Newcastle Innovation, the University's tech transfer arm, also facilitating early funding for Viralytics'.



TOP 9

in Australia for research income (HERDC), \$100.8M in total¹



OVER 90%

of our research is 'at' or 'above world standard'²

< ASSOCIATE PROFESSOR DARREN SHAFREN

School of Biomedical Sciences and Pharmacy
(Immunology and Microbiology)

¹ The Audited Higher Education Research Data Collection Returns 2017

² Excellence in Research Australia 2015

ELECTRIC PARTNERSHIP POWERS ENERGY INNOVATION

A historic commercial partnership is forged, for printed solar cells that are at the top of the technology readiness tree

With Australia's energy crisis dominating news headlines, a powerful new industry-research collaboration has signalled the emergence of a new renewable energy market – organic printed solar.

Created by Physicist, Professor Paul Dastoor, organic printed solar cells are electronic inks printed onto sub-millimetre thin plastic sheets using conventional printers. CHEP, a Brambles company, has become the first commercial partner to help explore the potential of the technology.

In what is a fine example of private enterprise and community leading the way, the partnership represents the first commercial uptake of printed solar in Australia and possibly the world. The commercial-scale installation on CHEP's Beresfield pallet repair facility is the final step before the technology becomes widely available.

The commercial installation comes just one year after the team's Australian first, lab-scale demonstration of printed solar. During the lab scale phase, the system's aesthetics, installation method and cell efficiency was improved, with the team hoping that cell output can be doubled again during this commercial phase.

 For further information please see our video at: youtu.be/mvCEf_Au65k

VIRTUAL BIOBANK SUPPORTS CANCER RESEARCH

Academics from the University and from the Hunter Medical Research Institute (HMRI) have developed the world's first virtual platform to host 3D copies of human cancer tissues, revolutionising the way researchers access critical information needed to advance cancer treatment.

Chief investigators Dr Jamie Flynn, Dr Antony Martin and Dr William Palmer developed The Virtual Biobank as an open resource to accelerate and enhance medical research activities.

Each digital cancer sample in The Virtual Biobank is made up of high-resolution microscopy images in both 2D and 3D, plus important clinical and molecular information that provides the foundation for virtual research into cancer.

Tiny samples from tumor biopsies stored at the Hunter Cancer Biobank* have been converted into virtual copies, allowing anyone from around the world to carry out research from their computers or request access to the physical sample they need. In this way the physical sample remains intact, but a 3D, digital copy with clinical and experimental information is kept online for future use which is particularly important in the case of rare cancers, which are hard to study because of limited sample numbers.

* The Hunter Cancer Biobank was first established in 2012 as a joint initiative of Hunter Cancer Research Alliance, Pathology North (Hunter New England) and Hunter New England Local Health District. Collaborating clinicians from Calvary Mater Newcastle and Hunter New England Local Health District provide access to patients willing to donate specimens to the biobank.

IMPRESSIVE WINS IN MAJOR GRANT ROUNDS

Our researchers have performed strongly, securing \$21.6 million in NHMRC funding and \$11.3 million from ARC. This represents an eight per cent increase in overall performance across NHMRC funding rounds and in the case of the ARC Discovery Project scheme, more than doubling our number of successful applications from 2016.

Funding success to address chronic disease

This increase in funding translated into more than \$5.8 million in funding from the NHMRC, in addition to \$1.4 million previously earmarked for male and female health strategies. Key funding included almost \$2.5 million for a new Centre for Research Excellence (CRE), the University's fourth CRE in as many years, to help community services deliver chronic disease prevention programs. The NHMRC Centre for Research Excellence in Implementation for Community Chronic Disease Prevention is being led by the University's Associate Professor Luke Wolfenden, a leading behavioural scientist with the Hunter Medical Research Institute (HMRI) and Hunter New England Health (HNELHD).

Support for Indigenous Australians living with dementia

Laureate Professor Robert Sanson-Fisher also received more than \$3 million in funding from the National Health and Medical Research Council (NHMRC) to improve the outcomes of Indigenous Australians living with dementia. Lead Chief Investigator Laureate Professor Sanson-Fisher, an affiliate of the Hunter Medical Research Institute, is examining the effectiveness and cost efficiency of a community-based approach to increase the timely diagnosis of dementia, and the delivery of best practice care. Working with communities in Queensland, New South Wales, Western Australia, South Australia and the Northern Territory, a randomised trial will help determine the viability of a new approach to providing care, which, if effective, could be rolled out in communities across Australia.

FUNDING TO ADVANCE ACUTE STROKE THERAPIES

Conjoint Professor Chris Levi from the University of Newcastle will be able to continue vital research into stroke treatment therapies after receiving \$577,188 in funding from the inaugural Medical Research Future Fund (MRFF).

The MRFF is a new funding scheme designed to support Australia's leading researchers in the health and medical sector.

Through his partnership with the Hunter Medical Research Institute (HMRI), Professor Levi is renowned for his global trial investigations into improving stroke treatment options for patients using the clot-dissolving drug, Tenecteplase (TNK).



TSUNAMI RESEARCH CAUSES MEDIA STORM

Whirlpools at the Spit, inundation of Manly Corso and major disruptions are possible impacts revealed in a first-of-its-kind study into the tsunami threat to Sydney Harbour.

The study findings were picked up by almost every major news outlet in Australia as well as by National and Australian Geographic. The story resulted in more than 270 media clips with a total reach of almost 170 million people with the video explainer viewed more than 17,000 times on Facebook.

Published in Scientific Reports and supported by the NSW Office of Emergency Management, coastal researchers, PhD candidate Kaya Wilson and supervisor Dr Hannah Power modelled the effects of tsunami inundation in Sydney. The

results showed the potential for significant changes in the water, from powerful currents to the formation of dangerous whirlpools, highlighting the need for increased community awareness. The United Nations International Strategy for Disaster Reduction (UNISDR) also shared the story and invited Kaya to present the research at a number of upcoming conferences.

[i For further information please see: t.co/Tlq0niyAjj](https://t.co/Tlq0niyAjj)

^ DR HANNAH POWER, PROJECT LEAD
AND MR KAYA WILSON, LEAD AUTHOR



PREVENTING CHRONIC DISEASE AMONG PEOPLE WITH MENTAL ILLNESS

Increased support to prevent chronic disease in people with mental illness will be the focus of a \$597,507 Medical Research Future Fund (MRFF) investment for Australian researchers.

Worldwide, the life expectancy of people living with mental illness is 12 to 30 years less than those without mental illness, an inequity largely attributable to a greater burden from chronic diseases including cardiovascular disease, cancers and diabetes. However, many of these diseases can be prevented by addressing harmful lifestyle behaviours including smoking, inadequate physical activity, harmful alcohol consumption and poor nutrition.

Funded by the MRFF through The Australian Prevention Partnership Centre, Professor Jenny Bowman will lead a collaborative team of researchers in exploring the role community managed organisations (CMO) can play in reducing the risk of chronic disease in people with mental illness.

Professor Jenny Bowman is a health psychologist and researcher with our Priority Research Centre for Health Behaviour. She is also a member of the Hunter Medical Research Institute's Public Health research program.

The team is comprised of Professor Jenny Bowman, Professor John Wiggers, Associate Professor Luke Wolfenden, Dr Kate Bartlem, Dr Tara Clinton-McHarg, Associate Professor Andrew Searles and Professor Andrew Wilson.

^ PROFESSOR JENNY BOWMAN
School of Psychology (Psychology)

MAGNETS PROVE REPELLENT TO SHARKS AND RAYS

A new study has revealed simple magnets may be the solution to reducing the number of sharks and rays (elasmobranchs) caught as bycatch from commercial fishing activities.

With populations of species around the world in decline because of commercial fishing, the experimental study found that incorporating magnets into fish traps reduced incidences of bycatch by more than 30 per cent and increased the catch of targeted fish species by the same amount. University of Newcastle lead researcher, Dr Vincent Raoult, believes the results could have considerable implications for the conservation of sharks and rays.

 For further information please see: <https://www.nationalgeographic.com/animals/2018/08/sharks-repel-magnets-fishing-animals/>

INDIGENOUS LANGUAGE LINK SPARKS GLOBAL INTEREST

Research showing that all Australian Indigenous languages descend from one common ancestor has reached more than 150 million people.

The research is a result of collaboration between the University's Chief Investigator, Centre for 21st Century Humanities member and historical linguist, Associate Professor Mark Harvey, and Western Sydney University Chief Investigator, Associate Professor Robert Mailhammer. Their findings were released in March in the historical linguistics journal, *Diachronica*.

For the first time research proves that all Australian languages derive from one language, Proto-Australian.

The research, which is a culmination of three years' work, created a wave of national and global interest with more than 120 media pick-ups around the world.

TWO NEW PATHWAYS EXPAND THE HORIZON FOR CANCER RESEARCH

Following the discovery of two new pathways that could play a role in cancer treatments, breakthrough research is offering the potential to dramatically reshape the scope of cancer research.

Until now, global cancer research has focused on two per cent of the human genome that make proteins. However, research at the University has established exciting possibilities with genes that were previously thought to be 'non-functioning' in cancer cells. The discovery was made by investigating a special class of genes known as noncoding RNA's (ncRNA) found in the human genome (DNA). Led by Professor Xu Dong Zhang*, Dr Lei Jin* and Dr Rick Thorne*, identification of the two unique pathways could lead to the development of new, more targeted cancer therapies.

* Professor Zhang, Dr Jin and Dr Thorne are members of the Hunter Cancer Research Alliance (HCRA) group, a collaborative partnership between the Hunter Medical Research Institute, the University of Newcastle, Hunter New England Health and the Calvary Mater Newcastle.

GRANT TO CURB DEAFNESS AND DISADVANTAGE

A \$69,000 RP Medical Fund philanthropic grant will accelerate a new project to offer early intervention in ear health in Aboriginal communities throughout the Hunter New England region.

Ear Nose and Throat (ENT) surgeon and Hunter Medical Research Institute (HMRI) researcher Dr Kelvin Kong, will lead the research project trialling a new method of early diagnosis of ear infections in rural and remote communities through the Aboriginal Medical Service.

The funding will allow the team to purchase innovative technology for ENT specialists to remotely assess patients quickly and efficiently. Delayed care can have a serious impact on children's ear health, quality of life and their culture and identity.

A Worimi man, and Australia's first Indigenous surgeon, Dr Kong is passionate about reducing the disparity that exists between Aboriginal and Torres Strait Islander kids and our non-Indigenous population.

BRAIN FERTILISER NURTURES NEW HOPE FOR STROKE SURVIVORS

A hormone already at our fingertips could provide a simple answer for a first-of-its-kind treatment to promote 'brain fertilisers' and significantly improve quality of life for stroke survivors, potentially even months or years after experiencing a stroke.

In Australia, someone suffers a stroke every ten minutes, with memory loss and learning difficulties impacting on up to 80 per cent of survivors. However, new research has demonstrated an encouraging link between the administration of growth hormone and an improvement in cognition after experiencing stroke.

A team of researchers from the University and from the Hunter Medical Research Institute (HMRI) worked in collaboration with leading endocrinologist Professor Jörgen Isgaard from the University of Gothenburg, Sweden, to make the discovery with results published in the prestigious journal *Stroke*.

The research suggests that growth hormone could play a critical role in brain repair after injury and that growth hormone treatment after stroke significantly improved learning and memory performance.

\$1.96 MILLION TO PERSONALISE CANCER TREATMENT AND CHANGE PATIENT LIVES

University of Newcastle's Professor Jennifer Martin received \$1.96 million in Cancer Council NSW research funding to develop a personalised chemotherapy dosing system for cancer patients to improve quality of life, reduce side effects and increase chance of survival.

Leading clinical pharmacologist Professor Martin and her team received a Cancer Council 'Pathways to a Cancer-Free Future' grant at the NSW's annual research awards.

FUNDING TO AID EARLY INTERVENTIONS FOR CANCER AND STROKE

Two exceptional Early to Mid-Career Researchers have secured more than \$1.16 million to explore early intervention methods for two significant health challenges.

The fellowships will facilitate the exploration of early prevention against heart disease in cancer survivors, and early detection of neurological deterioration in ischaemic stroke.

The recipients and projects are:

\$582,391 for Associate Professor Doan Ngo to explore the implementation of strategies for early detection and prevention of chemotherapy-induced cardiotoxicity in cancer patients.

\$577,670 for Dr Adjanie Patabendige to implement Steps Towards Understanding and Preventing Early Neurological Deterioration in Ischaemic Stroke (STUPENDIS).

ARC LINKAGE PROJECT SUCCESS FOR ENGINEERING AUTHORITY

Emeritus Laureate Professor Graham Goodwin received \$240,000 in funding from the Australian Research Council (ARC) Linkage Project scheme to improve the operation of steam boilers in Australia's sugar industry.

Working with Wilmar Sugar Pty Ltd in Northern Queensland, Professor Goodwin is developing new control techniques to improve the safe operation of boilers, to improve sugar production and the electricity cogeneration capabilities of the sugar industry.

HUMBLE SALT FIGHTS MASS FROG EXTINCTION

It has been touted as a natural health cure for centuries, now a new study reveals that salt may halt the devastating chytrid disease (chytridiomycosis) in frogs.

According to lead researcher Dr Simon Clulow, this highly infectious disease has proliferated, sending more than one third of the world's frog species into decline and driving more than 100 species to extinction across Australia, the Americas, Africa and Europe. This research offers real hope for frog survival worldwide, as Chytrid is thought to be one of the main drivers of current frog extinctions.

LONGITUDINAL STUDY APPLAUDS CAREGIVING GRANDMOTHERS

A University of Newcastle and University of Queensland study found that 60 per cent of women in their mid-sixties and 12 per cent of women in their late eighties provided regular, unpaid childcare for their grandchildren.

Study Director Professor Julie Byles said that the work done by these women goes largely unrecognised. The report from the Australian Longitudinal Study on Women's Health also revealed that more than half of the women providing unpaid, daily care for their grandchildren were employed, with 23 per cent working full-time jobs. However roughly one in four women in their sixties who provided care for a grandchild as well as for an ill, frail or disabled adult, were in danger of being depressed and over-stressed.

MULTI-MILLION DOLLAR BOOST FOR CRUCIAL RESEARCH

Twenty-one research projects across science, engineering, health and the humanities will share in \$8.75 million from the Australian Research Council (ARC).

Awarded to research that demonstrates benefit and impact to the Australian community, successful projects included:

- \$472,000 to Associate Professor Mark Baker to understand the genetic causes that underpin bull and cattle infertility and investigate better methods to predict the fertility status of bulls.
- \$420,000 to Dr Lawrence Ong to future-proof secure communication systems against large-scale quantum computers, which threaten current encryption approaches. The project aims to ensure that data transmitted over communication networks can never be revealed to hackers, even in public WiFi.
- \$496,166 to Dr Dane Lamb, to directly improve our ability to assess risks associated with environmental contamination.

COMBING THE SEAS FOR CANCER TREATMENT OPTIONS

Pancreatic cancer is the fourth leading cause of cancer death in Western societies with low survival rates that have remained stagnant since the 1970s.

Associate Professor Chris Scarlett and his team are searching the ocean floor for sea sponges to uncover biological compounds that could offer hope for pancreatic cancer sufferers.

Early cancer therapies came from a certain type of sea sponge and with thousands of species still available, it is hoped that a new therapeutic treatment can be derived from the sponge samples that are being taken from trawler nets around the world.

Chris and a team of PhD students are also working on the breakthrough discovery of a protein associated with the aggressive spread of pancreatic cancers to try to pinpoint more effective treatment options.





Australian Government

NEW COLOMBO PLAN
Connect to Australia's future - study in the region

Odette Merinda Brown

Congratulations on being awarded a 2019

New Colombo Plan Scholarship

Marise Payne
Senator the Hon. Marise Payne
Minister for Foreign Affairs

ENGAGING GLOBALLY

We are increasing our global reach and reputation and broadening student and staff opportunities with strategic partnerships that support our ongoing drive for excellence.

NEW COLOMBO PLAN STRENGTHENS GLOBAL CONNECTIONS

The Australian Government has awarded the University of Newcastle \$1,267,750 million in funding under the 2019 New Colombo Plan Mobility Program.

Funding is supporting 334 students to undertake 23 mobility projects in 15 countries across the Indo-Pacific region, with the University leading five cross-institutional projects addressing global environment, health and business topics.

CELEBRATING FOUR NEW COLOMBO PLAN SCHOLARSHIP RECIPIENTS

Our students joined an elite group of over 120 students from across the nation who will enrich their studies through semester-based study and internship/mentorship program opportunities during 2019. The recipients are:

- Odette Brown who is completing a Bachelor of Laws/ Bachelor of Aboriginal Professional Practice, and will undertake studies at Waseda School, University of International Studies, Japan.

- Josiebel Cardona, Bachelor of Civil Engineering, will undertake studies at Hong Kong Polytechnic, Hong Kong, and plans to take internship with an organisation that develops sustainable solutions for urban living.
- Kelsey Gray, Bachelor of Laws/Science, will undertake studies at Nanyang Technological University (NTU), Singapore, and plans to intern with the United Nations Economic and Social Commission.
- Jack Steed, Bachelor of Business/Bachelor of Commerce, will undertake studies at the Chinese University of Hong Kong (CUHK), Shenzhen, China, and will look to intern with a Chinese sporting organisation.

< NEW COLOUMBO PLAN SCHOLARSHIP RECIPIENT

Odette Brown is presented with her scholarship from Ms Frances Adamson, Secretary for the Department of Foreign Affairs and Trade.

PUBLIC HEALTH EXPERT AWARDED AUSTRALIAN THAILAND ALUMNI AWARD

Renowned public health expert and alumnus, Dr Thira Woratanarat received the Australian Thailand Alumni Community Engagement Award.

An Assistant Professor in the Department of Preventive and Social Medicine, at Chulalongkorn University, Dr Woratanarat plays a leading role in preventive medicine and health promotion to improve population health. He holds specialist research interests in the fields of HIV/AIDS, health systems and policy, clinical trials and health equity.

SCHOLARSHIP AWARD FOR ENTREPRENEURIAL KENYAN

A mobile app to enable farmers in rural Kenya to advertise and sell any daily surplus crops has won the 2018 Nairobi Young Entrepreneur Challenge, hosted by the Newcastle Business School.

Aamir Pirani from the Aga Khan Academy in Nairobi won first place for his business plan innovation, collecting a \$25,000 University of Newcastle study scholarship. Aamir's 'Soko phone' app business plan enables low income customers to access cheaper farm produce by engaging directly with suppliers and features transaction capability through existing cellular money transfer apps. Aamir was one of four finalists selected to present their plans at the Australian High Commission. In addition to scholarships, the four finalists competed for a prize pool of 250,000 Kenyan shillings (approximately AU\$3300) to share with their schools in Kenya.

The Nairobi Young Entrepreneur Challenge is an initiative of Dr Michael Seamer of the Newcastle Business School and conducted in partnership with the University's agent in Nairobi – Koala IAC. The competition is based on the NSW Year 11 Business Plan Challenge developed by Dr Seamer, which is now in its fifteenth year.

FUNDING SOLUTIONS TO HEALTH CHALLENGES ACROSS THE PACIFIC

Conjoint Professor David Durrheim received \$1.48 million in funding under the Australian Government's Health Security Initiative for the Indo-Pacific, designed to strengthen health security throughout Southeast Asia and the Pacific.

Professor Durrheim is Director of Health Protection for Hunter New England Local Health District and a leading researcher with the University of Newcastle and the Hunter Medical Research Institute (HMRI). Under this project, he and his team will engage a skilled team of health practitioners to lead infectious disease detection, response and priority research activities in Papua New Guinea (PNG).

HUNTER PRESIDENT FOR OCEANIA CHAPTER

The Society for Research on Nicotine and Tobacco (SRNT) has recently established an Oceania chapter (SRNT-O) – and the Hunter Medical Research Institute's Professor Billie Bonevski is its inaugural founding President.

The SRNT has more than 1000 members in over 40 countries around the globe and is the only professional association dedicated to the support of researchers, academics, treatment professionals and people working in the field of nicotine and tobacco research. Researchers in Australia, New Zealand and the Oceania region are punching above their weight in this field of research – from research into the implementation of plain packaging and graphic health warnings on cigarette packages to New Zealand's world-first smoke-free goal.

INTERNATIONAL RESEARCH MOU

The University and Calvary Mater Newcastle welcomed nine delegates from the prestigious Princess Chulabhorn Royal Academy, Thailand, in celebration of a medical physics research Memorandum of Understanding (MOU).

This agreement will foster academic collaboration and joint research in the field of medical physics, and will support student exchange between the facilities.



INNOVATIVE PARTNERSHIP SET TO STRENGTHEN PUBLIC SERVICE PERFORMANCE

A new partnership between the University of Newcastle, the Kenyan Government and the Australian Government will facilitate a valuable education initiative under the Australia Awards Fellowships.

A collaboration between academics and government representatives, the fellowship is aimed at strengthening public service performance and building governance capacity in Kenya. Business school lecturers, Dr Patricia Johnson and Professor Jim Jose are leading the fellowship, which will involve a fortnight of workshops with senior executive officers of the Kenyan Public Service Commission.

RESEARCHERS

Professor Jim Jose, Ambassador and Chairperson of the Kenyan Public Service Commission, Mr Peter Nkuraiya, Dr Patricia Johnson and Chief Executive Officer of the Kenyan Public Service Commission, Alice Otuala.



ALUMNUS JOINS THE ACADEMY

Blending art with science, Yasser Hamed, a mechanical engineering alumnus has forged a successful career as a senior creative at Walt Disney Animation Studio in Los Angeles.

University of Newcastle alumnus, Yasser Hamed, has risen to the top of his field in film animation, joining the prestigious Academy of Motion Picture Arts and Science.

The Academy of Motion Picture Arts and Science is a professional honorary organisation aimed at advancing the arts and science of motion pictures. Known for its annual awards, The Oscars, academy membership is drawn exclusively from qualified filmmakers from around the world.

Blending art with science, Yasser has forged a successful career as a senior creative at Walt Disney Animation Studio in Los Angeles. His high profile projects include Academy Award Best Animated Feature Film *Big Hero 6* and Academy-nominated films *Wreck it Ralph* and *Moana*.

^ MR YASSER HAMED

Mechanical engineering alumnus, and Crowds Animation Supervisor at Walt Disney Animation Studios

HEALTH-CARE FIRST IN CHINA

PhD graduate Jiemin Zhu has developed a first-of-its-kind mobile application to provide women with breast cancer free access to support services across China.

Breast cancer is the most common cancer for Chinese women, but an increase in diagnosis and shortage of oncology specialists pose challenges for women to access adequate support from health care professionals. Ms Zhu's e-Support program has four components – a learning forum, a discussion forum, an ask-the-expert forum and a personal story forum.

The learning forum provides knowledge and symptom management strategies, while the discussion forum is an online platform for women to chat with one another. Women can ask questions and receive advice directly from experts within 24 hours through the ask-the-expert portal and hear from other breast cancer survivors via the personal story feature.

After completing a Bachelor of Nursing in China and a Master of Nursing in Canada, Ms Zhu was drawn to the University of Newcastle because of her PhD supervisor, Professor Sally Chan, whom Ms Zhu admires for her quality research and passion for nursing.

DEEPENING TIES WITH ISLAND NATIONS

The University has partnered with the Secretariat of the Pacific Regional Environment Programme (SPREP) to advance critical environmental research in the Pacific.

The partnership aims to deliver co-operative solutions through in-country capacity building and knowledge sharing. A Pacific island research 'node' will be located at SPREP's headquarters in Apia, Samoa with activity coordinated through our Global Impact Cluster for Energy, Resources, Food and Water. The node will support strategic research and training to promote skill development and innovation in the region.

UNIVERSITY OF NEWCASTLE STUDENTS RECEIVE NEW HUNTER WATER SCHOLARSHIPS

Three students receive Hunter Water scholarships to support their educational goals.

Jack Roberts, a first year Bachelor of Commerce student, received the Hunter Water Indigenous Scholarship of \$22,500 over three years. Jack said the scholarship would enable him to focus on his studies and his end goal of excelling in business.

University of Newcastle Business student, Tahleigha Compton, was awarded the Hunter Water Indigenous Community Leadership Scholarship. The scholarship offers a benefit of \$7,500 each year for up to three years to a student who is committed to making a difference in their community.

Tahleigha said the scholarship has helped her and allowed her to purchase her own laptop for the first time so she can work while on the move.

Hunter Water also offers an annual Undergraduate Disability Scholarship, which was awarded to combined Social Science and Law student, Joseph Popov.

STUDENT EXCHANGE AGREEMENTS WITH NIHON UNIVERSITY, JAPAN

Two new Student Mobility Agreements have been established with Nihon University that sees it become the first foreign University to establish a bricks and mortar presence in Newcastle. The initiative has been designed to support stronger engagement, language teaching and cultural studies, student mobility, research collaboration, and alumni and philanthropy efforts.

Through the new student exchange program, UON students will have the opportunity to study for one semester in Japan, while Nihon University students will have the same opportunity. In addition, Japanese students will also visit us during study tours for short term English language improvement programs.

FIRST COHORT OF MA & MORLEY SCHOLARS VISIT CHINA

Our next generation of globally-aware and socially conscious Australian leaders embarked on their journey as Ma & Morley Scholars at the University.



When the paths of Chinese entrepreneur Mr Jack Ma and respected Novocastrian, the late Mr Ken Morley, crossed almost four decades ago, the encounter led to a lifelong friendship and shaped the teenage Jack Ma's life journey.

A group of twenty-seven of our students, the historic first cohort of Ma & Morley Scholars, visited China for an immersion experience, designed to replicate the eye-opening encounter Jack Ma had when he visited Newcastle for the first time.

The program is unique to the Australian Higher Education sector, as the scholarship goes beyond financial support. The Program aims to inspire, cultivate and educate the

next generation of globally aware and socially conscious Australian leaders by providing a comprehensive personal engagement and enrichment experience to establish key networks and friendships and develop practical global leadership qualities.

The life-changing Ma & Morley Scholarship Program has been made possible thanks to a very generous AUD\$26 million philanthropic commitment from Alibaba founder and executive chairman, Mr Jack Ma, through the Jack Ma Foundation. This is the first contribution in Australia by the Foundation.

① For further information please see our video: youtu.be/RsMjf2S8iJo

Alibaba Group
阿里巴巴集团
阿里空间
阿里巴巴欢迎您!
Welcome to Alibaba!





OUTSTANDING LEADERS RECOGNISED AT OUR ALUMNI AWARDS

Twenty-seven outstanding leaders across the fields of science, engineering, business, medicine and creative industries had their career achievements recognised at the 2018 University of Newcastle Alumni Awards.

ALUMNI MEDAL FOR PROFESSIONAL EXCELLENCE

Dr Gary Quinlan AO

Honorary Degree – Doctor of Letters 2007
Bachelor of Arts 1973

Dr Gary Quinlan AO is Australia's Ambassador to Indonesia, a senior career officer with the Department of Foreign Affairs and Trade (DFAT) and was most recently Deputy Secretary, and Australia's Senior Official to ASEAN and to the East Asia Summit.

As a skilled and proven diplomat, Dr Quinlan was selected and appointed as the Australian Representative on the United Nations Security Council for the 2013-2014 term, representing Australia on matters of international peace and security.

^ ALUMNI AWARD WINNERS 2018

Standing: Dr Bernard Curran AM,
Dr Gary Quinlan AO, Mr Bernard Collins,
Mr Kyle Loades, Mr Peter McArdle,
Dr Kristopher Rallah-Baker.

Seated: Dr Jessica Allen, Dr John Doyle AM.

Not shown: Professor Thomas Borody,
Professor Richard Wortley AM.

NEWTON-JOHN AWARD**Dr John Doyle AM**

Honorary Degree – Doctor of Letters 2001
Bachelor of Arts 1982

John Doyle is an accomplished actor and writer for stage and screen, most known for his alter ego Rampaging Roy Slaven, one half of the duo Roy and HG. Starting with a radio show in the 1980s, This Sporting Life, the duo have gone on to produce shows including This Voting Life; The Cream; and The Dream, a late-night Olympic commentary show resulting in their inclusion by the Australian Olympic Committee in the closing ceremony.

INDIGENOUS ALUMNI AWARD**Dr Kristopher Rallah-Baker**

Bachelor of Medicine 2002

Kristopher (Kris) Rallah-Baker, a Yuggera/Biri-Gubba-Juru man, is the first Australian Indigenous Ophthalmologist. He works closely with Indigenous communities by providing quality eye health care that they may not otherwise receive.

INTERNATIONAL LEADERSHIP AWARD**Professor Richard Wortley AM**

Bachelor of Arts 1978

Over his career of more than 40 years, Professor Richard Wortley has developed an international reputation in the study and prevention of crime. The implementation of his research has led to international changes in situational crime prevention, including the creation of the Working with Children Check.

NATIONAL LEADERSHIP AWARD**Mr Kyle Loades (joint recipient)**

Master of Business Administration 2015
Graduate Certificate in Business Administration 2000

Kyle Loades is currently a non-executive director of Credit Union Australia, Chair of Drive Yello, Chair of Hunter Medical Research Institute and a Conjoint Professor in the Faculty of Business and Law at The University of Newcastle.

Professor Thomas Borody (joint recipient)

Doctor of Philosophy (Immunology and Microbiology) 2005

Professor Thomas Borody is internationally recognised for his ground-breaking research and innovation in digestive health that has led to hundreds of thousands of treatments, improving the quality of life for countless Australians. In the 1980s, he was one of the first in Australia to understand the role of microbes and bacteria in a person's overall health.

REGIONAL LEADERSHIP AWARD**Mr Bernard (Barney) Collins**

Bachelor of Architecture 1981
Bachelor of Design (Architecture) 1978

Barney Collins is an award-winning architect who has shaped the Newcastle landscape. His landmark projects include The University of Newcastle's NeW Space and the Newcastle Memorial Walk.

EXCEPTIONAL COMMUNITY SERVICE**Dr Bernard Curran, AM**

Doctor of Philosophy 1974
Bachelor of Arts 1968

Dr Bernard (Bernie) Curran has played a central role in The University of Newcastle's community for more than 40 years. In his time, he has been a student, rugby player, committed and dedicated sports leader, academic and teacher, community leader, mentor, fundraiser, active alumni leader, public speaker, strategist, donor, researcher and above all, a compassionate friend to many.

BERYL NASHAR YOUNG RESEARCHER AWARD**Dr Jessica Allen**

Doctor of Philosophy (Chemistry) 2011
Bachelor of Engineering (Chemical) 2008

Dr Jessica Allen is a young researcher who is making headway in the critical field of clean energy. Her substantial research is already seeing recognition in the fields of low emission coal, renewable energy systems for biomass and solar thermals, and energy storage.

YOUNG ALUMNI AWARD**Mr Peter McArdle**

Bachelor of Engineering (Civil) 2009

Mr Peter McArdle's work with the Red Cross has been invaluable to many developing communities affected by natural disaster or conflict. The technical and social problems Peter has had to overcome is exemplified by his most highly regarded contribution managing the Red Cross Ebola treatment centre and burial team in Sierra Leone in 2015.



CONNECTING WITH OUR COMMUNITIES

We support students and staff to contribute to the social, cultural and economic wellbeing of the communities we serve. Working with stakeholders, we deliver value and positive results through innovative teaching, research and community outreach.

INNOVATIVE ARTS HEALTH PROGRAM DELIVERS TANGIBLE RESULTS ACROSS NEW ENGLAND

The Gomeroi gaaynggal ('Babies from Gomeroi lands') and community ArtsHealth programs have been improving health outcomes and opportunities for Aboriginal women and their children in Tamworth and Walgett since 2007.

The Gomeroi gaaynggal Centre in Tamworth provides a safe and culturally appropriate environment for women of all ages to connect with their culture and community and better understand artistic and cultural practices and health and education.

Transformative research at the centre includes longitudinal research on how Aboriginal babies grow and develop during pregnancy and for the first ten years of life. Other PhD studies focus on chronic disease development, nutrition, health technology approaches, obesity and mental health to improve health outcomes for Indigenous communities locally and globally.

The Centre's ArtsHealth program, which includes a successful schools-outreach component, draws together artists and the Indigenous and non-Indigenous community to inspire, share stories and produce artwork that is globally acclaimed and that financially benefits many of the communities' talented artists.



1455

Australian Redcross - RED25
blood donations by Univer-
sity staff. No. 1 in the Hunter
Valley for blood donations¹



CHILDREN EXPERIENCE A TASTE OF UNIVERSITY LIFE

Local school students experienced a taste of university life and explored subjects including nursing, engineering, cartoon drawing and psychology at the Children's University on Campus experiential learning day.

Attendees took part in a number of hands-on workshops that showcased the diversity of education opportunities available outside the constraints of the school-based curriculum.

Hosted as part of the Children's University Newcastle initiative, the event is one of a series of opportunities aimed at encouraging children between the ages of seven and 14 to be curious learners.

The University is one of only a handful of universities offering this program in Australia, and the only one in New South Wales.

^ CHILDREN'S UNIVERSITY
ON CAMPUS EXPERIENTIAL
LEARNING DAY

CHILDHOOD ASTHMA RATES REDUCED THROUGH TAILORED INTERVENTION

Researchers from the Hunter Medical Research Institute and the University, in collaboration with the University of Queensland and The Children's Hospital at Westmead, have confirmed that when a woman's asthma medication is optimally controlled during pregnancy, the rate of asthma in her offspring is nearly halved.

The research which has been peer reviewed and published in a leading international journal, demonstrates the benefits of using inhaled corticosteroids, precisely tailored to measurements of lung inflammation during pregnancy.

Professor Joerg Mattes, Director of the university's Priority Research Centre Grow Up Well, says that the research and intervention is exciting because one of the holy grails of asthma research is to demonstrate that childhood asthma can be prevented.

FLUTRACKING SURVEILLANCE SPREADS ACROSS THE TASMAN

For the first time, FluTracking, the highly successful online health surveillance system that helps detect epidemics of influenza throughout Australia, has expanded its reach to New Zealand.

What started in 2006 with just 400 participants, FluTracking has now grown to become the largest crowd-sourcing influenza surveillance system in the world with more than 37,000 Australians currently reporting their flu symptoms every Monday morning.

A joint initiative of the University of Newcastle, Hunter New England Population Health and the Hunter Medical Research Institute (HMRI), FluTracking aims to develop a system that can rapidly determine the onset of influenza in Australia; the severity of circulating influenza strains; and if influenza strains have changed. Founder and co-ordinator, Dr Craig Dalton, said the project's success as an integral part of Australian influenza surveillance had led to its expansion in New Zealand.

FROM TAREE TO TASSIE, TELEHEALTH NUTRITION INTERVENTION GOES NATIONAL

Hunter nutrition researchers are casting a nation-wide net with a tele-dietary intervention to help parents who are concerned about their child's eating habits or weight.

Called Nutrition Connect, and supported by nib foundation and Hunter Medical Research Institute (HMRI), the project has previously assisted rural families in the New England region by bringing an accredited 'virtual' dietitian into their homes.

According to researchers, Professor Clare Collins and Associate Professor Tracy Burrows, parents complete the nationally recognised Australian Eating Survey then receive feedback and support, based on individual dietary assessment results, via their home-based iPad or computer.

INTERGENERATIONAL PLACEMENT: FROM PEN TO PAL

Dr Tamara Bakemore, Field Education Coordinator and acting Head of Discipline for Social Work has worked with in home nursing care provider, Hunter Nursing and Valentine Public School to develop a novel placement opportunity.

Two third year social work students, Jessica Phelps and Katyana Shultz Goodger supported the implementation of a highly successful intergenerational pen pal program between year 6 students from Valentine Public School and clients from Hunter Nursing.

Twenty-eight student and client pairs participated in the program where they exchanged letters over eight weeks on topics including love and security, health, participating, identity and culture, material basics, and learning.

OPEN DAYS ATTRACT MORE STUDENTS

Revitalised Open Days broke attendance records this year, as prospective students, families and community members took part in a range of immersive and interactive activities across our campuses in Callaghan, NeW Space, Ourimbah and Port Macquarie.

An army of staff and students welcomed visitors to the university and engaged with prospective new students.

In excess of 6,500 attendees visited our campuses while our first ever 'virtual' campus tour on social media, reached a domestic and international audience of close to one million.

 See our virtual campus tour at: <https://www.facebook.com/watch/?v=233786100669407>

KIDS HAVE HEALTHIER HEARTS THANKS TO NEW SCHOOL PROGRAM

Cardiovascular disease risk in kids due to poor aerobic fitness has been cut by more than half in primary schools through a new online physical activity training program for teachers.

Developed by the University's Priority Research Centre for Physical Activity and Nutrition and the Australian Catholic University's Institute for Positive Psychology and Education, the pilot program delivered the dramatic heart health and aerobic fitness improvements in a published study of 460 children.

Only one in five Australian children meet the recommended national daily physical activity guidelines of 60 minutes of moderate to intense physical activity every day (source: www.health.gov.au). Physical inactivity is a significant risk factor for chronic diseases such as cardiovascular disease and diabetes. The iPLAY program was rolled out to more than 20,000 NSW state primary school students in 83 schools throughout the state.

CHAMPIONING FOOD INDUSTRY ON THE CENTRAL COAST

Regional Development Australia Central Coast in partnership with Central Coast Industry Connect and the University, have launched the Central Coast Food Innovation Region Initiative.

The initiative aims to support the local food industry, create new jobs and build sustainable business competitiveness by connecting the University research strengths with government and industry.

Executive Director of the University's Global Impact Cluster for Energy, Resources, Food & Water and Newcastle Institute for Energy and Resources (NIER) Professor Alan Broadfoot said the initiative would help to translate research into tangible outcomes in the region and beyond.

SUPPORTING ACCESS FOR STUDENTS FROM OUT OF HOME CARE

The Association of Children's Welfare Agencies awarded our Centre of Excellence for Equity in Higher Education (CEEHE) with the 2018 ACWA Innovation Award for the Live Learn Grow Program.

Live Learn Grow supports students with an Out of Home Care (OOHC) background to access and actively participate in higher education. It is the only program of its kind in Australia and provides practical support and guidance for students on all aspects of university life. The program was developed in consultation with a range of stakeholders to respond to some of the known barriers that prevent care-leavers from accessing higher education.

EHEALTH PROGRAM TO REDUCE YOUNG PEOPLE'S DISEASE RISK

University researchers have collaborated on a world-first eHealth initiative aiming to target young people's 'big six' behaviours to help reduce their chronic disease risk.

Professor Frances Kay-Lambkin and Professor David Lubans are part of the online Health4Life Initiative, launched in collaboration with UNSW Sydney.

The project aims to help thousands of young Australian high school children reduce their chance of developing chronic diseases, including heart disease and mental health disorders, by preventing and modifying lifestyle risk behaviours that commonly emerge in adolescence.

The study published in *Frontiers in Public Health* found that more than three quarters of a sample of 853 18-year-olds had insufficient intake of vegetables (80 per cent) and more than half reported binge drinking at least monthly (52 per cent). More than 40 per cent showed inadequate consumption of fruit (42 per cent), approximately one-third reported sitting for longer than recommended periods (33 per cent), and approximately one quarter reported smoking (29 per cent) or failing to meet physical activity guidelines (23 per cent).

The online Health4Life Initiative is a collaborative effort, in partnership with the Paul Ramsay Foundation. It is led by UNSW's Professor Maree Teesson AC and other researchers from the NHMRC Centre of Research Excellence in Mental Health and Substance Use (CREMS), based at the National Drug and Alcohol Research Centre at UNSW Sydney in collaboration with Northwestern University USA, the University of Newcastle, Curtin University and the University of Queensland.



\$2.4 MILLION PROGRAM PARTNERSHIP TO EMPOWER GIRLS IN SPORT

The NSW Government will invest \$2.4 million in a statewide rollout of the University's award-winning lifestyle program Dads And Daughters Exercising and Empowered (DADEE).

By helping fathers to improve their daughters' physical activity levels, sport skills and social-emotional wellbeing, DADEE is a key component of a four-year, multifaceted strategy called 'Her Sport Her Way.'

DADEE was conceived by physical activity researcher Professor Philip Morgan and colleagues, with the Hunter Medical Research Institute's support, as the first program to teach fathers to be agents of change for daughters. It originated from a Hunter Children's Research Foundation pilot grant in 2013 and received further backing from Port Waratah Coal Services (PWCS).

In 2019 the program will be replicated in England to help low-income families in London to get active with their children, via a \$A1 million grant from Sport England with UK organisations Women in Sport, the Fatherhood Institute, Fulham Football Club and the English Football League Trust.

**^ DADS AND DAUGHTERS
EXERCISING AND EMPOWERED
(DADEE)**



UPPER HUNTER REGION RECEIVES BIO-RENEWABLE BOOST

Producing biofuels and other renewable chemicals from crop and forestry waste moved a step closer following the announcement of \$4.6 million in funding from the New South Wales Government to construct the Hunter Pilot Biorefinery (HPB) in Muswellbrook.

The purpose-built facility will be constructed by Apace Research Limited to enable the development and demonstration of biomass-based projects at pilot plant scale, including the Ethanol Technologies (Ethtec) Cellulosic Ethanol Pilot Plant Project.

In partnership with Muswellbrook Shire Council and the University of Newcastle's Newcastle Institute for Energy and Resources (NIER), Ethtec is developing an environmentally sustainable process to produce biofuels and other renewable chemicals from crop and forestry waste.

Ethtec Senior Biotechnologist, Dr Geoff Doherty, said securing funding for the HPB was the final piece of the puzzle for the project and an essential step on the commercialisation pathway.

^ DR GEOFF DOHERTY

School of Environmental and Life Sciences (Biological Sciences)

HELPING DADS COPE WITH POSTNATAL DEPRESSION

Fatherhood may be an emotional time for as many as one in ten new dads who experience postnatal depression.

Researchers are exploring how new fathers think and feel. The What About New Dads (WAND) study asks fathers how they're faring, via a 15-minute online survey on paternal wellbeing and psychological experiences.

The study was developed by PhD student Ms Jaime Wroe, along with Associate Professor Richard Fletcher, Dr Linda Campbell and Dr Jennifer St George from the University and from the Hunter Medical Research Institute (HMRI).

CREATIVE FESTIVAL TAKES CBD BY STORM

Creative industries students exhibited their final works at Festival X, a first-of-its-kind week-long festival in Newcastle.

The festival included short film screenings, concerts, pop-up music ensembles, TED-style talks and incorporated the annual Newcastle International Animation Festival featuring some of the world's best bite-sized animations.

Festival X also included a commercial component called Ricochet Songs, with Triple J host and artist Kristy Lee Peters, bringing together a group of female artists, producers and songwriters for a week of collaboration and creativity. This musical initiative was the direct result of industry partnerships forged through our Baraya record label, which launched this year. The festival allowed the community and would-be creative students to see and understand where a creative degree might lead.

SUPPORTING FINANCIAL LITERACY IN THE COMMUNITY

The University and Greater Bank announced a five-year partnership, to deliver community education programs and practical facilities to support informed financial decision-making and money management.

The partnership includes the establishment of the Greater Bank Finance Lab, located at NeW Space, which is a dedicated teaching space equipped with 20 computers to facilitate hands-on, interactive learning across economic systems, monetary markets and financial decision-making and literacy.

The lab will support Business School students as they build their skills in financial decision-making, risk management and economic systems.

The Greater Finance Academy, a financial literacy outreach program, will be delivered to high schools in the Hunter, Central Coast and Western and Northern NSW regions while the Greater Finance Clinic, located in our City Campus at NeW Space, will provide a financial literacy outreach and support program for the broader community.

RURAL MENTAL HEALTH PODCAST CREATES POSITIVE WAVES

A podcast series designed to encourage rural communities to talk about mental health has been recognised for its impact.

The Let's Talk Rural Mental Health podcast series is an initiative of the University's Centre for Rural and Remote Mental Health (CRRMH) and its major program the Rural Adversity Mental Health Program (RAMHP), together with journalist and producer Kia Handley.

The podcast series won the 2018 The Mental Health Service (TheMHS) Media Award in the 'Special Journalism Award-Regional/Rural/Community' category. The award win coincided with the launch of a second podcast series.



SUPPORTING AND CELEBRATING OUR PEOPLE

We continue to invest in our staff, in their experience and development, and in our facilities and infrastructure, to support connected and collaborative ways of working.

PROGRAM SUPPORTS CORPORATE WOMEN

Our first cohort of women participated in an initiative designed to redress the gender equity imbalance in senior management and executive positions.

Driven by the University's Faculty of Business and Law and with partners from leading local organisations, the Women in Master of Business Administration (WiMBA) Scholarship program will help to grow the female talent pipeline and foster positive economic growth in the Newcastle region.

The scholarship includes financial support from the University and industry partners to cover the cost of studying the Master of Business Administration, as well as practical support and mentoring from employers to help recipients to develop their post-MBA career pathway.

INAUGURAL WOMEN IN STEMM CHAIR

Professor Billie Bonevski was appointed as our first Women in STEMM Chair. In this role, Billie will provide leadership and a voice for the University's gender equity action plan, particularly across STEMM focused initiatives.

FEMALE RESEARCHERS SPONSORED THROUGH ACADEMIC JOURNEY

Seven University researchers are helping to pave the way for their female peers, as recipients of a Women in Research (WIR) Fellowship designed to support the development of their academic careers.

With females representing 56 per cent of the university sector workforce but holding only 35 per cent of senior academic positions*, the University of Newcastle's WIR Fellowships are designed to champion diversity and gender equity in the workplace.

The Fellows are: Dr Karen Blackmore, Dr Rachel Buchanan, Dr BoBae Choi, Dr Narelle Eather, Dr Kcasey McLoughlin, Dr Melissa Tadros and Dr Rachael Unicomb.

*Universities HR Benchmarking Program 2018

< WIMBA PROGRAM PATRON DR EILEEN DOYLE WITH SCHOLARSHIP RECIPIENTS

Melissa Rowe, People and Culture Excellence Manager - Newcastle Airport Pty Ltd,
Jessica Turk, Organisational Development Specialist - NIB Health Funds,
Kate Dash, Accounting and Tax adviser - Prosperity Advisory Group,
Fiona Hack, APAC Planning and Logistics Manager - Sandvik Mining and Rock Technology,
Rebecca Johnston, Planning Officer - Port of Newcastle,
Kirsty Jones, Water Resilience Project Manager - Hunter Water Corporation,
Carla McEntyre, Business Program Manager Service and Experience - Hunter Water Corporation, not shown.



FIRST AMERICAN FULBRIGHT SCHOLARS

In an historic first, under a partnership agreement with the Australian-American Fulbright Commission, the University welcomed three American Fulbright Scholars to support international collaboration and strengthen global impact.

The Fulbright Program is the flagship foreign exchange program in the USA and the largest educational program in the world. Founded in 1949, the program aims to increase global collaboration and cultural understanding by internationally immersing selected researchers in their chosen field of study.

Fulbright Scholars, Professor Bradford Worrall from the University of Virginia, Associate Professor Stefan Paula from Purdue University and Professor Seth Rasmussen from North Dakota State University collaborated across specialist areas including genetics, computer-assisted drug discovery and organic electronics.

^ FULBRIGHT SCHOLARS VISIT

Wollotuka Institute Director, Mrs Leah Armstrong, Professor John Maynard, UON Resident Artist, Ms Nicole Chaffey, Senior Deputy Vice-Chancellor Research and Innovation, Professor Kevin Hall, Aunty Sandra Griffin (Awabaka), Senior Scholar North Dakota State University, Professor Seth Rasmussen, Vice-Chancellor Professor Caroline McMillen, Ms Tammy Small, Senior Scholar Purdue University, Professor Stefan Paula, Distinguished Chair, University of Virginia School of Medicine, Professor Bradford Burke Worrall.

UNDERSTANDING THE JOURNEY FOR WOMEN IN STEMM

More than forty staff, students, industry colleagues and members of the Newcastle community took part in our International Women's Day 'Press for Progress' panel discussion at NeW Space.

The event centred on the progress of girls and women through STEMM from early learning through to senior career roles in academia and industry. During an engaged discussion, panellists from a variety of sectors reflected on their experiences at all the stages in this journey.

A round of 'thought starters' from each of the panellists provided the framework for an engaged discussion. Director of KU Children's Services Mayfield, Karen Hugo, highlighted that the way children under five engage in play based STEM learning – through her centre's accredited Little Scientist Program – signal that gender differences are not apparent in early childhood though subtle differences begin to emerge in girls as they approach the age of five.

Moving into the school years, Senior Lecturer in Mathematics Education, Dr Elena Prieto, outlined how transition from primary to high school was a critical stage on the STEMM journey and one that indicated something was going drastically wrong for many young people – girls and boys - with many actively disliking maths classes.

DEVELOPMENT PROGRAM TO REMOVE BARRIERS TO SUCCESS

Fifteen female early and mid-year career researchers are on course to progress their academic careers with a development program designed to break through gender barriers.

As part of the University's ongoing commitment to gender equity, the Faculty of Health and Medicine's Gender Equity Committee hosted the 2018 Women's Development Program facilitated by ThinkWell, aimed at removing professional obstacles faced by women in the fields of health and medicine.

Women comprise more than half of all PhD graduates and Early Career Researchers, but make up just 17 per cent of senior academics in Australian universities and research institutes. The Faculty of Health and Medicine has committed to improving these statistics by providing avenues for women in STEMM to achieve their goals alongside their male counterparts in the health and medical profession.

STAFF RECOGNISED FOR DELIVERING WORLD-CLASS RESEARCH AND EDUCATION

This year's Vice-Chancellor's Awards for Excellence recognised more than 60 exceptional academic and professional staff in all faculties and divisions for their incredible achievements, diverse contributions, initiative and dedication throughout the year.

Award recipients included:

Overall Winner for the Vice-Chancellor's Award for Teaching Excellence

Denise Higgins - Faculty of Health and Medicine, for innovative and entrepreneurial oral health teaching designs including the re-development of simulation-based education and the original creation of oral health simulators.

Overall winners for the Vice-Chancellor's Award for Professional Staff

Gomeroi gaaynggal Centre (Jodie Herden, Lyniece Keogh, Paris Knox and Kathryn Sutherland - Faculty of Health and Medicine), for coordinating and delivering an outstanding research and community engagement program with the Indigenous community in Tamworth.

Overall winners for the Vice-Chancellor's Award for Early Career Researcher of the Year

Dr Elise Kalokerinos - Faculty of Science, for her innovative research program on the regulation of emotion, for her outstanding funding track-record and for work which is both theoretically original as well as of direct applied relevance. Dr Jordan Smith - Faculty of Education and Arts, also received the award for his clear commitment to research excellence, through numerous high-impact publications, award winning conference presentations and for his highly competitive research income relative to opportunity (notable funding includes support to develop a smartphone application and innovative video resources to support teacher professional learning and the delivery of a school physical activity intervention known as Resistance Training for Teens) based on his PhD work.

Overall winner for the Vice-Chancellors' Award for Research Supervisor of the Year

Professor Anna Giacomini - Faculty of Engineering and Built Environment, who has achieved great success in establishing rock mechanics as a research area within Civil Engineering and has shared her passion for research with several Higher Degree by Research (HDR), Masters students, and early career academics, demonstrating high training capabilities and exceptional dedication, care and respect for her students.

 For a full line-up of our award recipients please visit: newcastle.edu.au/newsroom/current-staff/2018-vice-chancellors-award-winners-announced



WORKING TOWARDS A SUSTAINABLE FUTURE

Our University community rightfully expects us to be environmentally and socially responsible. We are committed to continual improvement, and to achieving a sector-leading position in this space.

While our researchers make breakthroughs in fields such as renewable energy and water conservation, as an organisation with more than 37,000 students and 2,700 staff across 14 campuses and affiliated centres, we also need to take responsibility for the way we impact on our environment.

In 2018, we refined our Environmental Sustainability Plan 2019-2025 (ESP). The ESP is a roadmap for sustainable operations, and sets bold targets in areas including:

- Energy and carbon
- Water
- Waste and recycling
- Biodiversity and landscaping
- Sustainable design
- Sustainable transport
- Investments
- Procurement

The ESP will also ensure that environmental sustainability is woven into our core functions – from exposing our students to sustainability principals through their degrees, to delivering research innovation projects in sustainability, to engaging our staff in our environmental initiatives. A framework for governance, compliance and reporting is also addressed.



500

our solar panel project produces enough energy to power 500 households



4168

energy efficient LEDs installed across the Auchmuty Library and Student Accommodation Towers



SUSTAINABLE SOLAR

Renewable energy is a key priority for our staff, students and community. Solar power is a sustainable solution that helps to ensure we meet this priority.

In 2018, we commenced planning for our largest ever solar panel project – a 1.8 megawatt system comprising more than 7000 panels across our Central Coast, Newcastle City and Callaghan campuses. Our planning work included asset replacement to existing buildings, and detailed design for three rooftop installs; doubling the system size on the IRC Building (Ourimbah), and introducing new systems to the Science and GP Buildings (Callaghan). Work will continue until the end of 2020.

We also installed a 312 kilowatt photovoltaic (PV) system on the roof of the Auchmuty Library at Callaghan. This system generates enough electricity to power around 60 average households.



278

solar panels installed on the Central Coast campus library

ENERGY AND CARBON

Reducing fossil fuel consumption and supporting clean energy sources is a key part of our Environmental Sustainability Plan, and we made significant headway in 2018 including.

- The development and endorsement of an Energy and Carbon Management Strategy that includes further investigation of energy self-generation opportunities such as additional PV solar, energy efficiency opportunities and building strategic long-term relationships with energy retailers to deliver 100% renewable electricity.
- Lighting upgrade of the Auchmuty Library with 1,892 light fittings being replaced with energy efficient LEDs and the installation of movement sensors in the amenities and office areas.
- Lighting upgrade of the Student Accommodation Towers with 2,277 light fittings being replaced with energy efficient LEDs and the installation of movement sensors in the common areas.



WATER

Water efficiency is a priority for us, and we have been working to reduce our water consumption.

- In 2018, we used around 280,000 kilolitres of water, a reduction of around 20,000 kilolitres compared with 2017.
- Extensive meters and monitoring allowing for pipe leak detection and fast response, with additional water monitoring resulting in the repair of some significant water leaks.
- An ongoing commitment to natural irrigation of the extensive native bushland campus reducing the demand for potable water.
- Limiting irrigation only to sporting fields and some lawn areas.

BAGS TO BENCHES

In 2018 we partnered with an external organisation called Plastic Police to deliver a soft plastics recycling program. Soft plastics, such as plastic bags and snack wrappers, have very low rates of recycling and are a significant contributor to landfill volumes. These items can also degrade into smaller plastic pieces that can enter the food chain and cause wider environmental pollution.

We have collected and recycled more than 115,000 pieces of soft plastic to date. We are turning these bags into benches to provide added outdoor seating across campus. Our first bench was unveiled outside the Auchmuty Library in December 2018.



115,000

plastic bags recycled in our
soft plastics program



WASTE AND RECYCLING

We are continually improving waste management, with a focus on diverting waste from landfill.

- In 2018, we rolled out our updated internal Office Waste Design Waste Standards to guide waste station planning, design, cost, and education. This is applicable to all internal spaces and includes the red (landfill), yellow (commingled recycling) and blue (paper/cardboard) bins, as well as additional battery, printer and toner recycling opportunities. It also includes guidance on where to recycle soft plastics, electronic waste and metal, and the location of our composting facilities.
- As part of our head cleaning contract, we introduced 152 new internal waste bin stations across our campuses, significantly increasing the opportunities for staff and students to recycle correctly.



7%

reduction in water usage, year-on-year



**OVER
25HA**

of bushland zones and wetland areas were regenerated



2,485

native seedlings planted

BIODIVERSITY AND LANDSCAPING

With ecologically diverse bushland campuses, we have a unique responsibility to maintain and improve their biodiversity. In 2018 we:

- Continued extensive bush regeneration work across our Callaghan and Central Coast campuses. This important work aims to eradicate noxious and environmental weeds and improve biodiversity.
- 2,485 native seedlings have been planted this calendar year in the bushland zones.
- The team worked across the majority of ten native bushland zones across Callaghan, and a further two wetlands and riparian areas as identified in the Landscape Management Implementation Plan.



SUSTAINABLE TRANSPORT

We are committed to promoting sustainable travel options, promoting long-term behaviour change in our staff and students.

- In 2018 we unveiled our Honeysuckle City Campus Development Concept Master Plan, with limited parking provisions, to encourage active travel choices and public transport especially within the Newcastle CBD.
- Throughout 2018, an average of 1,000 passengers used the Newcastle intercampus shuttle bus daily.
- Our Bike Hubs continue to operate at near capacity, with students and staff able to loan a reconditioned bike for the year for a refundable \$50 deposit.



1,000

on average, the number of passengers using the daily campus shuttle bus

INVESTMENTS

Responsibly investing our funds is important to us, and we place importance on environmental, social and governance (ESG) issues.

RESPONSIBLE INVESTMENT

In 2018, we updated our investment policy to strengthen our approach to responsible investment, including the consideration of environmental, social and governance (ESG) issues in our portfolios.

We take a balanced approach to ESG, recognising that we must meet core investment requirements such as risk and return, whilst ensuring our investments are aligned with our commitments to sustainability and ethical conduct.



1ST IN RESPONSIBLE INVESTMENTS

joint first place out of 11 local peers reviewed in 2018

In August 2018, we approved a new strategy for responsible investing, centered around a three year ESG plan with four key focus areas, each with defined targets and metrics. In particular, we're joining leading responsible investors using the UN's Sustainable Development Goals to explore how our investments currently contribute to solving sustainability challenges, and how we can increase that alignment.

Our four key focus areas are to:

1. improve our ESG score
2. reduce the carbon footprint of our portfolio
3. divest from fossil fuel companies that aren't demonstrating a transition to a low carbon economy
4. increase investments aligned with the UN Sustainable Development Goals.

We are performing better than benchmark, improving our position from fourth out of five local peers reviewed in 2017, to joint first place out of 11 local peers reviewed in 2018.



MANAGING AND GOVERNING

Our Council and management teams support collaborative planning, strategic decision-making and effective and transparent governance.

ROLE OF THE COUNCIL AND ITS COMMITTEES

The Council supports the long-term success of the University. It sets strategy and oversees its implementation ensuring that all matters are discussed within the context of our agreed risk framework. It rigorously challenges strategy, performance, responsibility and accountability to make decisions of the highest quality, providing leadership and direction to support corporate governance and the overall financial performance of the organisation. Council retains control of key decisions through a schedule of reserved matters, with other matters delegated to its committees, to the Vice-Chancellor, Academic Senate and to additional management teams.

The University acknowledges and observes the Universities Australia and University Chancellors Council 'Voluntary Code of Best Practice for the Governance of Australian Universities' and confirms that it complies with this Code.

COUNCIL BASIS OF AUTHORITY

The University of Newcastle is governed by its Council, which is chaired by the Chancellor.

Council has responsibility for the direction and oversight of the University according to the *University of Newcastle Act 1989 (NSW) (the Act)* and the *University of Newcastle By-law 2017 (NSW) (the By-law)*.

< COUNCIL

Front L-R: Mrs Michelle McPherson, Vice-Chancellor and President Professor Alex Zelinsky AO, Chancellor Mr P.E. (Paul) Jeans, Mrs Jann Gardner.

2nd row L-R: Ms Julie Phillips, Dr Roslyn Larkin.

3rd row L-R: Conjoint Professor Mr Geoff Lilliss, Deputy Chancellor Ms Dianne Allen, Mr John Bowers, Associate Professor Brendan Boyle, Dr Kylie Twyford.

4th row L-R: Mr Bhavi Ravindran, President of Academic Senate Professor Mark Jones, Mr Robert (Bob) Kennedy, Mr Doug Dean AM.

UNIVERSITY COUNCIL AND ITS MEMBERS

The Council comprises 16 members who contribute their expertise and time, with membership at 31 December 2018 as follows:

EX-OFFICIO EXTERNAL MEMBER



The Chancellor
Mr P.E. (Paul) Jeans,
BE(UNSW), FRSN, FIEAust, FAICD

CHAIRS

University Council, Chancellor's Committee,
Nominations and Governance Committee

EX-OFFICIO MEMBER



Vice-Chancellor and President
Professor Alex Zelinsky AO,
BMathSc(Hons), PhD, Hon DSc(UOW),
GradDip(AICD), FTSE, FIEEE, Hon FIEAust, FAICD

EX-OFFICIO MEMBER



President of Academic Senate
Professor Mark Jones,
BSc(Hons), PhD(CNAA, UK), FIMechE, CEng,
FIEAust, CPEng

CHAIRS

Academic Senate

MINISTERIALLY APPOINTED EXTERNAL MEMBER¹



Mr Robert (Bob) Kennedy,
BEC(ANU), FCPA

CHAIRS

Controlled and Associated Entities Committee

MINISTERIALLY APPOINTED EXTERNAL MEMBER¹

Conjoint Professor Geoff Lilliss,
BE(Hons), MBA(Merit)(Newcastle), Hon
FIEAust, MAICD

CHAIRS

Strategic Development Committee

COUNCIL APPOINTED EXTERNAL MEMBER²

**The Deputy Chancellor
Ms Dianne Allen,**
BCom(Newcastle), FCA, GAICD, AMICDA

CHAIRS

Finance Committee

COUNCIL APPOINTED EXTERNAL MEMBER²

Ms Jann Gardner,
BA/LLB(Sydney), MBA(Newcastle), GAICD

CHAIRS

People and Culture Committee

COUNCIL APPOINTED EXTERNAL MEMBER²

Mrs Michelle McPherson,
BBus(Accounting)(UTS), CA, GAICD

CHAIRS

Risk Committee

¹ External members, appointed by the Minister, are appointed for up to 4 years.

² External members, appointed by the Council, are appointed for up to 4 years.

UNIVERSITY COUNCIL AND ITS MEMBERS

COUNCIL APPOINTED EXTERNAL MEMBER²



Mr John Bowers,
BCom(Hons 1), MCom(Newcastle),
AM(Harvard), CFA

COUNCIL APPOINTED EXTERNAL MEMBER²



Mr Doug Dean AM,
BCom(Newcastle), FCPA, FAIM, FAICD

COUNCIL APPOINTED EXTERNAL MEMBER²



Ms Julie Phillips,
BPharm, DHP, MSc(Sydney),
MBA(Macq)

ELECTED STAFF MEMBER³



Associate Professor Brendan Boyle,
BBus(DKIT, Ireland), MBS(UCD, Ireland),
PhD(Sydney)

* Outgoing Vice-Chancellor Professor Caroline McMillen served on Council from January 2018 - October 2018 inclusive.

ELECTED STAFF MEMBER³

Dr Roslyn Larkin,
BBus(Hons), PhD(Newcastle)

ELECTED STAFF MEMBER³

Dr Kylie Twyford,
AssocDipBus(Valuation) (SIT),
BBus(UON), BEd(Hons1)(Adult
Education) PhD(UTS)

ELECTED STUDENT MEMBER⁴

Mr Vivak Bavitheren (Bhavi) Ravindran,
BMedSc(Hons), GAICD

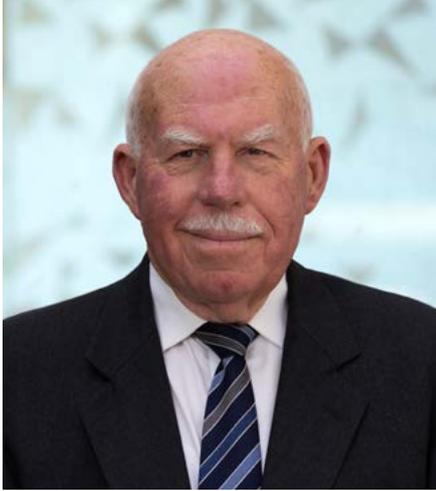
We wish to acknowledge and recognise the valuable contribution made by Professor Pablo Moscato, Deborah Wright and Michael Robertson who retired as Council members during 2018.

ⁱ See Council member bios for further information visit [.newcastle.edu.au/current-staff/our-organisation/governance/council/council-members](http://newcastle.edu.au/current-staff/our-organisation/governance/council/council-members).

³ Staff members are elected for up to 2 years

⁴ Student members are elected for a term of 2 years.

COUNCIL GOVERNANCE



‘This year the Council has focused on succession planning and on supporting our strategy to ensure we have the right leadership, governance and cultural framework in place to execute that strategy.’

GOVERNANCE AT THE UNIVERSITY OF NEWCASTLE IS BASED ON THE FOLLOWING 10 CORE ELEMENTS OR PRINCIPLES:

1

Defining the roles and responsibilities of the University’s various governing bodies, including the Council and its committees, Academic Senate and its committees, and the Executive and their management committees (including ensuring appropriate delegations are put in place).

The Council has the following seven standing committees:

- Chancellor’s Committee;
- Controlled and Associated Entities Committee;
- Finance Committee;
- Nominations and Governance Committee;
- People and Culture Committee;
- Risk Committee; and,
- Strategic Development Committee.

Academic Senate has the following three standing committees and five faculty boards:

- Program and Course Approval Committee;
- Teaching and Learning Committee; and,
- Research Committee.

Whilst the Executive Committee is the primary committee of the Executive, a number of other management committees and advisory groups also exist.

2

Appointing appropriate people on the Council and its committees, Academic Senate and its committees, and the Executive and its management committees (including ensuring an appropriate mix of skills and experience, and providing appropriate induction, training and professional development). Council is comprised of three ex-officio members (including the Chancellor, who is an external member), two ministerially appointed external members, seven Council appointed external members, three staff elected members (two academic and one professional), and one student elected member, with skills and experience recorded in a matrix. Academic Senate is comprised of 14 ex-officio members, 27 elected academic staff members, 4 elected student members and up to 4 co-opted members from time to time. The Executive leadership group is comprised of 13 senior executives from the five faculties and various management divisions (which support the operations and activities of the University).

3	Setting the vision, purpose and strategies for the University (including making appropriate adjustments to these in response to changes in the environment). The Council contributes to, and endorses, strategy based on the recommendations and advice it receives from the Executive. The Council holds at least one strategic workshop each year. The Strategic Development Committee assists the Council with reviewing proposals and tracking progress of major projects (in particular, capital works).
4	Ensuring appropriate systems are in place to effectively manage strategic, operational and financial risks (including ensuring appropriate risk oversight and internal controls according to Council's risk appetite). The Council oversees risk primarily through the Risk Committee.
5	Monitoring and assessing organisational performance (including measuring and rewarding performance against pre-agreed strategic goals and budgets). The Council monitors and assesses organisational performance against approved strategic goals, corporate plans and budgets on a regular basis, including through the deliberations of its various committees.
6	Assessing Council effectiveness (including making appropriate changes to the way in which Council and its committees function, according to legislation, the University's governance framework and policies, etc., and relevant and widely accepted principles and practices of good governance in the higher education and not-for-profit sectors). The Council oversees regulatory compliance primarily through its Nominations and Governance Committee. The University adheres to the Voluntary Code of Best Practice for the Governance of Australian Public Universities (issued and updated jointly by Universities Australia and the University Chancellors Council).
7	Promoting communication and transparency (including establishing and maintaining high standards of internal and external reporting, as well as ensuring the flow of information between management and Council and its committees is accurate, reliable, complete and timely). Detailed policies and protocols have been developed for managing the efficient and effective flow of information between the Council and the Executive to optimise decision-making.
8	Promoting integrity and ensuring accountability (including ensuring that the values of the University are well understood and observed at all levels within the organisation, requiring that staff and students act honestly and fairly, requiring that leaders lead by example, and ensuring that individuals are held responsible for their actions). The Council expresses its expectations in relation to ethical behaviour accountability through various codes, policies, processes, etc. The University adheres to the principles of corporate social responsibility and environmentally sustainable governance.
9	Shaping culture (including promoting strong positive beliefs, values, attitudes, standards of behaviour, including collaboration, which are shared between staff, students and external parties). The Council, in conjunction with the Executive, plays a lead role in setting the tone for culture. The People and Culture Committee assists Council in carrying out this important work. Council and the Executive recognise that there is an important relationship between organisational culture and performance.
10	Promoting effective engagement with stakeholders (including government, suppliers, staff, students and the general community). Council, through individual members' connections, facilitates the establishment and maintenance of important relationships with many of the University's key external stakeholders.

BOARD MEETINGS AND ATTENDANCE TABLE

Council may attend all committee meetings with rights of audience and debate, with the exception of the Chancellor's Committee. The table below provides details of the number of meetings convened during the year, details the meetings council members were eligible to attend and records their attendance.

MEMBERS	COUNCIL (SCHEDULED) MEETINGS	NOMINATIONS AND GOVERNANCE COMMITTEE	STRATEGIC DEVELOPMENT COMMITTEE	CHANCELLOR'S COMMITTEE	CONTROLLED AND ASSOCIATED ENTITIES COMMITTEE	FINANCE COMMITTEE	RISK COMMITTEE	PEOPLE AND CULTURE* COMMITTEE
Mr P.E. (Paul) Jeans	7/7	4/4	4/4	5/5	3	6	3/4	4/4
Professor Caroline McMillen	3/4	3/3	3/3	3/4	3/3	5/5	3/3	3/3
Ms Dianne Allen	7/7	4/4	3	5/5	4/4	6/6	3/4	4/4
Mr John Bowers	7/7	N/A	N/A	N/A	2/2	5/6	3/4	N/A
Associate Professor Brendan Boyle	3/3	N/A	1	N/A	N/A	N/A	N/A	1
Mr Doug Dean AM	6/7	N/A	3/4	N/A	N/A	3	N/A	2/4
Ms Jann Gardner	7/7	2/4	N/A	N/A	1/1	1	N/A	2/3*
Professor Kevin Hall	1/1	1/1	1/1	2/2	1/1	1/1	1/1	1/1
Professor Mark Jones	7/7	4/4	4/4	5/5	4	2	N/A	N/A
Mr Robert (Bob) Kennedy	7/7	N/A	4/4	N/A	4/4	5/6	N/A	N/A
Dr Roslyn Larkin	7/7	N/A	1	N/A	3/4	1	4/4	4/4
Conjoint Professor Geoff Lilliss	6/7	N/A	4/4	4/5	N/A	6	N/A	3/4
Ms Michelle McPherson	6/7	N/A	N/A	N/A	N/A	5/6	4/4	N/A
Professor Pablo Moscato	4/4	N/A	3/3	N/A	N/A	3	N/A	N/A
Ms Julie Phillips	7/7	N/A	4/4	N/A	N/A	2	N/A	N/A
Mr Vivak Bhavitheren (Bhavi) Ravindran	5/7	N/A	4	N/A	1	5/5	1	4/4
Mr Michael Robertson	4/4	N/A	3	N/A	N/A	5/5	N/A	3/3
Dr Kylie Twyford	3/3	N/A	1	N/A	1	N/A	N/A	1
Ms Deborah Wright	1/1	N/A	0/1	N/A	N/A	N/A	N/A	1/1
Professor Alex Zelinsky AO	3/3	N/A	N/A	N/A	N/A	N/A	N/A	N/A

*Note: Member also attended an additional meeting with rights of audience and debate, prior to joining the Committee as a member
Key: Single digits indicate where members have availed themselves of their rights of audience and debate.

COUNCIL TERMS OF OFFICE

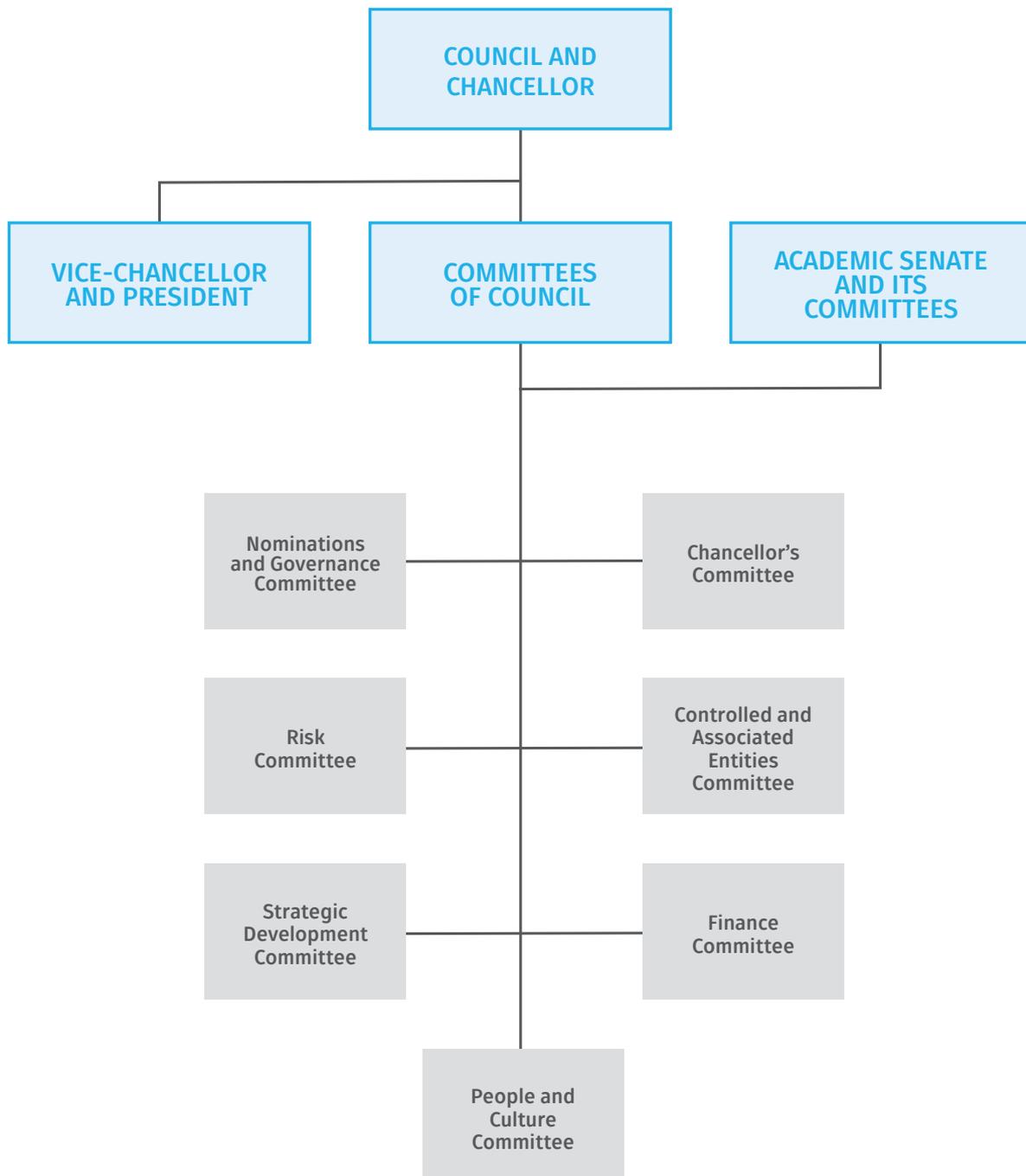
COUNCIL MEMBER	DATE OF INITIAL APPOINTMENT	EXPIRY OF CURRENT TERM
OFFICIAL MEMBERS		
Mr P.E. (Paul) Jeans, (Chancellor) BE(UNSW), FRSN, FIEAust, FAICD	01/07/2013	30/06/2021
Professor Alex Zelinsky AO, (Vice-Chancellor and President) BMathSc(Hons), PhD, Hon DSc(UOW), GradDip(AICD), FTSE, FIEEE, Hon FIEAust, FAICD	19/11/2018	18/11/2023
Professor Kevin Hall, Acting Vice-Chancellor BSc(Hons), MSc(Queen's), PhD(UNSW)	30/08/2018	18/11/2018
Professor Caroline McMillen, (Vice-Chancellor and President) MA(Oxon), DPhil(Oxon), MB, BChir(Cantab), FAHMS, FRSN	31/10/2011	12/10/2018 (Retired)
Professor Mark Jones, (President of Academic Senate) BSc(Hons), PhD(CNA, UK), FIMechE, CEng, FIEAust, CPEng	01/01/2014	31/12/2019
EXTERNAL MEMBERS APPOINTED BY THE MINISTER		
Conjoint Professor Geoff Lilliss BE(Hons), MBA(Merit)(Newcastle), Hon FIEAust, MAICD	01/09/2009	31/08/2021
Mr Robert (Bob) Kennedy BEc(ANU), FCPA	01/02/2014	31/01/2020
EXTERNAL MEMBERS APPOINTED BY COUNCIL		
Ms Dianne Allen (Deputy Chancellor) BCom(Newcastle), FCA, GAICD, AMICDA	01/01/2006	31/12/2020
Mr John Bowers BCom(Hons 1), MCom(Newcastle), AM(Harvard), CFA	14/08/2015	13/08/2019
Mr Doug Dean AM BCom(Newcastle), FCPA, FAIM, FAICD	14/08/2015	13/08/2019
Ms Jann Gardner BA/LLB(Sydney), MBA(Newcastle), GAICD	01/01/2015	31/12/2020
Mrs Michelle McPherson, BBus(Accounting)(UTS), CA, GAICD	09/07/2014	31/12/2021
Ms Julie Phillips BPharm, DHP, MSc(Sydney), MBA(Macq)	13/08/2016	12/08/2022
Ms Deborah Wright MBA(SCU), DipTeach(Newcastle), FAMI, CPM, AIMM, MAICD	23/01/2007	16/03/2018 (Resigned)
ACADEMIC STAFF MEMBERS - ELECTED		
Dr Roslyn Larkin BBus(Hons), PhD(Newcastle)	01/09/2014	31/08/2020
Associate Professor Brendan Boyle BBus(DKIT, Ireland), MBS(UCD, Ireland), PhD(Sydney)	01/09/2018	31/08/2020
Professor Pablo Moscato BSc(La Plata, Argentina), PhD(UNICAMP, Brazil)	01/09/2014	31/08/2018
NON-ACADEMIC STAFF MEMBER - ELECTED		
Mr Michael Robertson MTEM(Melb), B.Ed(Music)(Hons)(Newcastle), Dip Mgmt., Adv Dip Mgmt	02/06/2015	31/08/2018
Dr Kylie Twyford AssocDipBus(Valuation) (SIT), BBus(UON), BEd(Hons1)(Adult Education) PhD(UTS)	01/09/2018	31/08/2020
STUDENT MEMBER - ELECTED		
Mr Vivak Bhavitheren (Bhavi) Ravindran BMedSc(Hons)	01/01/2018	31/12/2018

OUR GOVERNANCE FRAMEWORK

A copy of the University's governance policies can be found on our website at:

newcastle.edu.au/about-uon/governance-and-leadership/policy-library

Policies are regularly reviewed and updated to ensure they reflect best practice and support stakeholders expectations wherever practical.



ACADEMIC SENATE REPORT



“Academic governance forms part of the overall governance of an educational institution, regulating academic decisions and academic quality assurance to maintain the integrity and quality of teaching, learning and research.”

OVERVIEW

The Academic Senate is the primary forum for debate on academic issues in the University and has a major role in academic quality assurance processes. It is the principal advisory committee to the Council on academic matters and has the mission to protect, promote and enhance the excellence of the University's core academic activities - teaching, learning and research.

ACADEMIC GOVERNANCE

Academic Senate is responsible for safeguarding the quality of the University's academic activities (teaching, learning and scholarship, and research and research training). The Academic Senate provides advice to the Council and the Vice-Chancellor on all academic matters, including their relation to the University's strategic priorities and policies,

the conditions of appointment and employment of academic staff, student admissions, the approval of new and revised courses, and the maintenance of academic standards and quality.

MAIN AREAS OF ACTIVITY DURING THE YEAR

- Received briefings from faculty boards confirming their approach to managing compliance risks within their respective units.

LOOKING FORWARD

The Academic Senate is focussed on the development of our academic progress to meet the current and future needs of our students, employees and the community in a rapidly changing landscape. Areas of particular focus are the New Education Framework, micro-credentialling and meeting the needs of life long learning.

MEMBERS

FOURTEEN EX-OFFICIO MEMBERS	THIRTY-ONE ELECTED MEMBERS*
Vice-Chancellor Professor Alex Zelinsky AO	President of Academic Senate (Chair) Professor Mark Jones
Deputy - Vice-Chancellor (Academic) Professor Darrell Evans	Deputy President of Academic Senate (Teaching and Learning) Professor Liz Milward
Senior Deputy - Vice-Chancellor (Research and Innovation) Professor Kevin Hall	Deputy President of Academic Senate (Research) Professor Victoria Haskins
Faculty PVC's	Five Members of Professoriate
PVC - Singapore	Academic Staff representation from across the Faculties and at various academic levels.
PVC - (Wollotuka Institute/Head of Wollotuka Institute of Indigenous Research and Education)	One Academic Staff Member – from each Faculty Board
Director (Centre for Teaching and Learning)	One Academic Staff Member – English Language and Foundation Studies
Director (English Language and Foundation Studies)	Two Undergraduate students
Dean of Graduate Research	One Postgraduate coursework student
Academic Registrar (Acting)	One Postgraduate Higher Degree Research student
	Up to four co-opted members

* Elected members include the President of Academic Senate and both Deputy Presidents (as these 3 people fall within the 31 elected members).



EXECUTIVE COMMITTEE

The Vice-Chancellor and President is the Principal Executive Officer of the University with responsibility for strategic direction, the operation and management of the University and for chairing the University's Executive Committee.

ROLE OF THE EXECUTIVE COMMITTEE

Providing advice to the Vice-Chancellor on matters of strategic and operational significance, the primary role of the Executive Committee is to define and focus the strategic direction of the University in line with the *NeW Futures Strategic Plan 2016-2025*, and prioritise operational decisions according to this framework.

< EXECUTIVE COMMITTEE

Back row (L to R): Professor Lee Smith, Professor Kevin Hall, Professor Brett Ninness, Professor Darrell Evans.

Middle row (L to R): Mr Nat McGregor, Professor John Fischetti, Laureate Professor John Aitken, Mr Paul Dunn.

Front row (L to R): Professor Liz Burd, Vice-Chancellor and President Professor Alex Zelinsky AO, Professor Deborah Hodgson.

Not shown: Professor Tony Travaglione.

EXECUTIVE COMMITTEE AND ITS MEMBERS

“We continue to harness the cross-functional skills of our Executive team to support our goals and objectives.”

Membership of the Executive Committee is drawn from the senior leadership of the University's Faculties and Divisions, with the Committee chaired by the Vice-Chancellor.



**Vice-Chancellor and President,
Professor Alex Zelinsky AO**
BMathSc(Hons), PhD(UOW), Hon DSc,
GradDip(AICD), FTSE, FIEEE, Hon FIEAust, FAICD



**Senior Deputy Vice-Chancellor (Research and
Innovation), Professor Kevin Hall**
BSc(Hons), MSc(Queen's), PhD(UNSW)



**Pro Vice-Chancellor (Research and
Innovation) Professor Deborah Hodgson**
BA(Hons), PhD(Macquarie), FRSN, AHPRA, PBA,
GAICD



**Deputy Vice-Chancellor (Academic)
Professor Darrell Evans**
BSc(CNAA), PhD(Aberdeen), FRSB, FRMS, FHEA,
FAS, FAAA



**Pro Vice-Chancellor (Engineering and Built
Environment) Professor Brett Ninness**
BEng, MEng, PhD(Newcastle), FIEEE, FIEAust,
FRSN, CPENG



**Pro Vice-Chancellor
(Learning and Teaching), Academic Registrar
Professor Elizabeth Burd**
BEd(Hons)(CNA), MSc, DPhil(York),
PhD(Dunelm), FHEA, SMIEEE



**Pro Vice-Chancellor (Business and Law)
Professor Tony Travagione**
BBus(Curtin), MIR(UWA), PhD(UWA)



**Laureate Professor John Aitken, Pro Vice-
Chancellor, Faculty of Health and Medicine,**
BSc(Lond), MSc(Wales), PhD(Camb), ScD(Camb),
FRSE FRSN, FAHMS, FAA



**Pro Vice-Chancellor (Science)
Professor Lee Smith**
BSc(Hons)(Leicester), PhD(Warwick), FRSB



**Chief Operating Officer
Mr Nat McGregor**
BCom(Newcastle), MBA(Deakin), DipFinancial
Services(ANZIF), GAICD, CPA, ANZIF Fellow



**Chief Financial Officer
Mr Paul Dunn**
BCom(Newcastle), FCPA

PART 3

FINANCIALS

“ The University is focused on operating a financially sustainable core business, which enables confidence in strategic investment whilst navigating uncertainty and government reform.”

FINANCIALS

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FINANCIAL OVERVIEW

Through diverse commercial opportunities, sound financial management and investment, we are creating a sustainable financial future that supports our aspirations to be a global leader in our spheres of achievement.



\$24.7m

net result for the group



\$71.9m

Capital expenditure on property, plant and equipment by the group



19%

growth in international student income



13%

growth in research income



\$1.39B

net assets



\$498.2m

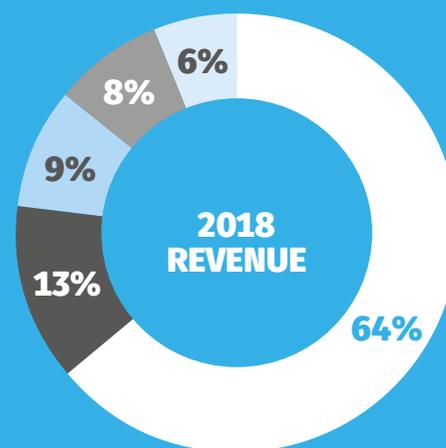
total investments

OVERVIEW OF THE YEAR

The University continued to focus on its core operating activities in 2018, and overall the 2018 Group result was a positive one with research income and international student income exceeding \$100m each for the first time. The net result for the Group of \$24.7m was \$32.7m (57%) less than 2017, primarily due to a change in accounting standards and the treatment of an unrealised loss of \$23.6m on investments at 31 December 2018.

The University's Chief Financial Officer, Mr Paul Dunn, resigned from the University in February 2019 after 4 years in the role. Ms Paula Johnston will join the University as the new Chief Financial Officer in June 2019.

The 2018 Financial Statements have been decluttered to make the report more concise and to better highlight the financial results of the Group.



FINANCIAL OUTCOMES

Unless stated otherwise, references to the 'Group' in this section indicate the Consolidated Group's results in the financial statements starting on page 108. The group includes the University of Newcastle (parent entity) and its controlled entities, UON Singapore Pte Ltd and The University of Newcastle Research Associates Ltd.

In 2017 and 2018 the group result showed modest annual growth of 0.9% in total group income, bolstered by 19% growth in international student income (up \$18.3m to \$114.4m) and 13% growth in research income (up \$12.3m to \$100.8m).

In late 2018, the University finalised its enterprise agreements for academic and professional staff providing a stable base for growth in 2019-2020. The University also recorded a one-off payment of \$13.1m to staff and former staff in 2018 in order to correct for the underpayment of superannuation contributions.

Total non-salary expenses in the University increased by 6.0% in 2018 and this reflects an additional investment in IT services and the University's Global Partnerships Plan Phase 2 (GPP 2.0).

Operating cash flows of the University Group in 2018 were \$64.0m, which was a positive outcome and in line with the \$60.4m reported in the prior year. Capital expenditure on property, plant and equipment by the group was \$71.9m in 2018, slightly higher than \$69.8m recorded in 2017. The University's expansion of its Newcastle city presence, which included the official opening of the \$95m NeW Space building in May 2018, was advanced by securing a site in the Honeysuckle CBD district in 2018 and the launch of the Concept Master Plan.

FINANCIAL POSITION

The Group's financial position remains strong with net assets of \$1.39 billion at 31 December 2018, and no external borrowings. The low current ratio of the University is due to the strategic allocation of investments to a Long Term Pool and their classification as non-current assets. A significant portion of funds within the Long Term Pool are invested in highly liquid assets that attract greater returns therefore the group's liquidity is enhanced via this investment strategy.

The Group's investments totalled \$498.2M at the end of 2018 compared with \$492.6m in the prior year. In 2017, the unrealised gains and losses on revaluation of the University's investment portfolio were recognised in Other Comprehensive Income. However, in 2018 upon adoption of AASB 9 Financial Instruments, the University began recording unrealised gains and losses on revaluation of investments in the Income Statement. With the downturn in the Australian equity market in December 2018, the revaluation of the investment portfolio at 31 December reflected a loss of \$22.3m. Excluding investment revaluations, the net result in 2018 was \$47.0m compared with \$57.4m in the prior year. Realised investment income in 2018 was \$27.6m, which was slightly down on the prior year income (\$30.1m), but still represents a very favourable return.

The University elected to record its long-term strategic investment in Education Australia Ltd at fair value through Other Comprehensive Income upon adoption of AASB 9 Financial Instruments in 2018. The revaluation of this investment resulted in an unrealised gain of \$6.7m at 31 December 2018.

The annual independent valuation of land, buildings and infrastructure assets resulted in a net increment of \$38.3m (2017: \$11.6m) which was recorded in the asset revaluation reserve. The increase in 2018 was largely due to the New Space building being revalued for the first time in 2018.

TABLE 1: FINANCIAL RESULTS AND BUDGET (UNIVERSITY ONLY)

	2018 \$M ACTUAL	2018 \$M BUDGET	2017 \$M ACTUAL	2017 \$M BUDGET
INCOME FROM CONTINUING OPERATIONS				
Australian government financial assistance	492.0	457.6	480.0	502.5
State and local government financial assistance	20.3	20.3	17.4	58.4
HECS-HELP - Student payments	5.2	0.8	6.0	6.7
Fees and charges	165.6	175.8	144.9	160.1
Investment revenue	10.7	25.3	39.9	25.2
Royalties, trademarks and licences	0.1	0.2	0.4	3.2
Consultancy and contracts	32.7	55.1	29.2	15.8
Other revenue	39.9	35.3	39.3	29.6
Other investment income	-	-	2.5	-
Total income from continuing operations	766.7	770.4	759.6	801.5
EXPENSES FROM CONTINUING OPERATIONS				
Employee related expenses	(422.2)	(461.9)	(413.9)	(411.9)
Depreciation and amortisation	(50.7)	(48.8)	(46.5)	(44.5)
Repairs and maintenance	(31.2)	(25.4)	(26.2)	(25.0)
Borrowing costs	(0.1)	-	(0.1)	-
Impairment of assets	(0.3)	(0.2)	(1.4)	(0.3)
Loss on disposal of assets	(0.1)	(0.1)	(0.3)	-
Deferred superannuation expense	(3.5)	-	-	-
Other expenses	(233.8)	(216.4)	(213.6)	(229.5)
Total expenses from continuing operations	(741.9)	(752.8)	(702.0)	(711.2)
Net result before income tax	24.8	17.6	57.6	90.3

Note 1: Research income reported in accordance with Australian Accounting Standards differs from HERDC reported research income and the actual value of research grants awarded, but not recognised as income, during the year.

Note 2: The 2018 budget provided above was the first and only budget approved by the University's Council for the year.

TABLE 2: 2018 CONSOLIDATED RESULTS

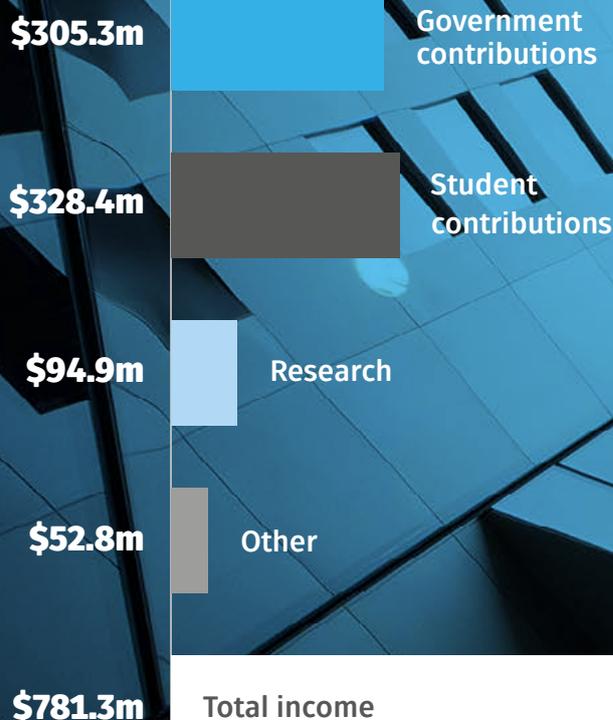
	INCOME \$M	EXPENSES \$M	NET SURPLUS (DEFICIT) \$M	BUDGET NET SURPLUS (DEFICIT) \$M
University of Newcastle	766.7	(741.9)	24.8	17.6
TUNRA	9.2	(8.9)	0.3	0.2
UON Singapore	6.8	(7.3)	(0.4)	(0.4)
Consolidation adjustments	(4.8)	4.9	-	-
Consolidated entity	777.9	(753.2)	24.7	17.4

Please refer to note 31 of the financial statements for details of the University's subsidiaries.

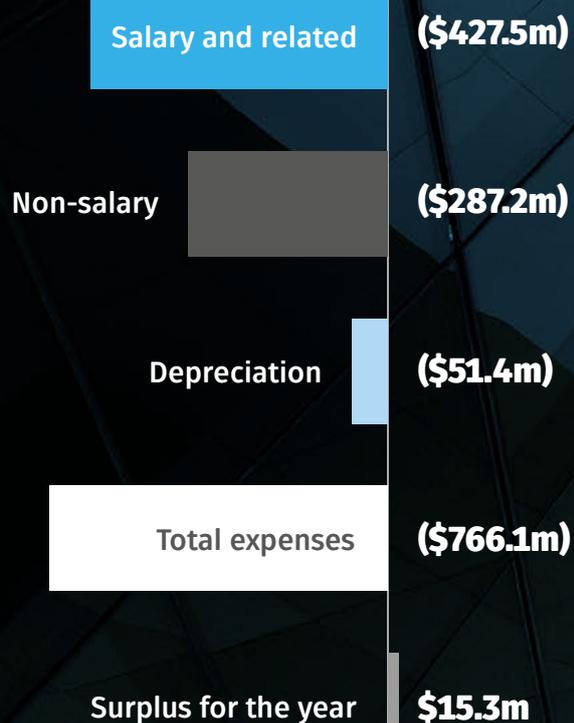
2019 BUDGET

SUMMARY 2019 BUDGETED FINANCIAL PERFORMANCE (UNIVERSITY ONLY)

INCOME



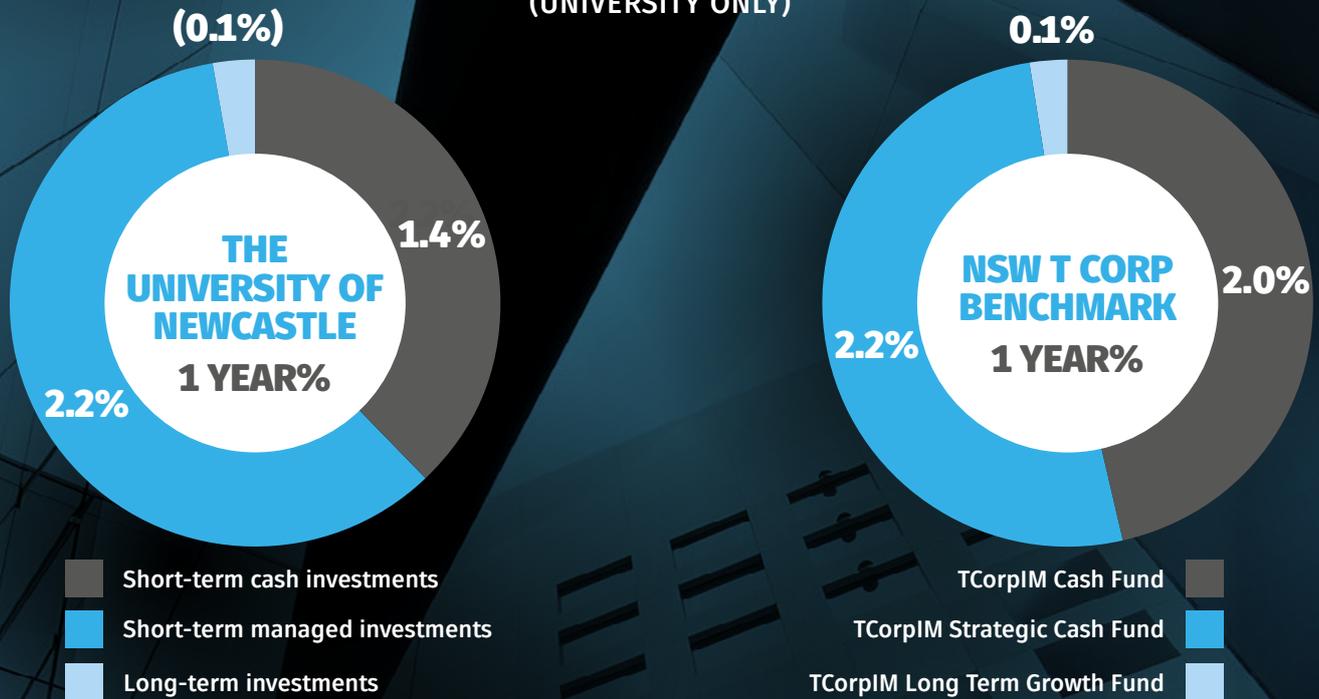
EXPENSES



INVESTMENT PERFORMANCE

Performance for 2018 is shown in the graphs below:

INVESTMENT PERFORMANCE ACHIEVED COMPARED TO NSW TREASURY CORPORATION BENCHMARKS (UNIVERSITY ONLY)



LIABILITY MANAGEMENT PERFORMANCE

The University did not have any external bank borrowings at 31 December 2018.

ACCOUNTS PAYABLE PERFORMANCE

There were no significant events that affected payment performance. A number of internal process improvements were undertaken to improve accounts payable performance in 2018, including Robotic Process Automation for faster onboarding of new domestic suppliers. There were no instances where penalty interest was paid in 2018.

TABLE 3: ACCOUNTS PAYABLE PERFORMANCE IN 2018 (UNIVERSITY ONLY)

ACCOUNTS PAYABLE AT:	31 MARCH \$M	30 JUNE \$M	30 SEPTEMBER \$M	31 DECEMBER \$M
Not overdue	1.1	4.1	3	0.7
Under 30 days	0.7	0.1	0.2	0.1
Between 30 to 60 days	-	-	0.1	-
Between 60 to 90 days	-	-	-	-
More than 90 days overdue	-	-	0.1	-
Total	1.9	4.2	3.3	0.8
Invoices paid on time	Q1 31 March	Q2 30 June	Q3 30 September	Q4 31 December
	%	%	%	%
Actual based on volume	82.7	92.1	96	94.6
Actual based on value	85	96.7	97.5	98.1
Target	66.7	66.7	66.7	66.7
	\$m	\$m	\$m	\$m
Actual value paid	39.9	54.8	60.4	96.8
Total amount paid	46.9	56.6	61.9	98.7

MOVEMENT IN WAGES

The movement in wages is consistent with the University's strategy and reflects enterprise agreement salary increases. A one-off payment of \$13.1m to staff and former staff was made in 2018 to correct for the underpayment of superannuation contributions. There were no other exceptional movements in wages, salaries or allowances in 2018.

OVERSEAS TRAVEL

The University is committed to growing its reputation internationally and building worldwide awareness of its educational achievements and innovative research outcomes. The total expenditure on international travel was \$7.1m in 2018 (2017: \$6.6m). This includes the cost of airfares, accommodation, and other transport costs. In 2018 University staff members travelled overseas to promote the University, and collaborate internationally by undertaking international research and delivering academic presentations.

CREDIT CARD CERTIFICATION

During the 2018 financial year, credit card use was in accordance with the University's credit card and purchasing policies. These policies are based on the Premier's Memoranda and Treasurer's Directions.

LAND DISPOSAL

The University did not dispose of any land in excess of \$5.0m during 2018.

FUNDS GRANTED TO NON-GOVERNMENT COMMUNITY ORGANISATIONS

During 2018, the University provided \$72,182 in grant funding to local non-government community organisations (2017: \$83,415).

TABLE 4: FUNDS GRANTED TO NON-GOVERNMENT COMMUNITY ORGANISATIONS

NAME OF RECIPIENT ORGANISATION	PROGRAMS AREA AS PER BUDGET	NATURE AND PURPOSE OF THE PROJECT INCLUDING AIMS AND TARGET CLIENTS	GRANT AMOUNT \$
Hunter Writers' Centre	Newcastle Poetry Prize & Short Story Competition	Raise the profile of Arts and Humanities in region, support cultural community and enhance links into community for students	25,455
Octopod	This is Not Art (TiNA) Festival	Raise the profile of Arts and Humanities in region, support cultural community and enhance links into community for students	10,000
Newcastle History	Newcastle Law School	To support the Injustice Justice Exhibition, to raise the profile of the Law School past public interest cases, to provide educational material and immersion for 210 first year students and to support a public symposium which featured law students and staff.	1,000
Local Aboriginal Land Council Darkinjung	Indigenous Education and Research	NAIDOC sponsorship for community engagement with local aboriginal community to raise profile and build connections	2,727
The Rotary Club of Newcastle	International and Advancement	Raise the profile of the University and our Confucius Institute in the region, support cultural community and enhance links into community for students. The 'Light Up Newcastle' Lantern Walk is a Newcastle-based community event in celebration of Chinese New Year, which attracted over 10,000 participants in 2018.	5,000
This is Ricochet Pty Ltd	School of Creative Industry	To raise the profile of the School of Creative Industries with national recording artists and musicians. This has positioned the University as an innovative leader in the area of music education while strengthening music industry partnerships with BMG Records and recording artists, providing vocational pathways for students in the area of song writing, recording and music production.	10,000
Hunter Business Chamber	Academic Division	Major Sponsor for Hunter Business Awards Dinner 2018, held 10.8.2018. Raise the profile of the University in the region, and enhance linkages to industry and local business community for students. The awards, hosted by the Hunter Business Chamber, acknowledge business excellence and diversity across the region.	18,000
Total			72,182

SUBSIDIARIES

UON SINGAPORE PTE LTD

UON Singapore, which was established in 2006, is of strategic importance to the University of Newcastle. With close to 5,000 graduates hailing from Southeast Asia, UON Singapore provides access to a world-class higher education and contributes to the human capital development of Singapore and the broader region.

In the 2017- 2019 Strategic Plan, UON Singapore established a vision, and strategic objectives and goals that not only align with the University's *NeW Futures Strategic Plan 2016-2025*, but also complements Singapore's national development goals of competitiveness, productivity growth and innovation.

As part of its 2017-2019 Strategic Plans, a range of initiatives involving businesses, industry, government agencies, professional organisations, community groups, alumni, public and private higher education institutions and the wider community were undertaken. The key highlights include:

EXTERNAL ENGAGEMENT

Singapore's national vision of a sustainable economy built on a culture that embraces lifelong learning underpins UON Singapore's desire to build close relationships with key industry and education stakeholders which was clearly evident in the following initiatives implemented during the year.

A team of engineering undergraduate students took part in the National Engineers Day (NED) - Energy Innovation Challenge (EIC) 2018, organized by the Institution of Engineers Singapore (IES). NED 2018 became the battleground for 90 talented engineering teams from Singapore and across the region who displayed their innovative energy solutions products during the three-day NED fair. The UON Singapore team was 1st runner up, in the University category with the project of a Wireless Healthcare Monitoring System and received an EIC 2018 Trophy and a cheque for \$5,000.

To build further rapport with education providers, UON Singapore also organized its first Young Sustainability Innovators' Challenge with the theme 'Sustainable Society', targeting pre-university students from Junior Colleges, Institutes of Technical Education, Polytechnics, International Schools and Private Education Institutions in Singapore.

The main objective of this challenge was to kindle the idea of developing a sustainable society among the younger generation by encouraging the creation of innovative products and/or services that would be sustainable and scalable. The Challenge attracted 61 participants across 18 teams from various Institutes of Higher Learnings (IHLs), with the judging panel drawn from DBS Bank Singapore, the Public Utilities Board, the Building and Construction Authority Singapore and other consulting agencies.

UON Singapore, in partnership with BCA Academy and PSB Academy, also undertook marketing, recruitment and business development activities in Myanmar, Malaysia and China. These visits complemented UON Singapore's program diversification and enrichment efforts while also contributing to a 6.2% growth in commencing student load.

COMMUNITY ENGAGEMENT

Corporate Social Responsibility involvement included staff attending a Deaf Awareness Program through the Singapore Association for the Deaf to better appreciate the deaf culture, community and language as well as some Basic SgSL signs. Staff also worked on the production of essential life kits for the Asian Women Welfare Association (AWWA).

PROFILE ENHANCEMENT

UON Singapore was recognized at the Education Investor Global Awards as winner of the 'Higher Education Institution of the Year' award and for its role as an ambassador of the Australian Higher Education sector which differentiates it from many other foreign universities operating in Singapore.

RESEARCH ACHIEVEMENTS

In the area of Research Performance, UON Singapore's full-time academic staff published 9 international journal articles, 2 books, presented 11 conference papers and a full-day conference workshop. UON Singapore has also successfully secured one internal and one external project grant totalling S\$6,000 in cash and S\$200,000 in-kind from the Centre for Infrastructure Performance and Reliability and ETH Singapore respectively.

THE UNIVERSITY OF NEWCASTLE RESEARCH ASSOCIATES LIMITED (TUNRA)

The University of Newcastle Research Associates Limited (TUNRA) completed a successful year of commercial operation as part of the Research and Innovation Division. TUNRA operates as a wholly-owned Controlled Entity of the University of Newcastle and acts as an important interface between Academia and Industry. TUNRA plays an important role in University strategy by further leveraging University research capabilities and assets to create additional value for the institution by operating in a commercial setting.

The focus for the business for 2018 has been on the continued growth of the TUNRA Bulk Solids (TBS) business unit, as well as the exploration and identification of new business opportunities.

2018 ACHIEVEMENTS

- Further refinement of the robust governance structure to support the commercial research activities. This includes policy documentation, legislative compliance and review of risk management frameworks.
- Strong performance of the TBS business unit. The main commercial research services that TBS offer are flow property testing and characterisation, and engineering design services. The main sector TBS operates in is mining, with Clients such as BHP Iron Ore, Rio Tinto and Glencore.
- The completion of a number of industry specific training courses in the materials handling sector. These courses are conducted as a means of educating industry based on the research developments of the University.
- TUNRA hosted project, Viralytics Pty Ltd, an Australian publicly traded company focusing on oncolytic immunotherapy treatments for a range of cancers, and based on the research from Professor Darren Shafren, was acquired by the global pharmaceutical company Merck & Co.
- Continued vision to strengthen TUNRA's operating model to remain responsive to industry and commerce.

PLANNED STRATEGIC ACTIVITIES IN 2019

- Increasingly leveraging the University's assets and resources to facilitate a more robust and responsive customer-service environment supported by a flexible operating model that provides additional opportunities for University research.
- To continue to make, as a controlled entity, a direct and indirect contribution to the University.

The University of Newcastle

ABN 15 736 576 735

Financial Statements

For the Year Ended 31 December 2018

INCOME STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	Consolidated		Parent	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Income from continuing operations					
Australian Government financial assistance					
Australian Government grants	2	335,288	335,340	335,288	335,340
HELP - Australian Government payments	2	156,680	146,584	156,680	146,584
State and local government financial assistance	3	20,353	14,288	20,353	14,288
HECS-HELP - Student payments		5,250	5,975	5,250	5,975
Fees and charges	4	172,372	150,852	165,639	144,936
Investment income	5	10,994	42,491	10,699	42,438
Royalties, trademarks and licences		904	1,266	146	367
Consultancy and contracts	6	39,854	40,943	32,733	32,748
Other revenue	7	36,199	33,568	39,931	36,943
Total income from continuing operations		777,894	771,307	766,719	759,619
Expenses from continuing operations					
Employee related expenses	8	430,446	419,127	422,155	411,335
Depreciation and amortisation	9	50,852	46,603	50,748	46,472
Repairs and maintenance	10	31,295	26,306	31,253	26,248
Borrowing costs		6	13	52	59
Impairment of assets	11	330	1,292	332	1,358
Loss on disposal of assets		140	270	140	270
Deferred superannuation expense	8/33	3,469	2,592	3,469	2,592
Other expenses	12	236,696	217,729	233,775	213,698
Total expenses from continuing operations		753,234	713,932	741,924	702,032
Net result before income tax from continuing operations		24,660	57,375	24,795	57,587
Income tax expense		-	16	-	-
Net result after income tax for the period		24,660	57,391	24,795	57,587
Net result attributable to:					
Members of the University of Newcastle		24,660	57,391	24,795	57,587
Total		24,660	57,391	24,795	57,587

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	Consolidated		Parent	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Net result after income tax for the period		24,660	57,391	24,795	57,587
Items that will be reclassified to profit or loss					
Exchange differences on translation of foreign operations		240	(8)	-	-
Net changes in value of available for sale financial assets, net of tax		-	19,517	-	19,526
Reclassification to profit and loss - disposal of available-for-sale assets		-	(2,626)	-	(2,626)
Total		240	16,883	-	16,900
Items that will not be reclassified to profit or loss					
Gain / (loss) on revaluation of land and buildings, net of tax	22	38,339	13,633	38,339	13,633
Net actuarial gain / (loss) recognised in respect of defined benefits plans	22/33	1,483	1,050	1,483	1,050
Gain / (loss) on revaluation of other financial assets through comprehensive income	22	6,733	-	6,733	-
Total		46,555	14,683	46,555	14,683
Total other comprehensive income		46,795	31,566	46,555	31,583
Comprehensive result		71,455	88,957	71,350	89,170
Total comprehensive income attributable to:					
Members of the University of Newcastle		71,455	88,957	71,350	89,170
Total		71,455	88,957	71,350	89,170

STATEMENT OF FINANCIAL POSITION

FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	Consolidated		Parent	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Assets					
Current assets					
Cash and cash equivalents	13	13,053	17,431	8,078	12,523
Trade and other receivables	14	49,107	45,824	48,278	44,788
Inventories		50	64	50	64
Other financial assets	15	75,068	54,474	75,068	54,474
Non-current assets held for sale		1,586	-	1,583	-
Total current assets		138,864	117,793	133,057	111,849
Non-current assets					
Receivables	14	432,266	433,685	432,183	433,608
Other financial assets	15	423,141	438,150	423,118	437,302
Property, plant and equipment	16	1,030,367	979,714	1,030,129	979,404
Intangible assets	17	21,843	15,028	21,840	14,950
Total non-current assets		1,907,617	1,866,577	1,907,270	1,865,264
Total assets		2,046,481	1,984,370	2,040,327	1,977,113
Liabilities					
Current liabilities					
Trade and other payables	18	46,308	40,866	47,660	40,925
Provisions	20	98,114	102,190	96,894	101,208
Other liabilities	21	37,386	44,791	36,451	43,679
Total current liabilities		181,808	187,847	181,005	185,812
Non-current liabilities					
Provisions	20	474,340	477,645	474,101	477,430
Total non-current liabilities		474,340	477,645	474,101	477,430
Total liabilities		656,148	665,492	655,106	663,242
Net assets		1,390,333	1,318,878	1,385,221	1,313,871
Equity					
Reserves	22	499,434	475,809	498,172	474,246
Retained earnings	22	890,899	843,069	887,049	839,625
Total equity		1,390,333	1,318,878	1,385,221	1,313,871

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2018

2018

	Reserves	Parent Retained Earnings	Total
	\$'000	\$'000	\$'000
Balance at 1 January 2018	474,246	839,625	1,313,871
Net result	-	24,795	24,795
Gain/(loss) on revaluation of land and buildings, net of tax	38,339	-	38,339
Gain/(loss) on financial assets at fair value through OCI	6,733	-	6,733
Remeasurements of Defined Benefit Plans	1,483	-	1,483
Total comprehensive income	46,555	24,795	71,350
Transfer from revaluation reserves to retained earnings on adoption of AASB 9	(22,629)	22,629	-
Balance at 31 December 2018	498,172	887,049	1,385,221

2017

	Reserves	Parent Retained Earnings	Total
	\$'000	\$'000	\$'000
Balance at 1 January 2017	444,682	780,019	1,224,701
Net result	-	57,587	57,587
Gain/(loss) on revaluation land and buildings, net of tax	13,633	-	13,633
Gain/(loss) on revaluation of available-for-sale financial assets	19,526	-	19,526
Reclassification of revaluation reserves to profit and loss for disposal of available-for-sale financial assets	(2,626)	-	(2,626)
Remeasurements of Defined Benefit Plans	1,050	-	1,050
Total comprehensive income	31,583	57,587	89,170
Transfer from revaluation reserves to retained earnings for asset sales	(2,019)	2,019	-
Balance at 31 December 2017	474,246	839,625	1,313,871

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2018

2018	Consolidated		
	Reserves \$'000	Retained Earnings \$'000	Total \$'000
Balance at 1 January 2018	475,809	843,069	1,318,878
Net result	-	24,660	24,660
Gain/(loss) on revaluation of land and buildings, net of tax	38,339	-	38,339
Gain/(loss) on financial assets at fair value through OCI	6,733	-	6,733
Gain/(loss) on foreign exchange	240	-	240
Remeasurements of Defined Benefit Plans	1,483	-	1,483
Total comprehensive income	46,795	24,660	71,455
Transfer from revaluation reserves to retained earnings on adoption of AASB 9	(23,170)	23,170	-
Balance at 31 December 2018	499,434	890,899	1,390,333
2017	Consolidated		
	Reserves \$'000	Retained Earnings \$'000	Total \$'000
Balance at 1 January 2017	446,262	783,659	1,229,921
Net result	-	57,391	57,391
Gain/(loss) on revaluation of land and buildings, net of tax	13,633	-	13,633
Gain/(loss) on revaluation of available-for-sale financial assets	19,517	-	19,517
Reclassification of revaluation reserves to profit and loss for disposal of available-for-sale financial assets	(2,626)	-	(2,626)
Remeasurements of Defined Benefit Plans	1,050	-	1,050
Exchange differences on translation of foreign operations	(8)	-	(8)
Total comprehensive income	31,566	57,391	88,957
Transfer from revaluation reserves to retained earnings for asset sales	(2,019)	2,019	-
Balance at 31 December 2017	475,809	843,069	1,318,878

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	Consolidated		Parent	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Cash flows from operating activities:					
Australian Government Grants		516,000	477,403	516,000	477,403
OS-HELP (net)		(158)	(2,268)	(158)	(2,268)
State Government Grants		20,353	17,357	20,353	17,357
HECS-HELP - Student payments		5,250	5,975	5,250	5,975
Receipts from student fees and other customers		252,279	248,971	240,300	239,460
Donations received		500	-	500	-
Payments to suppliers and employees (inclusive of GST)		(739,756)	(702,109)	(727,524)	(689,762)
Interest received		288	827	287	825
Interest paid		(6)	(13)	(6)	(13)
GST recovered/paid		9,214	14,250	10,008	14,939
Income taxes paid		-	16	-	-
Net cash provided by/(used in) operating activities	29	63,964	60,409	65,010	63,916
Cash flows from investing activities:					
Proceeds from sale of property, plant and equipment		245	2,494	176	2,493
Payments for property, plant and equipment		(71,923)	(69,826)	(71,916)	(69,706)
Proceeds from sale of financial assets		153,601	82,380	151,239	82,329
Payments for financial assets		(149,000)	(79,322)	(149,000)	(79,322)
Payment for purchase of intellectual property		(18)	(16)	-	-
Payment for investments		(1,595)	-	-	-
Proceeds from repayments of interest bearing loans		79	74	79	74
Net cash provided by/(used in) investing activities		(68,611)	(64,216)	(69,422)	(64,132)
Cash flows from financing activities:					
Repayment of borrowings		(33)	(139)	(33)	(139)
Net cash provided by/(used in) financing activities		(33)	(139)	(33)	(139)
Net increase/(decrease) in cash and cash equivalents		(4,680)	(3,946)	(4,445)	(355)
Cash and cash equivalents at beginning of year		17,431	21,380	12,523	12,878
Effects of exchange rate changes on cash and cash equivalents		302	(3)	-	-
Cash and cash equivalents at end of financial year	13	13,053	17,431	8,078	12,523

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Summary of Significant Accounting Policies

The principal accounting policies adopted in the preparation of these financial statements are set out below. These policies have been consistently applied for all years reported unless otherwise stated. The financial statements include separate statements for The University of Newcastle as the parent entity and the consolidated entity consisting of The University of Newcastle and its subsidiaries.

(a) Basis of Preparation

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

The Group 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)
- *Public Finance and Audit Act 1983 (NSW)*
- *Public Finance and Audit Regulation 2015 (NSW)*

The University of Newcastle 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 of The University of Newcastle on 29 March 2019.

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, and certain classes of property, plant and equipment.

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 Group's accounting policies. This note provides an overview of the areas that involved a higher degree of judgement or complexity and of items which are more likely to be materially adjusted due to estimates and assumptions turning out wrong. Detailed information about each of these estimates and judgements are included within other notes.

- Fair value of financial assets (refer to note 15)
- Impairment of financial assets (refer to note 15)
- Employee benefits - Long service leave provision (refer to note 20)
- Employee benefits - Defined benefit plans obligation (refer to note 20 and 33)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Summary of Significant Accounting Policies continued

(a) Basis of Preparation continued

- Useful lives of property, plant and equipment (refer to note 16)
- Fair value of property, plant and equipment (refer to note 16)

(b) Basis of Consolidation

(i) Subsidiaries

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of The University of Newcastle ("parent entity") as at 31 December 2018 and the results of all subsidiaries for the year then ended. The University of Newcastle 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 control ceases.

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

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

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 the relevant Standards. The loss or gain associated with loss of control attributable to the former controlling interest is recognised.

(ii) Associates

Associates are all entities over which the Group has significant influence but not control. Investments in associates are accounted for in the parent entity financial statements using the cost method or the equity 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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Summary of Significant Accounting Policies continued

(b) Basis of Consolidation continued

associates are recognised in the parent entity's income statement, while in the consolidated financial statements they reduce the carrying amount of the investment.

Gains or losses resulting from 'upstream' and 'downstream' transactions, involving assets that do not constitute a business, are recognised in the parent's financial statements only to the extent of unrelated investors' interests in the associate or joint venture. Gains or losses resulting from the contribution of non-monetary assets in exchange for an equity interest are accounted for in the same method.

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.

(c) Comparative Amounts

Where necessary, comparative information has been reclassified to enhance comparability in respect of changes in presentation adopted in the current year. These reclassifications had no effect on the reported results of operations.

(d) Income Tax

The University of Newcastle 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)*.

(e) Goods and Services Tax (GST)

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

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

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows.

Commitments are disclosed net of the amount of GST recoverable from or payable to tax authorities.

(f) 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 University of Newcastle's functional and presentation currency.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Summary of Significant Accounting Policies continued

(f) Foreign currency translation continued

(ii) Transactions and balances

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

If gains or losses on non-monetary items are recognised in other comprehensive income, translation gains or losses are 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 (none of which has the currency of a hyperinflationary economy) that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- assets and 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.

(g) Rounding of amounts

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

(h) New Accounting Standards and Interpretations

The following standards have been issued but are not mandatory for 31 December 2018 reporting periods. The Group has elected not to early adopt any of these standards. The Group'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 2018

1 Summary of Significant Accounting Policies continued

(h) New Accounting Standards and Interpretations continued

Standard	Application date	Implications
AASB 15 Revenue from Contracts with Customers and AASB 1058 Income for Not-for-profits	1 Jan 2019	<p>AASB 15 replaces AASB 118 and AASB 111. The revenue model introduced by this standard is to recognise revenue when (or as) the Group satisfies a performance obligation by transferring a promised good or service to a customer at an amount the entity expects to be entitled in exchange for those goods and services.</p> <p>The standard permits either a full retrospective approach or a modified retrospective approach for the adoption and the Group intends to adopt the modified retrospective approach at 1 January 2019.</p> <p>AASB 1058 supersedes all the income requirements relating to not-for-profits previously in AASB 1004 Contributions.</p> <p>AASB 1058 applies to all transactions of a not-for-profit entity where the consideration provided to acquire an asset is significantly less than its fair value and that discount is provided to principally enable the not-for-profit to further its objectives.</p> <p>Management has assessed the effect of applying the new standard on the Group's financial statements and has identified the following significant impacts. The recognition of revenue from all other revenue streams is expected to remain consistent with previous years.</p> <p>Accounting for research and capital grants - Revenue from the majority of research grants is currently recognised when the Group obtains control of the right to receive the grant, it is probable that economic benefits will flow to the Group and it can be reliably measured. Under AASB 15 revenue is only recognised when the Group 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. Where there are no sufficiently specific performance obligations revenue is recognised immediately when the Group has the right to receive the grant. The Group expects to recognise a financial liability of \$63 million at 1 January 2019. This financial liability will be extinguished as the Group delivers its obligations. Commitments in relation to research grants at 31 December 2018 are disclosed in note 32.</p>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Summary of Significant Accounting Policies continued

(h) New Accounting Standards and Interpretations continued

Standard	Application date	Implications
AASB 16 Leases	1 Jan 2019	<p>AASB 16 was issued in February 2016 and will result in almost all leases being recognised on the balance sheet by lessees, as the distinction between operating and finance leases is removed.</p> <p>The calculation of the lease liability will take into account appropriate discount rates, assumptions about the lease term, and increase in lease payments. A corresponding right to use assets will be also recognised which will be amortised over the term of the lease.</p> <p>The Group has reviewed all the leasing arrangements in light of the new lease accounting rules in AASB 16. The standard will affect primarily the accounting for the Group's operating leases. As at the reporting date, the group has non-cancellable operating lease commitments of \$13 million (see note 32). The Group estimates that approximately 40-50% of these relate to payments for short-term and low value leases which will be recognised on a straight-line basis as an expense in profit or loss.</p> <p>For the remaining lease commitments the Group expects to recognise right of use assets of approximately \$ 6.9 million on 1 January 2019 and lease liabilities of \$6.9 million.</p> <p>While the impact on the income statement has not yet fully been determined rental expense will decrease and interest and depreciation will increase.</p> <p>The Group's activities as a lessor are not material and hence the Group does not expect any significant impact on the financial statements.</p>
AASB 2018-8 Amendments to Australian Accounting Standards - Right-of-use Assets	1 Jan 2019	<p>AASB 2018-8 provides a temporary option for not-for-profit entities to not apply the fair value initial measurement requirements for right of use assets arising under leases with significant below market terms and conditions principally to enable the entity to further its objectives.</p> <p>The Group will continue to record right of use assets at cost. Additional disclosures will be provided in the 2019 financial statements to ensure users understand the effects on the financial position, financial performance and cash flows of the Group arising from these leases.</p>

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

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Summary of Significant Accounting Policies continued

(i) Initial application of AASB 9 Financial Instruments

AASB 9 *Financial Instruments* replaces AASB139 *Financial Instruments: Recognition and Measurement* for annual periods beginning on or after 1 January 2018, bringing together all three aspects of the accounting for financial instruments: classification and measurement; impairment; and hedge accounting.

(i) Classification and measurement

The adoption of AASB 9 Financial Instruments from 1 January 2018 resulted in changes to accounting policies and adjustments to amounts recognised in the financial statements. The new accounting policies are set out in note 15.

The Group has applied AASB 9 retrospectively, with an initial application date of 1 January 2018. In accordance with the transitional provisions of AASB 9, comparative balances have not been restated. Reclassifications and adjustments arising from the new standard are not reflected in the statement of financial position for 31 December 2017 but are recognised in the opening statement of financial position on 1 January 2018.

On 1 January 2018, the Group's management assessed which business models apply to the financial assets held by the Group and have classified its financial instruments into the appropriate AASB 9 categories.

The following tables show the adjustments and impacts recognised for each individual line item included within other financial assets. Line items that are not affected by the changes have not been included. As a result, the sub-totals and totals disclosed cannot be recalculated from the numbers provided below. No adjustments were made to the income statement or statement of other comprehensive income.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Summary of Significant Accounting Policies continued

(i) Initial application of AASB 9 Financial Instruments continued

	Consolidated			Parent		
	31 Dec 2017 as originally presented \$'000	AASB 9 impact \$'000	1 Jan 2018 restated \$'000	31 Dec 2017 as originally presented \$'000	AASB 9 impact \$'000	1 Jan 2018 restated \$'000
Current assets						
Available-for-sale	54,004	(54,004)	-	54,004	(54,004)	-
Held-to-maturity	470	(470)	-	470	(470)	-
Financial assets at fair value through profit and loss	-	54,004	54,004	-	54,004	54,004
Financial assets at amortised cost	-	470	470	-	470	470
Total current assets	54,474	-	54,474	54,474	-	54,474
Non-current assets						
Available-for-sale	438,150	(438,150)	-	437,302	(437,302)	-
Financial assets at fair value through other comprehensive income	-	421,950	421,950	-	421,102	421,102
Financial assets at fair value through other comprehensive income	-	16,200	16,200	-	16,200	16,200
Equity						
Reserves	475,809	(23,169)	452,640	474,246	(22,628)	451,618
Retained earnings	843,069	23,169	866,238	839,625	22,628	862,253
Total Equity	1,318,878	-	1,318,878	1,313,871	-	1,313,871

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Summary of Significant Accounting Policies continued

(i) Initial application of AASB 9 Financial Instruments continued

Reclassification from available-for-sale to fair value through profit and loss

Certain investments in shares, managed funds and unlisted investments were reclassified from available-for-sale to financial assets at fair value through profit and loss, as they do not meet the AASB 9 criteria for classification at amortised cost because their cash flows do not represent solely payments of principal and interest. Related fair value gains were transferred from the available-for-sale financial assets reserve to retained earnings on 1 January 2018.

Reclassification from available-for-sale to fair value through other comprehensive income

The Group elected to present in other comprehensive income changes in the fair value of some of its unlisted equity investments previously classified as available-for-sale, because these investments are held as long-term strategic investments that are not expected to be sold in the short to medium term. As a result, assets were reclassified from available-for-sale financial assets to financial assets at fair value through other comprehensive income, and fair value gains were reclassified from the available-for-sale financial asset reserve to the fair value through other comprehensive income reserve on 1 January 2018.

Reclassification from held-to-maturity to amortised cost

Government bonds that would have previously been classified as held-to-maturity are now classified at amortised cost. The Group intends to hold the assets to maturity to collect contractual cash flows and these cash flows consist solely of payments of principal and interest of the principal amount outstanding. There was no difference between the previous carrying amount and the revised carrying amount of the other financial assets at 1 January 2018 to be recognised in retained earnings.

(ii) Impairment

The Group has the following financial assets that are subject to AASB 9's new expected credit loss model:

- Trade receivables from sales and student fee - The Group was required to revise its impairment methodology under AASB 9 for each class of asset. The Group applies the AASB 9 simplified approach to measuring expected credit losses which uses a lifetime expected credit loss allowance for all trade receivables. This resulted in an immaterial increase of the loss allowance of 1 January 2018.
- While cash and cash equivalents are also subject to the impairment requirements of AASB 9, the identified impairment loss was nil.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

2 Australian government financial assistance including Australian Government Loan Programs (HELP)

(a) Commonwealth Grants Scheme and Other Grants

	Note	Consolidated		Parent	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Commonwealth Grants Scheme ^{#1}		221,419	221,209	221,419	221,209
Promotion of Excellence in Learning and Teaching		-	108	-	108
Higher Education Participation and Partnership Program		5,773	6,390	5,773	6,390
Disability Performance Funding ^{#2}		94	118	94	118
Indigenous Student Success Program ^{#3}		3,739	3,535	3,739	3,535
Other		1,250	-	1,250	-
Total Commonwealth Grants Scheme and Other Grants	34(a)	232,275	231,360	232,275	231,360
(b) Higher Education Loan Programs					
HECS - HELP		134,612	126,361	134,612	126,361
FEE - HELP ^{#4}		16,838	15,599	16,838	15,599
SA-HELP payments		5,230	4,624	5,230	4,624
Total Higher Education Loan Programs	34(b)	156,680	146,584	156,680	146,584
(c) EDUCATION Research					
Research Training Programs ^{#5}		24,101	23,380	24,101	23,380
Research Support Programs ^{#6}		22,207	21,038	22,207	21,038
Total EDUCATION Research Grants	34(c)	46,308	44,418	46,308	44,418
(d) Other Capital Funding					
Other Capital Funding		-	2,228	-	2,228
Total Other Capital Funding	34(e)	-	2,228	-	2,228

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

2 Australian government financial assistance including Australian Government Loan Programs (HELP) continued

(e) Australian Research Council

	Note	Consolidated		Parent	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Discovery		9,145	9,586	9,145	9,586
Linkages ^{#7}		2,180	2,605	2,180	2,605
Networks and Centres		-	2,372	-	2,372
Total Australian Research Council	34(f)	11,325	14,563	11,325	14,563

(f) Other Australian Government financial assistance

Non-capital

Other Commonwealth Research Grant		9,405	10,542	9,405	10,542
Other Commonwealth Non-Research Grant		13,123	12,931	13,123	12,931
National Health and Medical Research		22,852	19,298	22,852	19,298
Total other Australian Government financial assistance		45,380	42,771	45,380	42,771
Total Australian Government financial assistance		491,968	481,924	491,968	481,924

#1 Commonwealth Grants Scheme (CGS) includes the basic CGS grant amount, Regional Loading, Enabling Loading, Medical Student Loading, Allocated Places and Non Designated Courses.

#2 Disability Performance Funding includes Additional Support for Students with Disabilities and Australian Disability Clearinghouse on Education & Training.

#3 Indigenous Student Success Program replaced the Indigenous Commonwealth Scholarships Program and the Indigenous Support Program as of 1 January 2017.

#4 Higher Education Loan Programs are in respect of FEE-HELP for Higher Education only and exclude funds received in respect of VET FEE-HELP.

#5 Research Training Program has replaced the Australian Postgraduate Awards, International Postgraduate Research Scholarships and Research Training Scheme as of 1 January 2017.

#6 Research Support Program has replaced the Joint Research Engagement, JRE Engineering Cadetships, Research Block Grants and Sustainable Research Excellence in Universities as of 1 January 2017.

#7 ARC Linkage Infrastructure, Equipment and Facilities grants are reports in (d) Other capital funding (where applicable).

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

2 Australian government financial assistance including Australian Government Loan Programs (HELP) continued

Accounting Policy

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

The Group recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Group and specific criteria have been met for each of the Group's activities as described below. The Group bases its estimates on historical results, taking into consideration the type of customer, the type of transaction and the specifics of each arrangement. This applies to revenue items recognised in notes 2 through 6.

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

Revenue from HELP is categorised into those received from the Australian Government and those received directly from students. Revenue is recognised and measured in accordance with the above disclosure.

3 State and Local Government financial assistance

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Non-capital				
State Government contributions	1,517	1,935	1,517	1,935
State and Local Government research grant	18,705	12,209	18,705	12,209
Total Non-capital	20,222	14,144	20,222	14,144
Capital				
State Government capital contributions	131	144	131	144
Total capital	131	144	131	144
Total State and Local Government financial assistance	20,353	14,288	20,353	14,288

Accounting Policy

Contributions and grants from the State and Local Government are recognised at their fair value when the Group obtains control of the right to receive the grant, it is probable that economic benefits will flow to the Group, and it can be reliably measured.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

4 Fees and charges

	Note	Consolidated		Parent	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Course Fees and Charges					
Fee-paying onshore overseas students		113,012	94,917	113,012	94,917
Fee-paying offshore overseas students		8,125	7,140	1,413	1,208
Fee-paying domestic postgraduate students		17,991	17,434	17,991	17,434
Fee-paying domestic undergraduate students		9	23	9	23
Fee-paying domestic non-award students		611	415	611	415
Course and conference fees		3,885	2,661	3,878	2,637
Total Course Fees and Charges		143,633	122,590	136,914	116,634
Other Non-Course Fees and Charges					
Student Services and Amenities Fees from students	34	1,614	1,887	1,614	1,887
Library fines		663	832	663	832
Parking fees and fines		3,879	2,928	3,879	2,968
Student accommodation		20,712	20,920	20,712	20,920
Other services		1,871	1,695	1,857	1,695
Total Other Fees and Charges		28,739	28,262	28,725	28,302
Total Fees and Charges		172,372	150,852	165,639	144,936

Accounting Policy

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

5 Investment income

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Interest income	359	766	358	764
Total interest	359	766	358	764
Dividends and Distributions				
Available for sale financial assets	-	39,161	-	39,161
Other financial assets at fair value through profit and loss	31,283	-	31,283	-
Other financial assets at fair value through other comprehensive income	2,714	-	2,714	-
Total dividends and distributions	33,997	39,161	33,997	39,161
Other investment gains/(losses)				
Net gains/(losses) arising on sale of investments	-	(33)	-	(33)
Net gain/(loss) arising on other financial assets designated at fair value through profit or loss	(23,362)	-	(23,656)	-
Cumulative gain/(loss) reclassified from equity on disposal of available-for-sale investments	-	2,597	-	2,546
Total other investment gains/(losses)	(23,362)	2,564	(23,656)	2,513
Total investment revenue and other investment income	10,994	42,491	10,699	42,438

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 and distributions

Revenue is recognised when (a) the Group's right to receive the payment is established, which is generally when shareholders approve the dividend, (b) it is probable that the economic benefits associated with the dividend will flow to the entity; and (c) the amount of the dividend can be measured reliably.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

6 Consultancy and contracts

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Consultancy	2,695	2,987	2,372	2,719
Contract research				
Other contract revenue	9,127	9,851	9,126	9,843
Co-operative research centre	3,623	1,628	3,623	1,628
Hunter Medical Research Institute	7,010	7,136	7,010	7,136
Industry research	17,399	19,341	10,602	11,422
Total contract research	37,159	37,956	30,361	30,029
Total consultancy and contracts	39,854	40,943	32,733	32,748

Accounting Policy

For contracts assessed as containing a reciprocal arrangement, revenue is recognised using the percentage of completion method, in accordance with AASB 118 *Revenue*. The stage of completion is measured by considering actual costs as a percentage of total forecast costs, or other suitable estimate techniques.

Non-reciprocal consultancy and contract arrangements are accounted for in accordance with AASB 1004 *Contributions* and revenue is recognised at fair value when the Group obtains control of the right to receive the funds, it is probable that economic benefits will flow to the Group, and it can be reliably measured.

7 Other revenue and income

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Other revenue				
Donations and bequests	12,048	8,342	12,342	8,406
Other revenue	616	667	532	500
Sale of goods	-	807	-	807
Sales, memberships and tickets	3,252	3,489	3,252	3,489
Rebates and commissions from external parties	4,422	2,831	4,422	2,831
Insurance recoveries	1,074	755	1,074	755
Rental revenue	2,239	2,562	2,239	2,562
Sponsorship	2,612	2,732	2,603	2,736
Other related party revenue	-	-	3,534	3,513
Cost recoveries	9,936	11,383	9,933	11,344
Total other revenue	36,199	33,568	39,931	36,943

Accounting Policy

Other revenue represents miscellaneous income, which is not derived from core operations and is recognised as income when earned.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

8 Employee related expenses

	Note	Consolidated		Parent	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Academic					
Salaries		162,635	156,998	159,977	154,369
Contributions to superannuation and pension schemes					
Contributions to funded schemes		29,815	23,572	29,633	23,508
Contributions to unfunded schemes		647	762	647	762
Payroll tax		10,768	10,264	10,768	10,264
Worker's compensation		489	453	489	453
Long service leave		7,267	10,496	7,267	10,496
Annual leave		11,020	9,021	11,032	8,918
Parental leave		2,326	1,252	2,326	1,252
Contract severance		204	116	204	116
Voluntary separation		1,513	2,835	1,513	2,835
Total academic		226,684	215,769	223,856	212,973
Professional and teaching					
Salaries		147,104	147,555	142,996	143,671
Contributions to superannuation and pension schemes					
Contributions to funded schemes		28,073	21,933	27,628	21,521
Contributions to unfunded schemes		743	884	743	884
Payroll tax		11,119	10,592	10,892	10,362
Worker's compensation		441	439	422	435
Long service leave expense		(758)	1,984	(826)	1,866
Annual leave		12,953	12,730	12,628	12,382
Parental leave		2,195	1,223	2,195	1,223
Contract severance		185	189	185	189
Voluntary separation		1,707	5,829	1,436	5,829
Total non-academic		203,762	203,358	198,299	198,362
Total employee related expenses		430,446	419,127	422,155	411,335
Deferred superannuation expense	33	3,469	2,592	3,469	2,592
Total employee related expenses, including deferred government employee benefits for superannuation		433,915	421,719	425,624	413,927

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

8 Employee related expenses continued

Accounting Policy

Contributions to the defined contribution section of the Groups superannuation fund and other independent defined contribution superannuation funds are recognised as an expense as they become payable.

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.

(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) 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 AASB 137 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. 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 the Group and the Group's legal or constructive obligation is limited to these contributions. A significant portion of the employee's of the parent entity are members of the defined contribution section of the Group's plan.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

9 Depreciation and amortisation

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Depreciation				
Buildings and infrastructure	24,973	23,446	24,973	23,446
Plant and equipment	20,958	19,264	20,880	19,174
Total depreciation	45,931	42,710	45,853	42,620
Amortisation				
Intangibles	4,921	3,893	4,895	3,852
Total amortisation	4,921	3,893	4,895	3,852
Total depreciation and amortisation	50,852	46,603	50,748	46,472

Accounting Policy

Property, Plant and Equipment

Land, artworks and rare books 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	2018	2017
Buildings and infrastructure	20 - 60 years	20 - 60 years
Plant and Equipment	2 - 10 years	2 - 10 years

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

Intangible assets

Amortisation has been included within depreciation and amortisation line. The following useful lives are applied for intangible assets with finite useful lives:

Amortised assets	2018	2017
Intellectual property	2 - 10 years	2 - 10 years
Computer software	1 - 5 years	1 - 5 years

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

10 Repairs and maintenance

	Consolidated		Parent	
	2018	2017	2018	2017
	\$'000	\$'000	\$'000	\$'000
Repairs and maintenance - general	22,757	20,469	22,724	20,450
Buildings	8,538	5,837	8,529	5,798
Total repairs and maintenance	31,295	26,306	31,253	26,248

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.

11 Impairment of assets

	Consolidated		Parent	
	2018	2017	2018	2017
	\$'000	\$'000	\$'000	\$'000
Trade and receivables	222	21	224	87
Intangibles	108	1,271	108	1,271
Total impairment of assets	330	1,292	332	1,358

Accounting Policy

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

For further information on accounting policies of impairment of financial assets, refer to Note 14 and Note 15.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

12 Other expenses

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Advertising, marketing and promotional expenses	6,444	5,032	6,381	4,956
Consumables	27,513	26,467	27,126	26,066
Donations	89	160	89	160
Insurance	2,036	2,237	1,913	2,114
Minor equipment	20,409	17,255	20,170	16,931
Operating lease rental	4,085	4,072	4,075	4,063
Professional services	47,805	42,335	46,203	40,058
Scholarships, grants and prizes	57,369	54,405	58,151	54,359
Telecommunications	3,359	3,801	3,322	3,753
Travel, staff development and entertainment	23,170	21,865	22,650	21,453
Utilities	9,235	8,289	9,230	8,284
Other expenses	35,182	31,811	34,465	31,501
Total other expenses	236,696	217,729	233,775	213,698

Accounting Policy

Operating leases and rental expenses

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases (note 32).

Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight-line basis, over the period of the lease.

13 Cash and cash equivalents

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Cash at bank and on hand	13,053	7,179	8,078	2,271
Short-term deposits at call	-	10,252	-	10,252
Total cash and cash equivalents	13,053	17,431	8,078	12,523

(a) Cash at bank and on hand

Cash on hand is non-interest bearing. Cash at bank earns floating interest rates between 0.65% and 1.20% (2017:0.65% and 1.20%).

(b) Deposits at call

The deposits are bearing floating interest rates between 0.40% and 1.40% (2017: 0.60% and 1.40%). These deposits have an average maturity of NIL days.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

13 Cash and cash equivalents continued

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.

14 Trade and other receivables

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Current				
Trade receivables	11,719	6,339	10,050	4,604
Student fees	1,126	1,881	1,126	1,881
Less: Provision for impaired receivables	(380)	(199)	(371)	(187)
	12,465	8,021	10,805	6,298
Prepayments	19,321	18,088	19,200	17,994
Related party receivables	-	-	957	791
Other receivables	17,321	19,715	17,316	19,705
Total current receivables	49,107	45,824	48,278	44,788
Non-current				
Deferred government benefit for superannuation	428,427	431,512	428,427	431,512
Other receivables	3,839	2,173	3,756	2,096
Total non-current receivables	432,266	433,685	432,183	433,608
Total receivables	481,373	479,509	480,461	478,396

Set out below is the movement in the allowance for expected credit losses of trade receivables:

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
At 1 January	199	400	187	322
Provision for expected credit losses	380	187	371	187
Write-off	(41)	(222)	(41)	(222)
Unused amount reversed	(158)	(166)	(146)	(100)
At 31 December	380	199	371	187

The information about the credit exposures are disclosed in Note 31 Financial Risk Management.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

14 Trade and other receivables continued

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. These are classified and measured as debt instruments at amortised cost. Trade receivables are due for settlement no more than 30 days from the date of recognition.

Impairment

For trade receivables the Group applies a simplified approach in calculating expected credit losses ("ECL's"). Therefore, the Group does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Group 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.

15 Other financial assets

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Current				
Other financial assets at fair value through profit and loss	75,068	-	75,068	-
Available-for-sale	-	54,004	-	54,004
Held-to-maturity	-	470	-	470
Total current other financial assets	75,068	54,474	75,068	54,474
Non-current				
Other financial assets at fair value through other comprehensive income	22,933	-	22,933	-
Other financial assets at fair value through profit and loss	400,208	-	400,185	-
Available-for-sale	-	438,150	-	437,302
Total non-current other financial assets	423,141	438,150	423,118	437,302
Total other financial assets	498,209	492,624	498,186	491,776

Changes in fair values of other financial assets at fair value through profit or loss are recorded in investment income in the income statement (note 5).

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

15 Other financial assets continued

(a) Equity instruments elected to be at fair value through other comprehensive income

Equity investments at designated fair value through other comprehensive income include Education Australia Ltd. Dividends received/receivable from Education Australia Ltd are recorded in investment income (note 5) in the income statement and during the year amounted to \$2.7 million. There were no disposals of other financial assets through other comprehensive income during the year.

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 three categories:

- Other financial assets at amortised costs
- Other financial assets at fair value through other comprehensive income
- Other financial assets at fair value through profit or loss

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

15 Other financial assets continued

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.

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 Group 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 Group's debt instruments at fair value through OCI includes investments in quoted debt instruments included under other non-current financial assets.

Investments in equity instruments designated at fair value through other comprehensive income

Upon initial recognition, the Group can elect to classify irrevocably its equity investments as equity instruments designated at fair value through OCI when they meet the definition of equity under AASB132 *Financial Instruments: Presentation* and are not held for trading. The classification is determined on an instrument-by-instrument basis.

Gains and losses on these financial assets are never recycled to profit or loss. Dividends are recognised as other income in the income statement when the right of payment has been established, except when the Group benefits from such proceeds as a recovery of part of the cost of the financial asset, in which case, such gains are recorded in OCI. Equity instruments designated at fair value through OCI are not subject to impairment assessment.

The Group elected to classify irrevocably its non-listed equity investments under this category.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

15 Other financial assets continued

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 Group had not irrevocably elected to classify at fair value through OCI. Dividends on listed equity investments are also recognised as other income in the income statement when the right of payment has been established.

Derecognition

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is primarily derecognised (i.e., removed from the Group's consolidated statement of financial position) when:

- The rights to receive cash flows from the asset have expired or
- The Group has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement and either (a) the Group has transferred substantially all the risks and rewards of the asset, or (b) the Group has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Group has transferred its rights to receive cash flows from an asset or has entered into a passthrough arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Group continues to recognise the transferred asset to the extent of its continuing involvement. In that case, the Group also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the Group has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Group could be required to repay.

Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the consolidated statement of financial position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

16 Property, plant and equipment

Parent	Capital Works in Progress	Land	Buildings	Plant & Equipment	Artwork and Libraries	Infrastructure	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At 1 January 2017							
- Cost	109,407	-	18,040	142,517	2,876	777	273,617
- Valuation	-	52,907	661,233	-	-	63,625	777,765
Accumulated depreciation and impairment	-	-	(4,885)	(93,130)	-	(409)	(98,424)
Net book amount	109,407	52,907	674,388	49,387	2,876	63,993	952,958
Year ended 31 December 2017							
Opening net book amount	109,407	52,907	674,388	49,387	2,876	63,993	952,958
Additions	56,267	-	-	-	-	-	56,267
Disposals	-	(569)	(220)	(45)	-	-	(834)
Transfers	(132,045)	-	98,673	33,109	12	251	-
Revaluation increase recognised in equity	-	5,419	6,693	-	-	1,521	13,633
Depreciation charge	-	-	(21,033)	(19,174)	-	(2,413)	(42,620)
Closing net book amount	33,629	57,757	758,501	63,277	2,888	63,352	979,404
At 31 December 2017							
- Cost	33,629	-	86,308	141,147	2,888	1,027	264,999
- Valuation	-	57,757	677,343	-	-	62,757	797,857
Accumulated depreciation and impairment	-	-	(5,150)	(77,870)	-	(432)	(83,452)
Net book amount	33,629	57,757	758,501	63,277	2,888	63,352	979,404
Year ended 31 December 2018							
Opening net book amount	33,629	57,757	758,501	63,277	2,888	63,352	979,404
Additions	42,548	17,383	-	-	-	-	59,931
Disposals	-	(946)	(637)	(108)	-	-	(1,691)
Transfers	(38,256)	-	18,584	10,625	7	9,040	-
Revaluation increase recognised in equity	-	2,139	33,308	937	-	1,955	38,339
Depreciation charge	-	-	(21,958)	(20,880)	-	(3,016)	(45,854)
Closing net book amount	37,921	76,333	787,798	53,851	2,895	71,331	1,030,129
At 31 December 2018							
- Cost	37,921	15,205	9,322	139,481	2,895	7,666	212,490
- Valuation	-	61,128	783,543	-	-	64,194	908,865
Accumulated depreciation and impairment	-	-	(5,067)	(85,630)	-	(529)	(91,226)
Net book amount	37,921	76,333	787,798	53,851	2,895	71,331	1,030,129

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

16 Property, plant and equipment continued

Consolidated	Capital Works in Progress	Land	Buildings	Plant & Equipment	Artwork & Libraries	Infrastructure	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At 1 January 2017							
- Cost	109,415	-	18,040	143,487	2,876	777	274,595
- Valuation	-	52,907	661,233	-	-	63,625	777,765
Accumulated depreciation and impairment	-	-	(4,885)	(93,836)	-	(409)	(99,130)
Net book amount	109,415	52,907	674,388	49,651	2,876	63,993	953,230
Year ended 31 December 2017							
Opening net book amount	109,415	52,907	674,388	49,651	2,876	63,993	953,230
Additions	56,346	-	-	49	-	-	56,395
Disposals	-	(569)	(220)	(45)	-	-	(834)
Transfers	(132,124)	-	98,673	33,188	12	251	-
Revaluation increase recognised in equity	-	5,419	6,693	-	-	1,521	13,633
Depreciation charge	-	-	(21,033)	(19,264)	-	(2,413)	(42,710)
Closing net book amount	33,637	57,757	758,501	63,579	2,888	63,352	979,714
At 31 December 2017							
- Cost	33,637	-	86,308	142,181	2,888	1,027	266,041
- Valuation	-	57,757	677,343	-	-	62,757	797,857
Accumulated depreciation and impairment	-	-	(5,150)	(78,602)	-	(432)	(84,184)
Net book amount	33,637	57,757	758,501	63,579	2,888	63,352	979,714
Year ended 31 December 2018							
Opening net book amount	33,637	57,757	758,501	63,579	2,888	63,352	979,714
Additions	42,548	17,383	-	5	-	-	59,936
Transfers to held for sale	-	(946)	(637)	(108)	-	-	(1,691)
Transfers	(38,255)	-	18,584	10,624	7	9,040	-
Revaluation increase recognised in equity	-	2,139	33,308	937	-	1,955	38,339
Depreciation charge	-	-	(21,957)	(20,958)	-	(3,016)	(45,931)
Closing net book amount	37,930	76,333	787,799	54,079	2,895	71,331	1,030,367
At 31 December 2018							
- Cost	37,930	15,205	9,322	140,521	2,895	7,666	213,539
- Valuation	-	61,128	783,544	-	-	64,194	908,866
Accumulated depreciation and impairment	-	-	(5,067)	(86,442)	-	(529)	(92,038)
Net book amount	37,930	76,333	787,799	54,079	2,895	71,331	1,030,367

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

16 Property, plant and equipment continued

(a) Valuations of land and buildings

The University's land and buildings were revalued at 31 October 2018 by independent valuers CBRE Valuations Pty Limited. Valuations for land were made on the basis of sales evidence and is the estimated amount for which an asset should exchange on the valuation date between a willing buyer and seller in an arm's length transaction, after proper marketing and where the parties have acted knowledgeably, prudently and without compulsion. Buildings and infrastructure, which are of a specialised educational nature and rarely sold in the open market, were valued using industry construction rates adjusted for estimated useful lives and proprietary data of the valuation expert. The revaluation increment net of applicable deferred income taxes was debited to an asset revaluation reserve in equity.

(b) Non-current assets classified as held for sale

At 31 December 2018, property, plant and equipment assets classified as held for sale were \$1.5 million (2017: Nil). Non-current assets held for sale are carried at the lower of the carrying amount or the fair value less costs to sell. For the fair value of the non-current asset see note 25.

Accounting Policy

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

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

Increases in the carrying amounts arising on revaluation of land and buildings are recognised, net of tax, in other comprehensive income and accumulated in equity under the heading of revaluation surplus. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit or loss. Decreases that reverse previous increases of the same asset class are also recognised in other comprehensive income to the extent of the remaining reserve attributable to the asset class. All other decreases are charged to the income statement.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

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.

Construction work in progress

Construction work in progress is stated at the aggregate of contract costs incurred to date plus recognised profits less recognised losses and progress billings. If there are contracts where progress billings exceed the aggregate costs incurred plus profits less losses, the net amounts are presented under other liabilities.

Contract costs include all costs directly related to specific contracts, costs that are specifically chargeable to the customer under the terms of the contract and costs that are attributable to contract activity in general and can be allocated to the contract.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

17 Intangible Assets

Parent	Computer software \$'000	Intellectual property \$'000	Total \$'000
At 1 January 2017			
Cost	18,027	889	18,916
Accumulated amortisation and impairment	(7,876)	(151)	(8,027)
Net book amount	10,151	738	10,889
Year ended 31 December 2017			
Opening net book amount	10,151	738	10,889
Additions	4,478	406	4,884
Disposals	(61)	(128)	(189)
Work in progress	3,215	3	3,218
Amortisation	(3,689)	(163)	(3,852)
Closing net book amount	14,094	856	14,950
At 31 December 2017			
Cost	22,367	1,098	23,465
Accumulated amortisation and impairment	(8,273)	(242)	(8,515)
Net book amount	14,094	856	14,950
Year ended 31 December 2018			
Opening net book amount	14,094	856	14,950
Additions	7,629	579	8,208
Disposals	(37)	(171)	(208)
Work in progress	3,762	24	3,786
Amortisation	(4,711)	(185)	(4,896)
Closing net book amount	20,737	1,103	21,840
At 31 December 2018			
Cost	32,944	1,474	34,418
Accumulated amortisation and impairment	(12,207)	(371)	(12,578)
Net book amount	20,737	1,103	21,840

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

17 Intangible Assets continued

Consolidated	Computer software \$'000	Intellectual Property \$'000	Total \$'000
At 1 January 2017			
Cost	18,104	1,527	19,631
Accumulated amortisation and impairment	(7,952)	(687)	(8,639)
Net book amount	10,152	840	10,992
Year ended 31 December 2017			
Opening net book amount	10,152	840	10,992
Additions	4,478	422	4,900
Disposals	(61)	(128)	(189)
Work in progress	3,215	3	3,218
Amortisation	(3,689)	(204)	(3,893)
Closing net book amount	14,095	933	15,028
At 31 December 2017			
Cost	22,431	1,666	24,097
Accumulated amortisation and impairment	(8,336)	(733)	(9,069)
Net book amount	14,095	933	15,028
Year ended 31 December 2018			
Opening net book amount	14,095	933	15,028
Additions	7,630	597	8,227
Disposals	(37)	(240)	(277)
Work in progress	3,762	24	3,786
Amortisation	(4,711)	(210)	(4,921)
Closing net book amount	20,739	1,104	21,843
At 31 December 2018			
Cost	33,009	1,861	34,870
Accumulated amortisation and impairment	(12,270)	(757)	(13,027)
Net book amount	20,739	1,104	21,843

Accounting Policy

Alternately, intangible assets are carried at a revalued amount after initial recognition and are revalued by reference to an active market on a regular basis, so that the carrying amount of the asset does not differ materially from its fair value at reporting date.

(i) Intellectual property

Expenditure on intellectual property, being the application of research findings or other knowledge to a plan or design for the production of new or substantially improved products or services before the start of commercial production or use, is capitalised if the product or service is technically and commercially feasible and adequate resources are available to complete development. The expenditure capitalised comprises all directly attributable costs, including costs of materials, services, direct labour and an appropriate proportion of overheads. Other intellectual property expenditure is recognised in the income statement as an expense, when it is incurred. Capitalised expenditure is stated at cost less accumulated amortisation. Amortisation is calculated using the straight-line method to allocate the cost over the period of the expected benefit, which varies from 2 to 10 years.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

17 Intangible Assets continued

(ii) Computer Software

Expenditure on software, being software that is not an integral part of the related hardware, is capitalised. Capitalised expenditure is stated at cost less accumulated amortisation. Amortisation is calculated using the straight-line method to allocate the cost over the period of the expected benefit, to a maximum of 5 years.

Internal-use software is capitalised only when the amounts are greater than the Group's capitalisation threshold and they satisfy the conditions for capitalisation. Internal-use software is recognised at cost and amortised over the useful life of 4 years.

18 Trade and other payables

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Current				
Unsecured liabilities				
OS-HELP Liability to Australian Government	924	1,085	924	1,085
Trade payables	42,866	36,860	41,899	35,778
Related party payables	-	-	2,504	1,655
Other payables	2,518	2,921	2,333	2,407
Total current trade and other payables	46,308	40,866	47,660	40,925

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

18 Trade and other payables continued

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	
	2018 000's	2017 000's	2018 000's	2017 000's
Australian Dollars	45,285	39,696	47,417	40,306
Chinese Yuan	-	2	-	2
Euros	26	36	26	36
Great British Pounds	46	38	46	38
Singaporean Dollars	785	551	5	-
Japanese Yen	-	6	-	6
US Dollars	163	537	163	537
Philippine Pesos	3	-	3	-
	46,308	40,866	47,660	40,925

For an analysis of the sensitivity of trade and other payables to foreign currency risk refer to note 31.

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 30 days of recognition.

19 Borrowings

(a) Financing arrangements

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

Credit card facilities				
Total facilities	10,100	10,100	10,000	10,000
Used at balance date	(36)	(1,462)	(6)	(1,427)
Unused at balance date	10,064	8,638	9,994	8,573
Bank overdraft facilities				
Total facilities	10,000	10,000	10,000	10,000
Unused at balance date	10,000	10,000	10,000	10,000

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

20 Provisions

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Current provisions expected to be settled within 12 months				
Employee benefits				
Annual leave	17,393	15,072	17,034	14,725
Long service leave	15,319	14,871	15,228	14,767
Contract severance	166	406	166	406
Parental leave	1,857	1,182	1,857	1,182
Unused sick leave	857	870	857	870
Defined benefit obligation	2,021	1,930	2,021	1,930
Redundancy	2,339	6,612	2,068	6,612
	39,952	40,943	39,231	40,492
Current provisions expected to be settled after more than 12 months				
Employee benefits				
Annual leave	4,823	5,802	4,657	5,654
Long service leave	50,781	53,073	50,447	52,691
Employment on-costs provision	2,558	2,371	2,558	2,371
	58,162	61,246	57,662	60,716
Total current provisions	98,114	102,189	96,893	101,208
Non-current provisions				
Employee benefits				
Long service leave	13,965	14,032	13,726	13,817
Provision for employee benefits	31,948	32,101	31,948	32,101
Defined benefit obligation	428,427	431,512	428,427	431,512
Total non-current provisions	474,340	477,645	474,101	477,430
Total provisions	572,454	579,834	570,994	578,638

Accounting Policy

Provisions for redundancies, 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.

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

20 Provisions continued

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.

21 Other liabilities

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Current				
State Government unspent grants	12,000	20,000	12,000	20,000
Income received in advance	25,386	24,791	24,451	23,679
Total current other liabilities	37,386	44,791	36,451	43,679

22 Reserves and retained earnings

(a) Reserves

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Reserves				
Property, plant and equipment revaluation surplus	473,903	435,564	473,903	435,564
Foreign currency translation surplus	1,261	1,022	-	-
Fair value adjustment assets-available-for-sale reserve	-	39,359	-	38,818
Defined benefit actuarial assumptions reserve	1,347	(136)	1,347	(136)
FVOCI reserve	22,923	-	22,923	-
Total reserves	499,434	475,809	498,172	474,246

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

22 Reserves and retained earnings continued

Movements

	Note	Consolidated		Parent	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Foreign currency translation surplus					
Balance 1 January		1,022	1,030	-	-
Currency translation differences arising during the year		239	(8)	-	-
Balance 31 December		1,261	1,022	-	-
Property, plant and equipment revaluation surplus					
Balance 1 January		435,564	423,950	435,564	423,950
Revaluation increment / (decrement)	16	38,339	13,633	38,339	13,633
Transfer to retained earnings		-	(2,019)	-	(2,019)
Balance 31 December		473,903	435,564	473,903	435,564
Available-for-sale investments revaluation					
Balance 1 January		39,359	22,468	38,818	21,918
Revaluation increment / (decrement)		-	19,517	-	19,526
Reclassification on adoption of AASB9 - FVOCI		(16,190)	-	(16,190)	-
Reclassification on adoption of AASB9 - Retained earnings		(23,170)	-	(22,629)	-
Reclassification to profit and loss		-	(2,626)	-	(2,626)
Balance 31 December		-	39,359	-	38,818
Defined benefit actuarial remeasurements					
Balance 1 January		(136)	(1,186)	(136)	(1,186)
Revaluation increment / (decrement)		1,483	1,050	1,483	1,050
Balance 31 December		1,347	(136)	1,347	(136)
FVOCI reserve					
Reclassification on adoption of AASB9		16,190	-	16,190	-
Revaluation increment / (decrement)		6,733	-	6,733	-
Balance 31 December		22,923	-	22,923	-
Total reserves		499,434	475,809	498,172	474,246

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

22 Reserves and retained earnings continued

Movements in retained earnings were as follows:

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Retained earnings at 1 January	843,069	783,659	839,625	780,019
Net result for the period	24,660	57,391	24,795	57,587
Transfer from reserves	23,170	2,019	22,629	2,019
Retained earnings at end of the financial year	890,899	843,069	887,049	839,625

(b) Nature and purpose of reserves

Foreign currency translation surplus: exchange differences arising on translation of the foreign controlled entity are recognised in other comprehensive income and accumulated in a separate reserve within equity. The cumulative amount is reclassified to profit or loss when the net investment is disposed.

Fair Value of Other Comprehensive Income (FVOCI) reserve: changes in the fair value and exchange differences arising on translation of investments, such as equities, classified as fair value through other comprehensive income, are recognised in other comprehensive income and accumulated in a separate reserve within equity. Amounts are reclassified to the income statement when the associated assets are sold or impaired.

Property, plant and equipment revaluation: used to record increments and decrements on the revaluation of property, plant and equipment. In the event of a sale of an asset, any balance in the reserve in relation to the asset is transferred to retained earnings.

Available-for-sale investments revaluation: changes in the fair value and exchange differences arising on translation of investments, such as equities, classified as available-for-sale financial assets, are recognised in other comprehensive income and accumulated in a separate reserve within equity. Amounts are reclassified to the income statement when the associated assets are sold or impaired.

Defined benefit actuarial remeasurements: actuarial remeasurements arising on valuation of the pension are recognised in other comprehensive income and accumulated in a separate reserve within equity.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

23 Key Management Personnel Disclosures

(a) Names of responsible persons and executive officers

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

Mr Paul Jeans
Professor Caroline McMillen - resigned 12/10/2018
Professor Alex Zelinsky AO - appointed 19/11/2018
Ms Dianne Allen
Professor Mark Jones
Conjoint Professor Geoff Lillis
Ms Deborah Wright - resigned 16/03/2018
Mr Robert Kennedy
Ms Michelle McPherson
Professor Pablo Moscato - resigned 31/08/2018
Dr Roslyn Larkin
Ms Jann Gardner
Mr John Bowers
Mr Doug Dean AM
Mr Michael Robertson - resigned 31/08/2018
Ms Julie Phillips
Associate Professor Brendan Boyle - appointed 01/09/2018
Dr Kylie Twyford - appointed 01/09/2018
Mr Bhavi Ravindran - appointed 01/01/2018
Professor Kevin Hall - appointed as acting Vice-Chancellor 30/08/2018- 18/11/2018

(b) Other key management personnel

The following persons were members of the Executive Committee of the University of Newcastle and as such had authority and responsibility for planning, directing and controlling the activities of the Group during the financial year:

Professor Caroline McMillen - resigned 12/10/2018
Professor Alex Zelinsky AO - appointed 19/11/2018
Mr Nat McGregor
Professor Kevin Hall
Laureate Professor John Aitken
Professor Liz Burd
Mr Paul Dunn
Mrs Winnie Eley - resigned 21/09/2018
Professor John Germov - resigned 01/11/2018
Professor Deborah Hodgson
Professor Brett Ninness
Professor Darrell Evans
Professor Lee Smith
Professor Tony Travaglione
Professor Brian Kelly - appointed 29/09/2018 and resigned 16/11/2018
Mr Dary Milani - appointed 10/09/2018
Professor John Fischetti - appointed 08/10/2018

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

23 Key Management Personnel Disclosures continued

(c) Remuneration of Board Members and Executives

	Consolidated		Parent	
	2018	2017	2018	2017
Remuneration of council members				
\$nil to \$9,999	4	3	4	3
\$10,000 to \$19,999	3	6	3	6
\$20,000 to \$29,999	3	1	3	1
\$40,000 to \$49,999	-	1	-	1
\$50,000 to \$59,999	2	-	2	-
\$80,000 to \$89,999	1	-	1	-
\$100,000 to \$109,999	1	-	1	-
\$110,000 to \$119,999	1	-	1	-
\$140,000 to \$149,999	1	1	1	1
\$150,000 to \$159,999	1	-	1	-
\$170,000 to \$179,999	1	-	1	-
\$180,000 to \$189,999	-	1	-	1
\$210,000 to \$219,999	-	1	-	1
\$260,000 to \$269,999	-	1	-	1
\$340,000 to \$349,999	1	-	1	-
\$870,000 to \$879,999	-	1	-	1
\$980,000 to \$989,000	1	-	1	-
	20	16	20	16
Remuneration of executive officers				
\$60,000 to \$69,999	-	2	-	2
\$70,000 to \$79,999	1	-	1	-
\$80,000 to \$89,999	-	1	-	1
\$100,000 to \$109,999	3	-	3	-
\$270,000 to \$279,999	-	1	-	1
\$300,000 to \$309,999	-	1	-	1
\$330,000 to \$339,999	1	1	1	1
\$350,000 to \$359,999	-	1	-	1
\$360,000 to \$369,999	-	2	-	2
\$380,000 to \$389,999	-	2	-	2
\$390,000 to \$399,999	2	-	2	-
\$400,000 to \$409,999	1	1	1	1
\$410,000 to \$419,999	1	-	1	-
\$430,000 to \$439,999	2	1	2	1
\$460,000 to \$469,999	2	-	2	-
\$470,000 to \$479,999	-	1	-	1
\$500,000 to \$509,999	-	1	-	1
\$580,000 to \$589,999	2	-	2	-
\$600,000 to \$609,999	1	-	1	-
\$870,000 to \$879,999	-	1	-	1
\$980,000 to \$989,999	1	-	1	-
	17	16	17	16

Remuneration bands for the Vice-Chancellor appear in both tables in note 23(c) as this position is a member of both Council and Executive Committee.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

23 Key Management Personnel Disclosures continued**(d) Key management personnel compensation**

	Consolidated		Parent	
	2018	2017	2018	2017
	\$'000	\$'000	\$'000	\$'000
Short-term employee benefits	6,172	5,846	6,172	5,846
Post-employment benefits	1,315	798	1,315	798
Termination benefits	484	-	484	-
Total key management personnel compensation	7,971	6,644	7,971	6,644

24 Remuneration of Auditors

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

	Consolidated		Parent	
	2018	2017	2018	2017
	\$	\$	\$	\$
Audit the Financial Statements				
Audit Office of NSW	360,000	352,700	288,000	282,500
PwC Singapore	38,322	43,502	-	-
Total paid for audit	398,322	396,202	288,000	282,500

	Consolidated		Parent	
	2018	2017	2018	2017
	\$	\$	\$	\$
Other services				
DFK Crosbie	9,500	9,500	9,500	9,500
Total paid for other services	9,500	9,500	9,500	9,500

Other services provided by DFK Crosbie include the audit of the Higher Education Research Data Collection (HERDC) return.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

25 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. Similarly, the carrying value of trade and other payables is also expected to approximate fair value.

The carrying amounts and aggregate fair values of financial assets and liabilities at balance date are:

Consolidated	Note	Carrying Amount		Fair Value	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Other financial assets at fair value through other comprehensive income	15	22,933	-	22,933	-
Other financial assets at fair value through profit or loss	15	475,276	-	475,276	-
Held-to-maturity	15	-	470	-	470
Available-for-sale	15	-	492,154	-	492,154
Total		498,209	492,624	498,209	492,624

The Group measures and recognises the following assets and liabilities at fair value on a recurring basis:

- financial assets at fair value through profit or loss
- available-for-sale financial assets
- financial assets at fair value through other comprehensive income
- land and buildings

(b) Fair value hierarchy

The Group categorises assets and liabilities measured at fair value into a hierarchy based on the level of inputs used in measurement.

Level 1	quoted prices (unadjusted) in active markets for identical assets or liabilities.
Level 2	inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.
Level 3	inputs for the asset or liability that are not based on observable market data (unobservable inputs)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

25 Fair Value Measurement continued

(b) Fair value hierarchy continued

(i) Recognised fair value measurements

Fair value measurements recognised in the statement of financial position are categorised into the following levels at 31 December 2018.

Fair value measurements at 31 December 2018

Consolidated	Note	2018 \$'000	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000
Recurring fair value measurements					
Financial assets					
Other financial assets at fair value through other comprehensive income	15	22,933	-	22,933	-
Other financial assets at fair value through profit and loss	15	475,276	-	475,276	-
Total financial assets		498,209	-	498,209	-
Non-financial assets					
Land and buildings	16				
Land	16	61,128	-	61,128	-
Building	16	783,544	-	1,560	781,984
Infrastructure	16	64,194	-	-	64,194
Total non-financial assets		908,866	-	62,688	846,178

Fair value measurements at 31 December 2017

Consolidated	Note	2017 \$'000	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000
Recurring fair value measurements					
Financial assets					
Available-for-sale financial assets	15	492,154	-	492,154	-
Total financial assets		492,154	-	492,154	-
Non-financial assets					
Land, buildings and infrastructure	16				
Land	16	57,757	-	57,757	-
Buildings	16	677,343	-	1,450	675,893
Infrastructure	16	62,757	-	-	62,757
Total non-financial assets		797,857	-	59,207	738,650

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

25 Fair Value Measurement continued

(b) Fair value hierarchy continued

There were no transfers between levels 1 and 2 for recurring fair value measurements during the year.

There were no transfers between levels 2 and 3 for recurring fair value measurements during the year:

The Group'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 (for example, over-the-counter derivatives) 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.

The Group uses a variety of methods and makes assumptions that are based on market conditions existing at each balance date. Specific valuation techniques used to value financial instruments include:

- the use of quoted market prices or dealer quotes for similar instruments;
- the fair value of interest rate swaps is calculated as the present value of the estimated future cash flows based on observable yield curves;
- the fair value of forward foreign exchange contracts is determined using forward exchange rates at the end of the reporting period;
- other techniques, such as discounted cash flow analysis, are used to determine fair value for the remaining financial instruments.

All of the resulting fair value estimates are included in level 2 except for buildings and infrastructure which are explain below:

Buildings and infrastructure (classified as property, plant and equipment) are assessed at least every three years. At the end of each reporting period, the Group updates their assessment of the fair value of each property, taking into account the most recent independent valuations. The Group determines the property's value within a range of reasonable fair value estimates.

The best evidence of fair values is current prices in an active market for similar properties. Where such information is not available, the Group considers information from a variety of sources, including:

- current prices in an active market for properties of different nature or recent prices of similar properties in less active markets, adjusted to reflect those differences.
- discounted cash flow projections based on reliable estimates of future cash flows
- capitalised income projections based on a property's estimated net market income, and a capitalisation rate derived from an analysis of market evidence.

All resulting fair value estimates for properties are included in level 3 except for vacant land, while buildings are split between both Level 2 and Level 3.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

25 Fair Value Measurement continued**(d) Fair value measurements using significant unobservable inputs (level 3)**

The following table is a reconciliation of level 3 items for the periods ended 31 December 2018 and 2017.

Consolidated

Level 3 Fair Value Measurement 2018	Infrastructure \$'000	Buildings \$'000	Total \$'000
Opening balance	62,757	675,893	738,650
Transfers	-	9,262	9,262
Depreciation	(518)	63,631	63,113
Recognised in other comprehensive income	1,955	33,198	35,153
Closing balance	64,194	781,984	846,178

Consolidated

Level 3 Fair Value Measurement 2017	Infrastructure \$'000	Buildings \$'000	Total \$'000
Opening balance	63,625	659,673	723,298
Transfers	-	12,365	12,365
Depreciation	(2,389)	(2,818)	(5,207)
Recognised in other comprehensive income	1,521	6,673	8,194
Closing balance	62,757	675,893	738,650

(i) Valuation inputs and relationships to fair value

The following table summarises the quantitative information about the significant unobservable inputs used in level 3 fair value measurements. See (c) above for the valuation techniques adopted.

Consolidated

Description	Fair value at 31 December 2018 \$'000	Unobservable inputs*	Range of inputs (probability weighted average)	Relationship of unobservable inputs to fair value
Buildings	781,984	Remaining useful life	+/- 5%	Increase term of useful life by 5% would increase fair value by \$39 million. Decrease term of useful life by 5% would decrease fair value by \$39 million
Infrastructure	64,194	Remaining useful life	+/- 5%	Increase term of useful life by 5% would increase fair value by \$3.2 million. Decrease term of useful life by 5% would decrease fair value by \$3.2 million.

*There were no significant inter-relationship between unobservable inputs that materially affects fair value.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

25 Fair Value Measurement continued

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

Fair value measurement of non-financial assets is based on the highest and best use of the asset. The Group 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.

26 Interests in other entities

(a) Subsidiaries

The Group's principal subsidiaries at 31 December 2018 are set out below in accordance with the accounting policy described in note 1(b). The proportion of ownership interest held by the Group equals the voting rights held by the Group. The country of incorporation or registration is also their principal place of business.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

26 Interests in other entities continued

(a) Subsidiaries continued

Name of entity	Principal place of business	Ownership interest	
		2018 %	2017 %
The University of Newcastle Research Associates Ltd, company limited by guarantee	Australia	100.00	100.00
UON Singapore Pte Ltd	Singapore	100.00	100.00

(i) Significant restrictions

Cash and short-term deposits held in Singapore are subject to local exchange control regulations. These regulations provide for restrictions on exporting capital from Singapore, other than through normal dividends.

The carrying amount of the assets included within the consolidated financial statements to which these restrictions apply is \$3.86 million (2017: \$3.75 million).

(b) Interests in associates

Set out below are the associates of the Group as at 31 December 2018. The proportion of ownership interest held by the Group equals the voting rights held by the Group. The country of incorporation or registration is also their principal place of business.

Name of entity	Principal place of business	Measurement method	Ownership interest/voting rights held by the Group		Carrying amount	
			2018	2017	2018	2017
			%	%	\$'000	\$'000
Hunter Medical Research Institute ¹	Australia	Equity method	25.00	25.00	-	-
NUSport ²	Australia	Equity method	27.00	27.00	-	-
Mineral Carbonation International ³	Australia	Equity method	30.00	30.00	3	3
ResTech ⁴	Australia	Equity method	30.00	30.00	216	198

¹ Hunter Medical Research Institute is a company limited by guarantee, whose constitution prohibits the distribution of funds to its members. Accordingly the carrying amount has been equity accounted at nil value and as such no financial information has been disclosed. Hunter Medical Research Institute has a 31 December reporting period.

² NUSport is a company limited by guarantee, whose constitution prohibits the distribution of funds to its members. Accordingly the carrying amount has been equity accounted at nil value and as such no financial information has been disclosed. NUSport has a 31 December reporting period.

³ Mineral Carbonation International Pty Limited is classified as non-current asset held for sale at 31 December 2018. It is recorded at the lower of its carrying value and fair value less cost to sell.

⁴ ResTech Pty Limited is an associate acquired in 2007. For the purposes of the University's financial statements, the University's equity interest is based on the unaudited financial statements for the year ended 30 June 2018.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

27 Related Parties

(a) Parent entities

The ultimate parent entity within the Group is The University of Newcastle.

(b) Subsidiaries

Interests in subsidiaries are set out in note 26.

(c) Key management personnel

Disclosures relating to directors and specified executives are set out in note 23.

(d) Transactions with related parties

The following transactions occurred with related parties:

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
i) Subsidiaries:				
Sale of goods and services				
Service fees	-	-	3,117	2,963
Consultancy, consumables and others	-	-	827	932
Other revenue	-	-	6	60
Purchase of goods				
Other expenses	-	-	944	306
Other transactions				
Interest expense	-	-	46	46
ii) Associates				
Sale of goods and services				
Consultancy and contracts	7,492	8,326	7,300	7,151
Other revenue	558	1,031	558	1,031
Purchase of goods				
Other expenses	6,157	5,445	6,154	5,445
Other transactions				
Interest income	26	31	26	31

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

27 Related Parties continued

(e) Loans to/from related parties

	Note	Consolidated		Parent	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Loans to / (from) subsidiaries					
Beginning of the year	18	-	-	(864)	768
Loans advanced	18	-	-	4,190	3,549
Loan repayment received	18	-	-	(4,833)	(5,141)
Interest charged		-	-	-	(40)
Interest received	18	-	-	(40)	-
End of year	18	-	-	(1,547)	(864)

Loans to / (from) associates

Beginning of the year	450	524	450	524
Loan repayments received	(105)	(105)	(105)	(105)
Interest received	26	31	26	31
End of year	371	450	371	450

No expected credit losses (impairment) has 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.

(f) Outstanding balances

The following balances are outstanding at the reporting date in relation to transactions with related parties:

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

27 Related Parties continued

(f) Outstanding balances continued

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Current receivables (sale of goods and services)				
Subsidiaries	-	-	104	51
Associates	1,051	485	839	485
Current receivables (investments held)				
Subsidiaries	-	-	14	343
Total current receivables	1,051	485	957	879
Non-current receivables (loans)				
Current payables (purchase of goods and services)				
Subsidiaries	-	-	24	4
Associates	84	9	84	9
Current payables (other transactions)				
Subsidiaries	-	-	18	6
Total current payables	84	9	126	19

No provisions for impairment 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 of Outstanding Balances

All transactions with related parties occurred on the basis of normal commercial terms and conditions.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

28 Contingencies

Contingent liabilities

(i) Bank guarantee

Group has \$2.26 million bank guarantees predominantly being security for a rental bond which expires on 31 May 2027 (2017: \$2.26 million).

(ii) Excess salaries

In February 2015, the Department of Education formalised the agreement between the Commonwealth, the NSW State Government and each University in respect to the funding arrangements for the State Superannuation funds and the method of calculation and recovery by the State Trustee for excess salaries. At 31 December 2018, the University has a possible obligation to compensate the State Trustee in respect of excess salaries that have not yet been crystallised by the retirement of SASS or SSS members. The obligation will only be confirmed at the time that the member exits the fund and where the member's final pensionable salary is in excess of the member's notional salary. The estimated potential expense at 31 December 2018 is \$0.49 million (2017: \$0.33 million).

Contingent assets

At 31 December 2018, the Group had no contingent assets (2017: Nil).

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

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Net result for the period	24,660	57,388	24,795	57,583
Depreciation and amortisation	50,852	46,603	50,748	46,472
Impairment on intangible assets	108	1,271	108	1,271
Net (gain) / loss on sale of property, plant and equipment	140	270	140	270
Net exchange differences	(68)	(6)	-	-
Net (gain) / loss on disposal of financial assets	23,192	(2,564)	23,656	(2,513)
Net amortisation of bond premiums (discounts)	-	1	-	1
Change in operating assets and liabilities, net of effects from purchase of controlled entity:				
(Increase) / decrease in trade debtors	(8,863)	(2,971)	(8,929)	(1,944)
(Increase) / decrease in other receivables	6,921	(25,562)	6,950	(25,437)
(Increase) / decrease in related party receivables	-	-	(166)	(23)
(Increase) / decrease in inventories	16	(37)	16	(37)
(Increase) / decrease in other financial assets at fair value through profit or loss	(25,402)	(29,535)	(25,572)	(29,535)
Increase / (decrease) in trade creditors	6,264	(10,000)	6,232	(10,423)
Increase / (decrease) in other operating liabilities	(7,957)	7,868	(7,664)	8,822
Increase / (decrease) in related party payables	-	-	856	1,655
Increase / (decrease) in other provisions	(5,899)	17,683	(6,160)	17,754
Net cash provided by / (used in) operating activities	63,964	60,409	65,010	63,916

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

30 Events Occurring After the Reporting Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Group, the results of those operations or the state of affairs of the Group in future financial years.

31 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 derivative financial instruments such as foreign exchange contracts and interest rate swaps to hedge certain risk exposures. The Group uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate, foreign exchange and other price risks, ageing analysis for credit risk and beta analysis in respect of investment portfolios to determine market risk.

Risk management is carried out by a central treasury department (Group Treasury) under policies approved by The University Council. Group Treasury identifies, evaluates and hedges financial risks in close co-operation with the Group's operating units. The University Council provides written principles for overall risk management, as well as policies covering specific areas, such as foreign exchange risk, interest rate risk, credit risk, use of derivative financial instruments and non-derivative financial instruments, and investment of excess liquidity.

(a) Market risk

(i) Foreign exchange risk

The Group operates internationally and is exposed to foreign exchange risk arising from various currency exposures, primarily with respect to the Singapore and US dollars.

Foreign exchange risk arises from future commercial transactions and recognised assets and liabilities that are denominated in a currency that is not the entity's functional currency. The risk is measured using sensitivity analysis and cash flow forecasting.

Management has set up a policy requiring Group companies to manage their foreign exchange risk against their functional currency.

The Group Treasury's risk management position is not to hedge the cash flows at present, because the amount of exposure has been determined to be immaterial in terms of the possible impact on the income statement or total equity.

(ii) Price risk

The Group and the parent entity are exposed to price risk arising from available-for-sale investments on the statement of financial position. Neither the Group nor the parent entity is exposed to commodity price risk.

To manage its price risk arising from other financial assets, the Group diversifies its portfolio. Diversification of the portfolio is in accordance with the limits set by the Group.

(iii) Cash flow and fair value interest rate risk

At 31 December 2018, the Group has no long-term borrowings, it is only subject to cash flow and interest rate risk on its cash and cash equivalents.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

31 Financial Risk Management continued

(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.

31 December 2018	Interest rate risk				Foreign exchange risk				Other price risk				
	-1%		+1%		-10%		+10%		-15%		+15%		
	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	
Carrying amount	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	
Financial assets													
Cash and Cash Equivalents - at bank	13,053	(131)	(131)	131	131	(387)	(387)	387	387	-	-	-	-
Receivables	48,289	-	-	-	-	-	-	-	-	-	-	-	-
Financial assets	498,209	-	-	-	-	-	-	-	-	-	(74,731)	-	74,731
Financial liabilities													
Payables	46,226	-	-	-	-	(23)	(23)	23	23	-	-	-	-
Total increase/(decrease)		(131)	(131)	131	131	(410)	(410)	410	410	-	(74,731)	-	74,731

31 December 2017	Interest rate risk				Foreign exchange risk				Other price risk				
	-1%		+1%		-10%		+10%		-15%		+15%		
	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	Result	Equity	
Carrying amount	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	
Financial assets													
Cash and Cash Equivalents - at bank	17,431	(174)	(174)	174	174	(375)	(375)	375	375	-	-	-	-
Receivables	42,786	-	-	-	-	-	-	-	-	-	-	-	-
Financial assets	492,154	-	-	-	-	-	-	-	-	-	(73,823)	-	73,823
Financial assets - Held to maturity	470	(5)	(5)	5	5	-	-	-	-	-	-	-	-
Financial liabilities													
Payables	40,231	-	-	-	-	(117)	(117)	117	117	-	-	-	-
Total increase/(decrease)		(179)	(179)	179	179	(492)	(492)	492	492	-	(73,823)	-	73,823

(b) Credit risk

Credit risk is managed on a group basis. Credit risk arises from cash and cash equivalents, and deposits with banks and financial institutions, as well as credit exposures to wholesale and retail customers, including outstanding receivables and committed transactions. For banks and financial institutions, only independently rated parties with a minimum rating of 'BBB+' are accepted. If wholesale customers are independently rated, these ratings are used. Otherwise, if there is no independent rating, risk control assesses the credit quality of the customer, taking into account its financial position, past experience and other factors. Individual risk limits are set based on internal or external ratings in accordance with limits set by the Council. Fees from students are settled in cash or using major credit cards, mitigating credit risk.

The carrying amount of financial assets (as contained in the table in subnote 25(a)) represents the Group's maximum exposure to credit risk.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

31 Financial Risk Management continued

An entity shall disclose for such assets held at the reporting date: (a) the nature and carrying amount of the assets and (b) when the assets are not readily convertible into cash, its policies for disposing of such assets or for using them in its operations.

Receivables

Credit risk is managed at group level subject to the Group'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 Group evaluates the concentration of risk with respect to trade receivables as low.

Set out below is the information about the credit risk exposure on the Group's receivables using an expected credit loss matrix:

31 December 2018

	Trade receivables						Total
	Current	Day past due					
		<30 days	30-60 days	61-90 days	91-120 days	>120 days	
	\$	\$	\$	\$	\$	\$	\$
UON - General Debtors							
Expected credit loss rate	-	0.02%	0.06%	0.15%	25.73%	1.23%	
Gross carrying amount - trade receivables	5,800,592	1,788,632	1,297,705	407,404	1,086,478	121,273	10,502,084
Loss allowance	-	339	783	603	279,560	1,495	282,780
UON - Student Debtors							
Expected credit loss rate	0.32%	1.42%	3.21%	8.35%	18.53%	19.77%	
Gross carrying amount - trade receivables	542,221	36,120	33,186	114,374	261,593	133,926	1,121,420
Loss allowance	1,737	512	1,067	9,553	48,462	26,471	87,802
TUNRA - Domestic Debtors							
Expected credit loss rate	-	0.50%	5.00%	7.50%	10.00%	-	
Gross carrying amount - trade receivables	90,981	320,687	16,390	-	7,260	-	435,318
Loss allowance	-	1,603	819	-	726	-	3,148
TUNRA - International Debtors							
Expected credit loss rate	-	0.05%	7.50%	10.00%	15.00%		
Gross carrying amount - trade receivables	168,577	45,225	-	-	43,500	-	257,302
Loss allowance	-	21	-	-	6,525	-	6,546
Total loss allowance							380,276

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

31 Financial Risk Management continued

Financial instruments and cash deposits

Credit risk from balances with banks and financial institutions is managed by Group in accordance with Group'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 Council on an annual basis, and may be updated throughout the year subject to approval of Group's Finance 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.

(c) Liquidity risk

Prudent liquidity risk management implies maintaining sufficient cash and marketable securities and the availability of funding through adequate credit facilities to meet obligations when they fall due. At the end of the reporting period the Group held cash of \$13 million and had available a facility of \$10 million to manage liquidity risk. Management regularly monitors rolling forecasts of the Group's liquidity reserve and cash and cash equivalents on the basis of expected cash flows.

For details of the Group's financing arrangements unused at balances date refer to Note 19.

The Group's financial liabilities are trade and other payables which were \$46.3 million at year end (2017:\$40.1 million). All liabilities are no interest bearing and have a maturity date of less than 12 months.

32 Commitments

(a) Capital commitments

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

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Property, plant and equipment				
Within one year	31,421	11,782	31,421	11,782
Total property, plant and equipment commitments	31,421	11,782	31,421	11,782

(b) Lease commitments

(i) Operating Leases

Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Within one year	5,776	6,635	5,420	6,278
Between one year and five years	7,703	13,167	7,561	12,733
Later than five years	95	263	95	263
Total future minimum lease payments	13,574	20,065	13,076	19,274

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

32 Commitments continued

(c) Other commitments

Other commitments including unspent research grants contracted for at the reporting date but not recognised as liabilities is as follows:

	Consolidated		Parent	
	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Within one year	68,534	57,433	68,534	57,433
Total other commitments	68,534	57,433	68,534	57,433

Accounting Policy

Operating leases

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases (note 32(b)).

Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight-line basis, over the period of the lease.

Finance leases

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

33 Defined Benefits Plans

(a) Fund specific disclosure

The University of Newcastle incurs an obligation for deferred contributions which become payable on and after retirement of staff in respect of the following defined benefit schemes:

- NSW State Superannuation Scheme (SSS)
- NSW State Authorities Superannuation Scheme (SASS)
- NSW State Authorities Non-Contributory Superannuation Scheme (SANCS)
- Pension entitlements arising from the former University of Newcastle Staff Superannuation Scheme

The University expects to make a contribution of \$1.33 million (2017: \$1.62 million) to the defined benefit plan during the next financial year.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

33 Defined Benefits Plans continued

(a) Fund specific disclosure continued

The weighted average duration of the defined benefit obligation is 11 years (2017: 11 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 2018	28,671	28,468	82,155	386,061	525,355
Defined benefit obligations - 31 December 2017	30,782	29,620	85,418	417,136	562,956
Pension benefit obligations - 31 December 2018	2,105	2,304	6,634	25,769	36,812
Pension benefit obligations - 31 December 2017	2,055	2,298	6,676	27,450	38,479

(b) Categories of plan assets

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

	2018 (%) Active Market	2017 (%) Active Market
Australian equities	19.30	22.40
International equities	26.20	29.60
Australian fixed interest	5.60	6.90
International fixed interest	3.50	3.60
Property	8.90	8.70
Short-term securities	9.80	9.50
Alternatives	26.70	19.30
Total	100.00	100.00

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

	2018 %	2017 %
Discount rate(s)	2.33	2.65
Expected rate(s) of CPI increase	2.00	2.25
Expected rate(s) of salary increase	2.70	2.50

(c) 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	1.00 %	Decrease by 9.39%	Increase by 11.19%
Salary growth rate	0.50 %	Increase by 5.42%	Decrease by 5.00%
Salary growth rate	0.50 %	Increase by 0.24%	Decrease by 0.23%

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

33 Defined Benefits Plans continued

(c) Actuarial assumptions and sensitivity continued

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.

(d) Statement of financial position amounts

Amounts recognised in the statement of financial position - 2018	\$'000 Pension	\$'000 SANCS	\$'000 SSS	\$'000 SASS	\$'000 Total
Liabilities					
Provision for deferred government benefits for superannuation	-	4,497	413,164	10,766	428,427
Provision for pension entitlements	29,297	-	-	-	29,297
add: On-costs on pension entitlements	4,672	-	-	-	4,672
Total liabilities recognised in the statement of financial position	33,969	4,497	413,164	10,766	462,396
Assets					
Receivable for deferred government benefit for superannuation	-	4,497	413,164	10,766	428,427
Total assets recognised in the statement of financial position	-	4,497	413,164	10,766	428,427
Net liability recognised in the statement of financial position	33,969	-	-	-	33,969
Net liability reconciliation - 2018	\$'000 Pension	\$'000 SANCS	\$'000 SSS	\$'000 SASS	\$'000 Total
Defined benefit obligation	29,297	6,664	427,205	43,652	506,818
Fair value of plan assets	-	(2,167)	(14,041)	(32,886)	(49,094)
Net liability	29,297	4,497	413,164	10,766	457,724

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

33 Defined Benefits Plans continued

Present value of obligation - 2018	\$'000	\$'000	\$'000	\$'000	\$'000
	Pension	SANCS	SSS	SASS	Total
Opening defined benefit obligation	29,350	7,387	429,163	49,381	515,281
Current service cost	-	256	359	1,116	1,731
Interest expense	3,469	178	11,044	1,224	15,915
	32,819	7,821	440,566	51,721	532,927
Remeasurements					
Actuarial losses/(gains) arising from changes in demographic assumptions	-	(113)	1,957	(531)	1,313
Actuarial losses/(gains) arising from changes in financial assumptions	(1,483)	97	13,690	505	12,809
Experience (gains)/losses	-	740	(7,319)	2,454	(4,125)
	(1,483)	724	8,328	2,428	9,997
Contributions from plan participants	-	-	185	508	693
Payments from plan					
Benefits paid	(2,039)	(1,780)	(20,893)	(10,850)	(35,562)
Taxes, premiums and expenses paid	-	(101)	(981)	(155)	(1,237)
	(2,039)	(1,881)	(21,874)	(11,005)	(36,799)
Closing defined benefit obligation	29,297	6,664	427,205	43,652	506,818

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

33 Defined Benefits Plans continued

Present value of plan assets - 2018	\$'000 Pension	\$'000 SANCS	\$'000 SSS	\$'000 SASS	\$'000 Total
Opening fair value of plan assets	-	2,686	8,948	42,785	54,419
Interest (income)	-	71	260	1,049	1,380
	-	2,757	9,208	43,834	55,799
Remeasurements					
Return on plan assets, excluding amounts included in net interest expense	-	(31)	(56)	(451)	(538)
Contributions					
Employers	-	1,322	26,578	-	27,900
Plan participants	-	-	185	508	693
	-	1,322	26,763	508	28,593
Payments from plan					
Benefits paid	-	(1,780)	(20,893)	(10,850)	(33,523)
Taxes, premiums and expenses paid	-	(101)	(981)	(155)	(1,237)
	-	(1,881)	(21,874)	(11,005)	(34,760)
Closing fair value of plans assets	-	2,167	14,041	32,886	49,094

Amounts recognised in the statement of financial position - 2017

Liabilities

	\$'000 Pension	\$'000 SANCS	\$'000 SSS	\$'000 SASS	\$'000 Total
Provision for deferred government benefits for superannuation	-	4,701	420,215	6,596	431,512
Provision for pension entitlements	29,350	-	-	-	29,350
add: On-costs on pension entitlements	4,681	-	-	-	4,681

Total liabilities recognised in the statement of financial position

	34,031	4,701	420,215	6,596	465,543
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Assets

Receivable for deferred government benefit for superannuation	-	4,701	420,215	6,596	431,512
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Total assets recognised in the statement of financial position

	-	4,701	420,215	6,596	431,512
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Net liability recognised in the statement of financial position

	34,031	-	-	-	34,031
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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

33 Defined Benefits Plans continued

Net liability reconciliation - 2017	\$'000	\$'000	\$'000	\$'000	\$'000
	Pension	SANCS	SSS	SASS	Total
Defined benefit obligation	29,350	7,387	429,163	49,381	515,281
Fair value of plan assets	-	(2,686)	(8,948)	(42,785)	(54,419)
Net liability	29,350	4,701	420,215	6,596	460,862
Present value of obligation - 2017	\$'000	\$'000	\$'000	\$'000	\$'000
	Pension	SANCS	SSS	SASS	Total
Opening defined benefit obligation	29,749	7,849	432,164	51,985	521,747
Current service cost	-	284	491	1,348	2,123
Interest expense	2,592	203	11,726	1,346	15,867
	32,341	8,336	444,381	54,679	539,737
Remeasurements					
Actuarial losses/(gains) arising from changes in financial assumptions	(1,050)	47	4,353	244	3,594
Experience (gains)/losses	-	386	(1,969)	(178)	(1,761)
	(1,050)	433	2,384	66	1,833
Contribution from plan participants	-	-	203	588	791
Payments from plan					
Benefits paid	(1,941)	(722)	(20,235)	(5,763)	(28,661)
Taxes, premiums and expenses paid	-	(660)	2,430	(189)	1,581
	(1,941)	(1,382)	(17,805)	(5,952)	(27,080)
Closing defined benefit obligation	29,350	7,387	429,163	49,381	515,281

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

33 Defined Benefits Plans continued

	\$'000	\$'000	\$'000	\$'000	\$'000
	Pension	SANCS	SSS	SASS	Total
Present value of plan assets - 2017					
Opening fair value of plan assets	-	3,698	25,615	44,778	74,091
Interest (income)	-	91	427	1,162	1,680
	-	3,789	26,042	45,940	75,771
Remeasurements					
Return on plan assets, excluding amounts included in net interest expense	-	(21)	254	1,060	1,293
	-	(21)	254	1,060	1,293
Contributions					
Employers	-	300	252	1,149	1,701
Plan participants	-	-	204	588	792
	-	300	456	1,737	2,493
Payments from plan					
Benefits paid	-	(722)	(20,234)	(5,763)	(26,719)
Settlements	-	(660)	2,430	(189)	1,581
	-	(1,382)	(17,804)	(5,952)	(25,138)
Closing fair value of plans assets	-	2,686	8,948	42,785	54,419

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

33 Defined Benefits Plans continued**(e) Amounts recognised in other statements****Amounts recognised in the Income Statement - 2018**

The amounts recognised in the income statement are restricted to the pension scheme in accordance with the accounting policy detailed below. The amounts are included in the Income Statement.

	Note	\$'000 Pension	\$'000 SANCS	\$'000 SSS	\$'000 SASS	\$'000 Total
Current service cost		3,469	-	-	-	3,469
Total expense recognised in the Income Statement	8	3,469	-	-	-	3,469

Amounts recognised in other comprehensive income - 2018

The amounts recognised in the statement of comprehensive income are restricted to the pension scheme in accordance with the accounting policy detailed below. The amounts are included in reserves (note 22).

	Note	\$'000 Pension	\$'000 SANCS	\$'000 SSS	\$'000 SASS	\$'000 Total
Remeasurements						
Actuarial losses (gains) arising from changes in financial assumptions		(1,483)	-	-	-	(1,483)
Total amounts recognised in the Statement of Comprehensive Income		(1,483)	-	-	-	(1,483)

Amounts recognised in the Income Statement - 2017

The amounts recognised in the income statement are restricted to the pension scheme in accordance with the accounting policy detailed below. The amounts are included in the Income Statement within employee related expense (note 8).

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

33 Defined Benefits Plans continued

(e) Amounts recognised in other statements continued

		\$'000	\$'000	\$'000	\$'000	\$'000
	Note	Pension	SANCS	SSS	SASS	Total
Current service cost		2,592	-	-	-	2,592
Total expense recognised in the Income Statement	8	2,592	-	-	-	2,592

Amounts recognised in other comprehensive income - 2017

The amounts recognised in the statement of comprehensive income are restricted to the pension scheme in accordance with note . The amounts are included in reserves (note 22).

	\$'000	\$'000	\$'000	\$'000	\$'000
	Pension	SANCS	SSS	SASS	Total
Remeasurements					
Actuarial losses (gains) arising from changes in financial assumptions	(1,050)	-	-	-	(1,050)
Total amounts recognised in the Statement of Comprehensive Income	(1,050)	-	-	-	(1,050)

Accounting Policy

Retirement benefit obligations

All employees of the University are entitled to benefits on retirement, disability or death from the University's superannuation plan. The University has a defined benefit section 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 University companies and the University'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 University's plan.

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

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

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur, directly in other comprehensive income. They are included in retained earnings in the statement of changes in equity and in the statement of financial position.

Past service costs are recognised in profit or loss immediately.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

33 Defined Benefits Plans continued

Contributions to the defined contribution section of the University's superannuation fund and other independent defined contribution superannuation funds are recognised as an expense as they become payable.

Deferred government benefit for superannuation

In accordance with the 1998 instructions issued by the Department of Education, Training and Youth Affairs (DETYA) now known as the Department of Education and Training (Education), the effects of the unfunded superannuation liabilities of the University and its controlled entities were recorded in the income statement and the statement of financial position for the first time in 1998. The prior 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 the University's external actuaries and relate to SSS, SASS and SANCS on an emerging cost basis.

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.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

34 Acquittal of Australian Government Financial Assistance

(a) Education - CGS and other Education grants

	Note	Commonwealth Grants Scheme #1		Indigenous Success Program #2		Higher Education Participation Program			
		2018	2017	2018	2017	2018	2017	2018	2017
Parent entity (University) only		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program)		221,625	221,080	3,739	3,535	5,773		6,390	
Net accrual adjustments		(206)	129	-	-	-		-	
Revenue for the period	2(a)	221,419	221,209	3,739	3,535	5,773		6,390	
Surplus/(deficit) from the previous year			-	488	-	796		1,289	
Total revenue including accrued revenue		221,419	221,209	4,227	3,535	6,569		7,679	
Less expenses including accrued expenses		(221,419)	(221,209)	(3,182)	(3,047)	(6,116)		(6,883)	
Surplus/(deficit) for reporting period			-	1,045	488	453		796	

	Note	Promotion of Excellence in Learning and Teaching		Disability Performance Funding #3		Other		Total	
		2018	2017	2018	2017	2018	2017	2018	2017
Parent entity (University) only		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program)		-	108	94	118	1,250	-	232,481	231,231
Net accrual adjustments		-	-	-	-	-	-	(206)	129
Revenue for the period	2(a)	-	108	94	118	1,250	-	232,275	231,360
Surplus/(deficit) from the previous year		221	419	-	-	-	-	1,505	1,708
Total revenue including accrued revenue		221	527	94	118	1,250	-	233,780	233,068
Less expenses including accrued expenses		(138)	(306)	(94)	(118)	-	-	(230,949)	(231,563)
Surplus/(deficit) for reporting period		83	221	-	-	1,250	-	2,831	1,505

#1 Includes the basic CGS grant amount, CGS – Regional Loading, CGS – Enabling Loading, CGS - Medical Student Loading, Allocated Places, Non Designated Courses and CGS - Special Advances from Future Years.

#2 Indigenous Student Success Program has replaced the Indigenous Commonwealth Scholarships Program and the Indigenous Support Program as of 1 January 2018. Prior year programs should be combined and reported in Indigenous Student Success Program for 2017.

#3 Disability Performance Funding includes Additional Support for Students with Disabilities and Australian Disability Clearinghouse on Education & Training.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

34 Acquittal of Australian Government Financial Assistance continued

(b) Higher education loan programmes (excl OS-HELP)

Parent entity (University) only	Note	HECS-HELP (Australian Government payments only)		FEE-HELP		SA-HELP		Total	
		2018	2017	2018	2017	2018	2017	2018	2017
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Cash payable/(receivable) at the beginning of the year		491	635	(2,017)	(971)	(1,283)	(8)	(2,809)	(344)
Financial assistance received in CASH during the reporting period		133,994	126,217	17,667	14,553	6,506	3,349	158,167	144,119
Cash available for period		134,485	126,852	15,650	13,582	5,223	3,341	155,358	143,775
Revenue earned	2(b)	134 612	126,361	16,838	15,599	5,230	4,624	156,680	146,584
Cash Payable/ (Receivable) at end of year		(127)	491	(1,188)	(2,017)	(7)	(1,283)	(1,322)	(2,809)

VET Student Loan Program is not required to be acquitted here.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

34 Acquittal of Australian Government Financial Assistance continued

(c) Department of Education and Training Research #4

	Note	Research Training Program		Research Support Program		Total	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Parent Entity (University) Only							
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program)		24,101	23,380	22,207	21,038	46,308	44,418
Net accrual adjustments		-	-	-	-	-	-
Revenue for the period	2(c)	24,101	23,380	22,207	21,038	46,308	44,418
Surplus/(deficit) from the previous year		2,306	1,522	482	604	2,788	2,126
Total revenue including accrued revenue		26,407	24,902	22,689	21,642	49,096	46,544
Less expenses including accrued expenses		(25,376)	(22,596)	(22,689)	(21,160)	(48,065)	(43,756)
Surplus/(deficit) for reporting period		1,031	2,306	-	482	1,031	2,788

#4 The reported surpluses for Research Training Program of \$1.03 million for 2018 are expected to be rolled over for future use by the Group.

(d) Total Higher Education Provider Research Training Program expenditure #5

	Total domestic students \$'000	Total overseas students \$'000
Research Training Program Fees offsets	10,908	1,046
Research Training Program Stipends	11,373	628
Research Training Program Allowances	1,323	98
Total for all types of support#6	23,604	1,772

#5 Please refer to the Commonwealth Scholarship Guidelines for expenditure definitions for the Research Training Program.

#6 The total for all types of support domestic and overseas students is expected to match the Research Training Program expenses, including accrued expenses of \$25,376,000 (note 34(c)) in respect to the 2018 year.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

34 Acquittal of Australian Government Financial Assistance continued

(e) Other Capital Funding

	Note	Other Capital Funding		Total	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Parent Entity (University) Only					
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program)		-	2,228	-	2,228
Net accrual adjustments		-	-	-	-
Revenue for the period	2(d)	-	2,228	-	2,228
Surplus/(deficit) from the previous year		2,228	-	2,228	-
Total revenue including accrued revenue		2,228	2,228	2,228	2,228
Less expenses including accrued expenses		(1,869)	-	(1,869)	-
Surplus/(deficit) for reporting period		359	2,228	359	2,228

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

34 Acquittal of Australian Government Financial Assistance continued

(f) Australian Research Council Grants

	Note	Discovery		Linkages		Networks and Centres		Total	
		2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000	2018 \$'000	2017 \$'000
Parent entity (University) only									
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program)		9,145	9,585	2,180	2,604	-	2,372	11,325	14,561
Revenue for the period	2(e)	9,145	9,585	2,180	2,604	-	2,372	11,325	14,561
Surplus/(deficit) from the previous year		7,844	7,491	3,388	4,002	(430)	(41)	10,802	11,452
Total revenue including accrued revenue		16,989	17,076	5,568	6,606	(430)	2,331	22,127	26,013
Less expenses including accrued expenses		(9,398)	(9,232)	(2,819)	(3,009)	(98)	(2,761)	(12,315)	(15,211)
Surplus/(deficit) for reporting period		7,591	7,844	2,749	3,388	(528)	(430)	9,812	10,802

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

34 Acquittal of Australian Government Financial Assistance continued

(g) OS-HELP

	2018	2017
Parent Entity (University) Only	\$'000	\$'000
Cash received during the reporting period	4,464	1,648
Cash spent during the reporting period	<u>(4,624)</u>	<u>(3,916)</u>
Net cash received	(160)	(2,268)
Cash surplus/(deficit) from the previous period	1,085	3,353
Cash surplus/(deficit) for reporting period	18 <u>925</u>	<u>1,085</u>

(h) Higher Education Superannuation Program

Cash received during the reporting period	20,731	-
University contribution in respect of current employees	-	-
Cash available	<u>20,731</u>	-
Cash surplus / (deficit) from the previous period	-	-
Cash available for current period	20,731	-
Contributions to specified defined benefit funds	14 / 33 <u>(20,731)</u>	-
Cash surplus/(deficit) this period	<u>-</u>	<u>-</u>

(i) Student Services and Amenities Fee

Parent Entity (University) Only

Unspent/(overspent) revenue from previous period		1,480	1,721
SA-HELP revenue earned	2(b)	5,230	4,624
Student Services and Amenities Fees direct from students	4	1,614	1,887
Total revenue expendable in period		<u>8,324</u>	<u>8,232</u>
Student services expenses during period		<u>(6,940)</u>	<u>(6,752)</u>
Unspent/(overspent) student services revenue		<u>1,384</u>	<u>1,480</u>

STATEMENT BY MEMBERS OF COUNCIL

FOR THE YEAR ENDED 31 DECEMBER 2018

The University of Newcastle

Statement by Members of Council

31 December 2018

In accordance with a resolution of the members of Council under s. 16 of the *University of Newcastle Act 1989* (NSW) and pursuant to Section 41C of the *Public Finance & Audit Act 1983* (NSW), we state that to the best of our knowledge and belief:

(a) The attached general purpose financial statements present a true and fair view of the financial position of the University and consolidated entity at 31 December 2018 and its financial performance for the year then ended.

(b) The financial statement have been prepared in accordance with the provisions of the *Public Finance & Audit Act 1983* (NSW), the *Public Finance & Audit Regulation 2015* (NSW) and the *Higher Education Support Act 2003* (Cwth) (Financial Statement Guidelines).

(c) The financial statements have been prepared in accordance with the Australian Accounting Standards, AASB Interpretations and other mandatory professional reporting requirements.

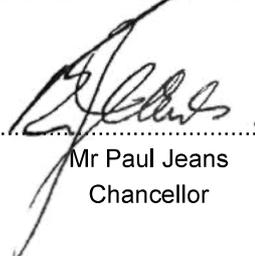
(d) We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.

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

(f) The amount of Australian Government financial assistance expended during the reporting period was for the purpose for which it was intended and the University has complied with applicable legislation, contracts, agreements and program guidelines in making expenditure.

(g) The University of Newcastle charged Student Services and Amenities Fees strictly in accordance with the *Higher Education Support Act 2003* (Cwth) 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.

On behalf of the Council of The University of Newcastle.



.....
Mr Paul Jeans
Chancellor



.....

Ms Dianne Allen
Chair Finance Committee

Dated the 29th day of March 2019

INDEPENDENT AUDITOR'S REPORT



INDEPENDENT AUDITOR'S REPORT

The University of Newcastle

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of The University of Newcastle (the University), which comprise the Income Statement and Statement of Comprehensive Income for the year ended 31 December 2018, the Statement of Financial Position as at 31 December 2018, 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 2018, and of their financial performance and cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2015
- comply with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2018 Reporting Period' (the Guidelines), issued by the Australian Government Department of Education and Training, pursuant to the *Higher Education Support Act 2003*, the *Higher Education Funding Act 1988* and the *Australian Research Council Act 2001*.

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

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' (APES 110).

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

INDEPENDENT AUDITOR'S REPORT

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

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

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

Other Information

Other information comprises the information included in the University's annual report for the year ended 31 December 2018, other than the financial statements and my Independent Auditor's Report thereon. The Council of the University are responsible for the other information. At the date of this Independent Auditor's Report, the other information I have received comprises 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 of the University 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 except where the University will be dissolved by an Act of Parliament or otherwise cease operations.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

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

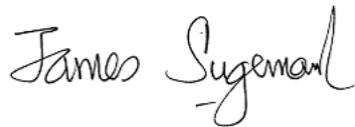
Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/auditors_responsibilities/ar3.pdf. The description forms part of my auditor's report.

INDEPENDENT AUDITOR'S REPORT

My opinion does not provide assurance:

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



James Sugumar
Director, Financial Audit Services

29 March 2019
SYDNEY

PART 4

APPENDICES

“ The University monitors and reviews its internal and external compliance and control systems and assesses them against relevant strategies, procedures and corporate governance standards.”

COMPLIANCE REPORT

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A

FIVE YEAR KEY
STATISTICS

	CATEGORY	2014	2015	2016	2017	2018	% CHANGE 2014-2018	% CHANGE 2017-2018
Number of students¹	Total	40,213	38,109	37,186	37,040	37,677	-6.3	1.7
	Commencing	18,777	15,939	16,097	16,389	17,455	-7	6.5
Student load²	Total	26,092	25,186	24,509	24,595	25,619	-1.8	4.2
	Undergraduate	18,976	18,644	18,202	18,425	19,403	2.2	5.3
	Postgraduate Coursework	3,543	2,910	2,638	2,460	2,521	-28.8	2.5
	Higher Degree Research	1,120	1,192	1,234	1,335	1,428	27.4	7
	Other (Enabling, ELICOS, Non Award)	2,454	2,440	2,435	2,376	2,268	-7.6	-4.5
Funding type³	Commonwealth-supported	19,443	19,083	18,730	18,882	19,469	0.1	3.1
	Fee-paying overseas	4,571	4,355	4,294	4,402	4,905	7.3	11.4
	Fee-paying domestic	2,078	1,749	1,484	1,312	1,245	-40.1	-5.1
Award completions⁴	Total	7,408	7,384	7,108	7,269	6,556	-15.6	-9.8
	Undergraduate	4,500	4,572	4,519	4,686	4,407	4.1	-6.0
	Postgraduate Coursework	2,702	2,566	2,348	2,333	1,881	-13.7	-19.4
	Higher Degree Research	206	246	241	250	268	21.4	7.2
Full-time staff (FTE)⁵	Total	2,635	2,644	2,672	2,754	2,680	1.7	-2.7
	Academic	1,060	1,035	1,068	1,096	1,107	4.4	1
	Professional	1,576	1,610	1,604	1,658	1,573	-0.2	-5.1
Work function (FTE)	Teaching only	35	26	29	24	32	-7.9	34.3
	Research only	412	394	436	454	458	11.1	0.8
	Teaching and research	751	751	746	761	748	-0.4	-1.7
	Other	1,437	1,473	1,462	1,516	1,442	0.3	-4.9
Casual staff⁶	Total	427	442	469	462	483	13.1	4.5
	Academic	262	250	264	280	295	12.6	5.4
	Professional	165	192	205	182	188	13.9	3.3

Notes: Rounding errors may occur. Data subject to revision. Student data source: UON Data Warehouse 7 February 2019. Staff data source: Department of Education Higher Education Staff Statistics. 1 Number of students represents the number of student enrolments in programs, full year. 2 Student load represents the sum of the load for each term expressed in Equivalent Full-time Student Load (EFTSL), full year. 3 Funding type expressed in Equivalent Full-time Student Load (EFTSL). 4 Award completions represents the number of completed program enrolments for undergraduate and postgraduate award programs. Completion year is based on the official government completion year of April 1 - March 31. Data source: UON Data Warehouse 1 April 2019. 5 Staff full-time equivalent positions occupied by full-time and part-time staff members as at March 31 (excluding Independent Operations). 2016 work function FTE previously submitted to the Department of Education and Training revised as at 13 March 2017. 6 Casual staff full-time full year equivalent positions occupied during year (excluding Independent Operations). 2018 casual FTE is preliminary and subject to validation and submission to Department of Education and Training at 30 Jun 2019.

B

ACADEMIC PROGRAM DEVELOPMENT AND ASSURANCE

During 2018 the committees of Academic Senate reviewed the academic content of 25 new or replacement programs and recommended that Academic Senate establish 16 new awards.

The discontinuation of 19 existing programs was approved. Professional accreditation was received for 36 programs and five programs were externally reviewed.

ACADEMIC SENATE PROGRAM DEVELOPMENT

Faculty of Business and Law

- Master of Dispute Resolution

Faculty of Education and Arts

- Diploma in Studies of Culture and Society
- Diploma in Early Childhood Education and Care
- Bachelor of Global Indigenous Studies

Faculty of Engineering and Built Environment

- Bachelor of Aerospace Engineering (Honours)
- Bachelor of Renewable Energy Engineering (Honours)
- Graduate Certificate in Cyber Security
- Graduate Certificate in Professional Engineering
- Master of Professional Engineering (Chemical)
- Master of Professional Engineering (Civil)
- Master of Professional Engineering (Electrical and Electronic)
- Master of Professional Engineering (Mechanical)
- Master of Professional Engineering (Software)

Faculty of Health and Medicine

- Associate Degree in Family and Community Practice
- Bachelor of Public and Community Health
- Diploma of Public and Community Health

Faculty of Science

- Associate Degree in Science
- Bachelor of Development Studies / Bachelor of Global Indigenous Studies
- Bachelor of Environmental Science and Management / Bachelor of Business
- Bachelor of Science
- Graduate Certificate in Data Analytics
- Graduate Certificate in Data Science
- Graduate Certificate in Integrated Science, Technology, Engineering and Mathematics
- Master of Clinical Psychology
- Master of Professional Psychology

ACCREDITATION

Faculty of Business and Law

The Bachelor of Commerce and the Master of Professional Accounting were accredited by the Association of Chartered Certified Accountants (ACCA).

Faculty of Education and Arts

The following programs were transitioned to be accredited by the Australian Institute for Teaching and School Leadership (AITSL) program standards to 31 December 2019:

- Bachelor of Teaching (Primary)/Bachelor of Arts (pre 2015)
- Bachelor of Teaching (Primary)/Bachelor of Early Childhood Studies (pre 2015)
- Bachelor of Teaching (Secondary)/Bachelor of Arts (pre 2015)
- Bachelor of Teaching (Secondary)/Bachelor of Fine Art (pre 2015)
- Bachelor of Teaching (Secondary)/Bachelor of Health and Physical Education (pre 2015)
- Bachelor of Teaching (Secondary)/Bachelor of Mathematics (pre 2015)
- Bachelor of Teaching (Secondary)/Bachelor of Science (pre 2015)
- Bachelor of Teaching (Secondary)/Bachelor of Technology (pre 2015).

The following programs have been added to the list of approved qualifications by the Australian Children's Education and Care Quality Authority, pending approval from the New South Wales Education Standards Authority (NESA):

- Bachelor of Education (Early Childhood and Primary)
- Bachelor of Education (Early Childhood and Primary) (Honours).

ACCREDITATION (CONT)

Faculty of Engineering and Built Environment

The Bachelor of Construction Management (Building) (Honours) was reviewed and continues to hold the following annual accreditation:

- Royal Institute of Chartered Surveyors (RICS)
- Australian Institute of Quantity Surveyors (AIQS).

Engineers Australia granted full accreditation to the below listed programs, and all associated combined programs, and will accept the first intake of graduates in 2024.

- Bachelor of Chemical Engineering (Honours)
- Bachelor of Civil Engineering (Honours)
- Bachelor of Computer Systems Engineering (Honours)
- Bachelor of Electrical and Electronic Engineering (Honours)
- Bachelor of Environmental Engineering (Honours)
- Bachelor of Mechanical Engineering (Honours)
- Bachelor of Mechatronics Engineering (Honours)
- Bachelor of Software Engineering (Honours).

Engineers Australia granted conditional/provisional accreditation to the below listed programs:

- Bachelor of Renewable Energy Engineering (Honours).
- Master of Professional Engineering (Chemical)
- Master of Professional Engineering (Civil)
- Master of Professional Engineering (Computer Systems)
- Master of Professional Engineering (Electrical and Electronic)
- Master of Professional Engineering (Environmental)
- Master of Professional Engineering (Mechatronics)
- Master of Professional Engineering (Software).

Australian Computer Society (ACS) granted conditional accreditation to the below listed programs with a further ACS review to be undertaken within the listed year:

- Bachelor of Software Engineering (Honours) (2023)
- Bachelor of Information Technology (Callaghan and Singapore) (2021)
- Bachelor of Computer Science (2023)
- Master of Information Technology (2021).

Faculty of Health and Medicine

The Bachelor of Podiatry was granted full accreditation by the Podiatry Board of Australia for a period of five years.

The following programs received initial accreditation from the Medical Radiation Practice Board of Australia, and were subsequently granted accreditation subject to conditions:

- Bachelor of Medical Radiation Science (Hons) (Diagnostic Radiography)
- Bachelor of Medical Radiation Science (Hons) (Nuclear Medicine)
- Bachelor of Medical Radiation Science (Hons) (Radiation Therapy).

Faculty of Science

The Statistics major within the Bachelor of Science, Bachelor of Mathematics, and all associated combined programs were accredited by the Statistical Society of Australia (SSA).

The Physics major within the Bachelor of Science, and all associated combined programs, was accredited by the Australian Institute of Physics (AIP).

ACADEMIC PROGRAM REVIEW

Faculty of Education and Arts

- Bachelor of Social Science
- Bachelor of Social Science (Honours)
- Bachelor of Arts (Honours)

Faculty of Science

- Bachelor of Exercise & Sports Science
- Bachelor of Exercise & Sports Science (Honours)

C

STUDENT STATISTICS

TABLE 1: STUDENT LOAD (EFTSL) BY STUDENT TYPE

	2014	2015	2016	2017	2018
Domestic	21,528	20,835	20,218	20,172	20,693
International Onshore	3,130	3,042	3,252	3,480	3,903
International Offshore	1,435	1,309	1,038	943	1,022
Total	26,092	25,186	24,509	24,595	25,619

TABLE 2: STUDENT LOAD (EFTSL) BY ACADEMIC LEVEL

	2014	2015	2016	2017	2018
Undergraduate	18,976	18,644	18,202	18,425	19,403
Postgraduate Coursework	3,543	2,910	2,638	2,460	2,521
Higher Degree by Research	1,120	1,192	1,234	1,335	1,428
Non-award	361	343	301	311	320
Enabling	1,720	1,616	1,682	1,675	1,546
ELICOS	373	482	452	390	402
Total	26,092	25,186	24,509	24,595	25,619

TABLE 3: ENROLMENTS BY FACULTY/DIVISION

	2014	2015	2016	2017	2018
Business and Law	6,676	6,127	5,968	5,891	6,134
Education and Arts	10,342	9,137	8,507	8,964	8,706
Engineering and Built Environment	4,664	4,643	4,752	5,550	6,063
Health and Medicine	7,775	7,635	7,558	7,791	7,887
Science	5,460	5,350	5,068	3,410	3,442
Other University ¹	5,296	5,217	5,333	5,434	5,445
Total	40,213	38,109	37,186	37,040	37,677

TABLE 4: STUDENT LOAD (EFTSL) BY LOCATION

	2013	2014	2015	2016	2017
Newcastle	17,686	17,397	17,406	17,754	18,474
Central Coast	3,136	2,965	2,793	2,704	2,685
Port Macquarie	312	266	252	253	254
Sydney	569	539	545	492	503
UON Singapore	1,346	1,241	1,001	910	982
Online	2,694	2,503	2,301	2,411	2,719
Other University ¹	350	275	211	72	2
Total	26,092	25,186	24,509	24,596	25,619

Other University includes Broken Bay Institute and Hong Kong Management Association (HKMA) Source for tables 1-4: UON Data Warehouse 7 February 2018. Rounding errors may occur² applies to Tables 1,2 and 4.

D

EQUITY AND
DIVERSITY

GENDER

2018 HIGHLIGHTS

Employer of Choice citation awarded

Athena SWAN Bronze Award (Accreditation)

Inaugural Women in STEMM Chair appointment

30% target met for senior academic women

87% Promotion success rate for academic women

14 women completed UON's Academic Women in Leadership program

Seven new Women in Research Fellowships awarded

Gender Equality Leadership Pledge launched

The University was once again recognised by the Workplace Gender Equality Agency (WGEA) as an Employer of Choice for Gender Equality for the fifth successive year. Newcastle remains one of only 17 Universities (and 120 national organisations) to receive this citation. The citation recognises our commitment and progress towards gender equity through policies and best practice strategies that provide an inclusive and equitable workplace culture where all staff can excel.

UON was also one of only 15 universities/research institutes nationwide to receive a SAGE Athena SWAN Bronze Award, following a national two-year pilot, which required a deep dive into organisational data to gain a better understanding of the challenges and opportunities for women in STEMM

(Science, Technology, Engineering, Maths and Medicine). UON has recently commenced the Implementation phase of the Pilot through deployment of the organisation's four-year action plan that includes almost 80 activities. The appointment of our inaugural Women in STEMM Chair, as well as the establishment of Assistant Deans, Equity, Diversity and Inclusion will assist with leadership for implementation.

Addressing the under representation of senior academic women across all Faculties remained a continuing priority and 2018 saw the University exceed its target of 30% representation at professorial level, placing UON above the sector average. In addition, female academics had an overall success rate for promotions of 87% across all levels. Women in Research Fellowships were again awarded in 2018 with seven recipients receiving flexible funding to support progression of their careers, building on the success of 13 recipients in 2017.

Our senior leaders and more than two hundred other University leaders and staff demonstrated their commitment to gender equality by taking the Gender Equality Leadership Pledge. In so doing, they have committed to actively supporting organisational initiatives that drive gender equity and equality, demonstrating appropriate behaviour and being positive role models for all. Our new workforce gender equity plan 'Progress to Equity' was published, providing a roadmap for increasing our proud reputation and unrivalled commitment to equity and social justice.

We were also re-accredited as a Breastfeeding Friendly Workplace, while our new Enterprise Agreements for the period 2018-2021 include additional provisions for flexibility and the use of leave to meet family and personal responsibilities, with an increase in available parental leave for non-primary carers.

STAFF EQUITY STATISTICS

TABLE 1: TRENDS IN THE REPRESENTATION OF EEO TARGET GROUPS¹

	% OF TOTAL STAFF ²										
	TARGET	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Women	50.0	60.6	60.2	60.5	60.8	60.7	61.0	61.5	60.9	61.6	61.9
Aboriginal people and Torres Strait Islanders	3.9	2.1	2.5	2.7	2.8	2.5	2.7	2.5	2.5	2.6	2.2
People whose first language was not English	19.0	8.1	7.7	7.8	8.0	7.7	9.8	9.2	9.2	8.7	9.7
People with a disability	n/a	3.3	2.9	2.7	2.5	2.2	2.5	2.4	2.3	2.3	2.2
People with a disability requiring work-related adjustment	1.5	0.7	0.6	0.6	0.6	0.5	0.6	0.4	0.5	0.5	0.5

TABLE 2: REPRESENTATION OF EEO TARGET GROUPS: ACADEMIC V PROFESSIONAL STAFF²

	% OF TOTAL STAFF ²			%
	BENCHMARK OR TARGET	TOTAL		
Women	50.0	61.9	Academic	48.8
			Professional	70.4
			Teacher	80.6
Aboriginal people and Torres Strait Islanders	3.9	2.2	Academic	1.8
			Professional	2.5
			Teacher	-
People whose first language was not English	19.0	9.7	Academic	17.0
			Professional	4.8
			Teacher	8.3
People with a disability	n/a	2.2	Academic	2.4
			Professional	2.0
			Teacher	-
People with a disability requiring work-related adjustment	1.5	0.5	Academic	0.5
			Professional	0.4
			Teacher	-

Source for Tables 1-2: Ascender HR Database. Notes: 1. Staff numbers are as at 30 June 2018. 2. Excludes casual staff.

TABLE 3: TRENDS IN THE DISTRIBUTION OF EEO TARGET GROUPS

	DISTRIBUTION INDEX ³										
	TARGET	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Women	100.0	83.5	81.2	81.6	82.3	82.7	82.1	83.0	82.7	82.4	83.4
Aboriginal people and Torres Strait Islanders	100.0	89.0	83.4	85.1	85.0	87.9	89.5	91.1	92.7	91.0	87.0
People whose first language was not English	100.0	111.9	111.2	111.4	110.8	111.5	110.2	111.5	111.5	115.0	112.5
People with a disability	100.0	101.6	101.9	100.1	101.2	100.9	105.8	101.8	103.5	102.5	104.0
People with a disability requiring work-related adjustment	100.0	102.6	107.5	102.7	105.7	105.2	112.6	107.4	112.9	109.2	112.1

TABLE 4: DISTRIBUTION OF EEO TARGET GROUPS: ACADEMIC V PROFESSIONAL STAFF

	DISTRIBUTION INDEX ³			
	TARGET	TOTAL		
Women	100.0	83.4	Academic	91.3
			Non-academic	90.6
Aboriginal people and Torres Strait Islanders	100.0	87.0	Academic	85.6
			Non-academic	89.0
People whose first language was not English	100.0	112.5	Academic	93.3
			Non-academic	100.7
People with a disability	100.0	104.0	Academic	104.5
			Non-academic	95.2
People with a disability requiring work-related adjustment	100.0	112.1	Academic	104.2
			Non-academic	111.5

Source for Tables 3-4: Ascender HR Database. Notes: 3. A distribution index of 100 indicates that the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels.

ABORIGINAL AND TORRES STRAIT ISLANDER REPRESENTATION

The University's Wollotuka Institute commenced a significant change process in March 2018, following an extensive period of consultation. The new structure and staff profile which is being progressively filled during 2018 and 2019 is designed to provide increased Indigenous student support and quality teaching and learning outcomes, greater external community engagement and internal integration with the University, and build improved research capacity.

To support the structural change, in our new Enterprise Agreements for the period 2018-2021, a commitment is made to ensure that the Senior Indigenous Staff role of Pro-Vice Chancellor, Aboriginal and Torres Strait Islander Education and Research is maintained as a position for at least the life of the Agreement. This key role has responsibilities for:

- Provision of high quality strategic advice to Senior Management of the University on Indigenous matters within the University and in the wider community.
- Provision of strong leadership and management in effective strategic planning and in the development of programs, strategies and policies for Indigenous education, research and collaboration.
- Providing direction and leadership that contributes to the effective delivery of outcomes for the University's strategic priorities in Indigenous education, research and collaboration through the Reconciliation Action Plan, NeW Futures Strategic Plan, Corporate Plan and other relevant vehicles.

Establishment of a new Indigenous Employment Partner role occurred which has a dedicated focus on meeting our Indigenous Employment target of 3.9% by 2020. This will be achieved through engagement across the organisation to identify suitable opportunities, working with the local community to identify potential job applicants and supporting candidates through the application process. Building upon the success of our Indigenous Cadetship Program, which has seen a number of graduates move in to full time employment, will also be a high priority for this role, in addition to seeking opportunities to increase our number of Indigenous New Career Academics.

The new Enterprise Agreements also include increased leave entitlements in relation to cultural responsibilities, and an increase to language allowances for Aboriginal and Torres Strait Islander Staff.

STUDENT FOCUSED INITIATIVES

Student Central is often the first point of contact for many students and the team is involved in a range of student equity and support initiatives that are developed to address identified student need.

A number of successful projects are delivered on an annual basis, including events to mark both International Women's Day and Harmony Day.

International Women's Day

The events program ran across Callaghan and Ourimbah as a collaboration between Student Central, Newcastle University Students Association (NUSA), Newcastle University Postgraduate Students' Association (NUPSA), and the Wollotuka Institute. Student groups, clubs and societies involvement was also central to the International Women's Day narrative and planning.

The Campaign theme of #PressforProgress called on students and staff to help forge a more gender inclusive university and working environment. Callaghan-based events included a gender diversity workshop, a film screening of Miss Representation followed by a lively panel discussion. At Ourimbah, staff and students took part in an expo and barbecue, and saw a live streaming of the All About Women Satellite from the Sydney Opera House.

Project objectives aligned with the New Futures Strategic Plan 2016-2025 vision to support all UON students on their journey towards academic, social, personal and professional success.

Specialist Peer Mentor Program

During the year, AccessAbility supported 48 students with an Autism Spectrum Condition through the Specialist Peer Mentor Program (SPMP). AccessAbility recruited, trained and provided ongoing supervision of student mentors who were then paired with mentees. Mentors met with their mentee for one hour per fortnight, on campus. Mentors assisted with planning and organization; goal setting; navigating university systems and processes; communicating with academic staff; and various other issues that mentees were facing. They also provided a regular, familiar point of contact on campus which assisted in reducing mentees' feelings of social isolation. Two fortnightly social groups were also available for all mentees and mentors to attend. These sessions involved some targeted skill building activities as well as social activities. The social groups were ordinarily attended by between 10 and 16 mentees, along with their mentors.

Overall feedback from both mentors and mentees has been overwhelmingly positive, with mentees reporting a high level of satisfaction with the program. One of the mentees offered that "if anyone has the choice of entering the mentoring program, I absolutely recommend it. It may seem like a hassle having to set time aside for a meeting, but it's so worth it. The benefits far outweigh whatever inconvenience it may be". Mentors have reported that they have enjoyed the experience of participating in this program; that they have been challenged and had excellent learning opportunities, often finding it very relevant to their studies.

Harmony Day

Harmony Day (Everyone Belongs) is celebrated nationally across Australia in March to coincide with the United Nations International Day for the Elimination of Racial Discrimination.

UON's events were designed to add value to the student experience by fostering new connections within the University community, celebrating cultural diversity, acknowledging the combined cultural strength of the institution and the rich experiences it delivers to students and staff.

Approximately 1000+ attendees attended the event to enjoy ethnic cuisine, music and traditional performance.

Sexual Health Awareness Week

Sexual Health Awareness Week (SHAW) aims to promote positive sexual health behaviours by engaging students in sexual health related activities and discussions. Respect, communication and sexual consent were a common message promoted across all activities.

SHAW's seven activities and workshops took campus setting, student demographics and student identified need into account and relevant NSW sexual health plan targets and strategies were considered and addressed.

The event was coordinated by UON's Health Promotion Coordinator and developed in partnership and collaboration with 20 internal and external stakeholders. SHAW is a health promotion intervention activity under the Healthy UON Sexual Health Program.

Gender inclusivity

A total of 11 gender inclusive bathrooms were developed across the Callaghan campus during the year, with an additional phase planned in 2019 that will see another seven units come on-stream.

CENTRE OF EXCELLENCE FOR EQUITY IN HIGHER EDUCATION (CEEHE)

2018 HIGHLIGHTS

Children's University Newcastle student awarded a Gold Fellowship for successfully completing over 1000 hours of learning in her passport.

The Live, Learn, Grow program was awarded the 2018 Innovation Award from the Association of Children's Welfare Agencies (ACWA).

Professor Penny Jane Burke was appointed to the Equity Research and Innovation Panel, funded by the 2017 National Priorities Pool component of the Higher Education Participation and Partnerships Program (HEPPP).

CEEHE is committed to developing innovative methodologies for equity research and practice that reshape and impact educational systems in Australia and internationally. This highly collaborative, interdisciplinary approach to research and practice will have a significant impact on how educational institutions attract, retain and nurture students from diverse backgrounds.

CEEHE brings together research, evaluation, theory, policy and practice and fosters dialogue by drawing on the notion of 'praxis', an approach that brings theory and practice together in cycles of reflection-action and action-reflection.

Key work undertaken through the year has included:

The Children's University (CU Newcastle)

CU Newcastle provides extra-curricular learning opportunities to children aged between 7 and 14 years and volunteer opportunities for 15-18 year olds. The initiative is designed to engage children in learning in its broadest sense and to provide the framework for children to develop self-efficacy, confidence and pursue their ambitions.

This year, 78% of passport holders with CU Newcastle graduated. We also welcomed 88% of our Aboriginal and Torres Strait Islander participating children to graduation this year. This fantastic result is attributed to connecting authentically with our learning communities and contributing to the local AECG (Aboriginal Education Consultative Group). CU Newcastle Aboriginal and Torres Strait Islander children take great pride in wearing an additional stole at graduation. The stole was designed by a small group of artists in a workshop designed to highlight a sense of belonging to culture, a recognition of past histories and an acknowledgement of future possibilities for future leaders within our Aboriginal and Torres Strait Islander families.

Live Learn Grow

The Live, Learn, Grow program, aims to support those with an out of home care (OOHC) experience. Live, Learn, Grow works with care leavers, children and young people currently in care, foster and kinship carers, and staff from government and non-government OOHC agencies.

Australians with a care background are significantly less likely to access and engage in higher education, and more likely to experience negative outcomes, such as homelessness, unemployment and involvement in the criminal justice system. The Hunter & Central Coast region also has a significantly higher than average rate of children and young people entering out of home care. First year university participants with a care experience were supported at both the Callaghan and Ourimbah campuses. Outreach was conducted across Newcastle, the Hunter and the Central Coast.

 See page 68 for more information

UON Student Equity & Social Justice Expert Panel

CEEHE plays a critical role in the University's Equity & Access agenda by strategically aligning, coordinating & evaluating strategies to create cultural change and open up high quality, inclusive and equitable practice across the University. Part of this role has included establishing a University of Newcastle Student Equity Expert Panel (Expert Panel).

The Expert Panel creates a collaborative link between leading scholars and practitioners in the field of equity, social justice and education and the operational areas of the University, it provides strategic advice to support the direction, priorities and actions of the university and performs an ongoing review of all student equity initiatives to ensure they are informed by research, are fit for purpose and adopt methodologically sound evaluation practices. This review will ensure that UON continues to meet the existing and emerging challenges faced by students, families and communities who have previously been under-represented in higher education.

E

HUMAN
RESOURCES

2018 HIGHLIGHTS

Enterprise Agreement 2018

Athena SWAN Bronze Award (Accreditation)

Employer of Choice citation awarded

Gender Equality Leadership Pledge launched

Implementation of the new HRS Customer Service Model

Implementation of the new PRD system

UON Academy

Superannuation Remediation Project

Human Resource Services (HRS) attracts, supports, develops and retains the University's world-class staff. HRS provides strategic, procedural, legislative and administrative support and advice covering: workforce strategy and transformation, employee relations, HR business partnering, workplace health and safety, remuneration and benefits, HR support services, recruitment and HR information systems.

There were a number of successful operational and strategic initiatives delivered in 2018, aligned with the *NeW Futures Strategic Plan 2016-2025*.

ENTERPRISE AGREEMENTS 2018

Following a comprehensive consultation process, University staff voted in favour of the two new Enterprise Agreements, which have now been submitted to the Fair Work Commission (FWC) for formal approval. It is anticipated that the FWC will approve both agreements by quarter two 2019. Administrative increases and backpays were processed in December 2018.

ATHENA SWAN BRONZE AWARD (ACCREDITATION)¹

UON was one of only 15 universities/research institutes nationwide to receive a SAGE Athena SWAN Bronze Award, following a national two-year pilot. The pilot the University a better understanding of the challenges and opportunities for women in STEMM.

EMPLOYER OF CHOICE CITATION AWARDED¹

The University was once again recognised by the Workplace Gender Equality Agency (WGEA) as an Employer of Choice for Gender Equality for the fifth successive year. The citation recognises our commitment and progress towards gender equity through policies and best practice strategies that provide an inclusive and equitable workplace culture where staff can excel.

GENDER EQUALITY LEADERSHIP PLEDGE LAUNCHED¹

Our senior leaders and more than two hundred other University leaders and staff demonstrated their commitment to gender equality by taking the Gender Equality Leadership Pledge. Our new workforce gender equity plan 'Progress to Equity' was published, providing a roadmap for increasing our proud reputation and unrivalled commitment to equity and social justice.

IMPLEMENTATION OF THE NEW CUSTOMER SERVICE MODEL

A three-tiered customer service model was successfully implemented by HRS following consultation with client areas across the University. The model places greater focus on the client experience and has had a positive impact on clients based on the feedback they have provided. HRS will continue to work with key stakeholders to refine the customer service model.

IMPLEMENTATION OF THE NEW PRD SYSTEM

SuccessFactors was implemented as the University's online Performance Review and Development (PRD) system as a key initiative to support the 'UON Workforce of the Future' strategic objective. Following the implementation, work continues to embed and refine the system based on user feedback to enhance the user experience.

UON ACADEMY

UON continued to develop, support and engage our sessional academic staff through semester e-newsletters, communication of development opportunities, professional development awards and networking events.

SUPERANNUATION REMEDIATION PROJECT

Work was undertaken by the Superannuation Remediation Project team to address the under contributions of superannuation to current and past employees of the University, which was a sector-wide issue. The project achieved a key milestone in December 2018 where the majority of current and past employees remediated. Work continues into early 2019 to finalise the remaining remediation superannuation payments.

A superannuation interaction centre was established to support enquiries made by current and past employees.

1. See Appendix D, page 196 for further information.

FIGURE 1
FIXED-TERM AND CONTINUING STAFF FTE

(As at 31 March 2018)

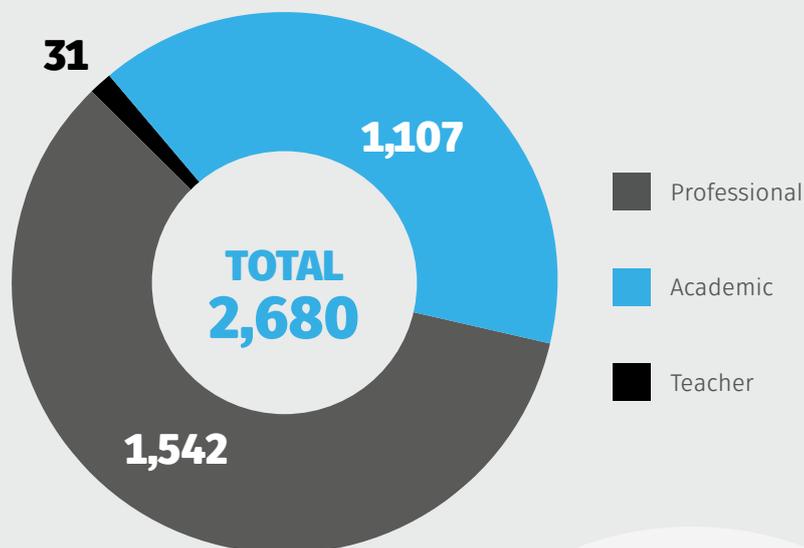


FIGURE 2
CASUAL AND SESSIONAL STAFF FTE

(1 January to 31 December 2018)

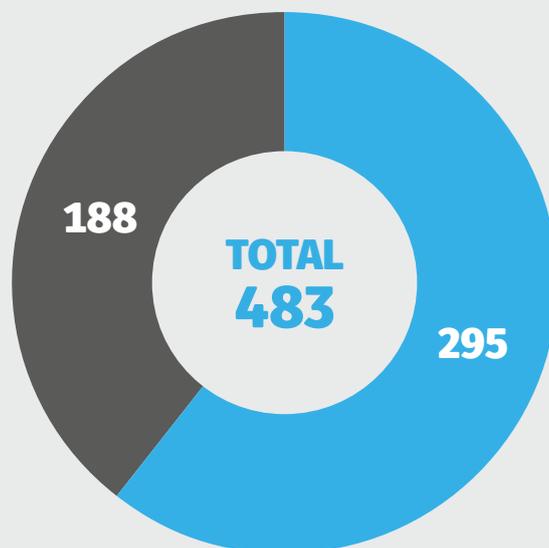


FIGURE 3
JOB APPLICANTS

(1 January to 31 December 2018)



6,542

Total Number of Applicants

TABLE 1: CONJOINT STAFF

(as at 31 March 2018)

FACULTY/DIVISION	TOTAL
Academic Division	8
Faculty of Business and Law	71
Faculty of Education and Arts	163
Faculty of Engineering and Built Environment	148
Faculty of Health and Medicine	1,223

FACULTY/DIVISION	TOTAL
Faculty of Science	238
Research and Innovation Division	2
Vice-Chancellor's Division	1
Total	1,854

Source: Ascender HR Database

Source: Figure 1 - Department of Education and Training Higher Education Staff Statistics. Figure 2 - Ascender HR Database Preliminary figures subject to validation and submission to Department of Education and Training at 30 June 2018. Figure 3 - Ascender HR Database.

**TABLE 2: NUMBER OF ACADEMIC STAFF BY APPOINTMENT TERM, LEVEL AND GENDER 2015-2018
(AS AT 31 MARCH 2018)**

	LEVEL	2015			2016			2017			2018		
		FEMALE	MALE	TOTAL									
Continuing	A	13	8	21	11	6	17	15	8	23	15	9	24
	B	120	100	220	109	89	198	91	65	156	82	56	138
	C	81	116	197	84	117	201	93	114	207	98	105	203
	D	42	73	115	50	83	133	51	80	131	52	86	138
	E	24	97	121	23	102	125	33	108	141	39	110	149
Continuing total		280	394	674	277	397	674	283	375	658	286	366	652
Fixed-term	A	74	68	142	82	87	169	99	84	183	113	106	219
	B	139	81	220	148	86	234	156	95	251	149	99	248
	C	26	40	66	28	32	60	36	42	78	43	39	82
	D	10	9	19	5	17	22	10	21	31	10	15	25
	E	11	33	44	17	33	50	17	37	54	22	32	54
Fixed-term total		260	231	491	280	255	535	318	279	597	337	291	628
Total		540	625	1,165	557	652	1209	601	654	1,255	623	657	1,280

**TABLE 3: NUMBER OF PROFESSIONAL STAFF BY APPOINTMENT TERM, HEW LEVEL AND GENDER 2015-2018
(AS AT 31 MARCH 2018)**

	HEW	2015			2016			2017			2018		
		FEMALE	MALE	TOTAL									
Continuing	2	2	0	2	2		2	1		1	1		1
	3	37	28	65	42	27	69	30	15	45	32	13	45
	4	127	22	149	126	20	146	115	17	132	112	16	128
	5	188	45	233	159	44	203	169	47	216	156	44	200
	6	129	58	187	142	53	195	150	63	213	140	57	197
	7	160	85	245	155	85	240	160	85	245	161	79	240
	8	89	52	141	93	60	153	96	67	163	96	71	167
	9	42	31	73	44	28	72	49	28	77	47	26	73
	10	24	23	47	27	20	47	21	21	42	23	21	44
	Continuing total		798	344	1,142	790	337	1,127	791	343	1,134	768	327

Source for Tables 2-4: Department of Education and Training Higher Education Staff Statistics

Notes · Excludes casual staff. · Number of staff includes full-time and fractional full-time staff who occupy more than one position.

TABLE 3: NUMBER OF PROFESSIONAL STAFF BY APPOINTMENT TERM, HEW LEVEL AND GENDER 2015-2018 (AS AT 31 MARCH 2018) (CONTINUED)

	HEW	2015			2016			2017			2018		
		FEMALE	MALE	TOTAL									
Fixed-term	<1	0	0	0	1	0	1	1		1			
	1	1	2	3	11	4	15	11	1	12	2	2	4
	2	68	48	116	58	37	95	48	33	81	40	27	67
	3	16	14	30	20	11	31	30	20	50	36	15	51
	4	66	16	82	67	20	87	78	23	101	65	23	88
	5	164	42	206	162	30	192	189	36	225	165	52	217
	6	119	34	153	120	41	161	125	41	166	121	34	155
	7	65	35	100	78	39	117	83	39	122	69	32	101
	8	42	27	69	33	32	65	32	30	62	32	22	54
	9	15	16	31	11	18	29	8	18	26	8	9	17
	10	13	8	21	12	9	21	14	13	27	13	16	29
Fixed-term total		569	242	811	573	241	814	619	254	873	551	232	783
Total		1,367	586	1,953	1,363	578	1,941	1,410	597	2,007	1,319	559	1,878

TABLE 4: NUMBER OF ACADEMIC AND PROFESSIONAL STAFF BY APPOINTMENT TERM AND GENDER 2015-2018 (AS AT 31 MARCH 2018)

	2015			2016			2017			2018		
	FEMALE	MALE	TOTAL									
Continuing	1,078	738	1,816	1,067	734	1,801	1,074	718	1,792	1,054	693	1,747
Fixed-term	829	473	1,302	853	496	1,349	937	533	1,470	888	523	1,411
Total	1,907	1,211	3,118	1,920	1,230	3,150	2,011	1,251	3,262	1,942	1,216	3,158

EMPLOYEE POLICIES AND PRACTICES

Enterprise bargaining continued throughout 2018 with a very high proportion of staff voting to endorse our new Enterprise Agreements in late November. The 2018 University of Newcastle Enterprise Agreements, one for Academic Staff and Teachers and, one for Professional Staff - currently pending Fair Work Commission approval - offer staff a range of benefits including an aggregate salary increase of 8.25%, further strengthening our market position across the sector and within our regional community. Generous and flexible conditions that support staff to balance work and family responsibilities are maintained or improved in addition to superannuation equity for staff on fixed term contracts from September 2021.

Supporting our Enterprise Agreements, we have a comprehensive range of human resource policies, procedures, systems and practices to facilitate effective human resource management across the University. Policies, procedures, systems and practices are regularly reviewed to ensure currency and effectiveness.

Organisational change continued throughout 2018 with a focus on improved staff structures and effectiveness in the Wollotuka Institute. Other organisational change processes commenced in 2017 progressed to implementation in 2018. The 'Turning to Our Students' Project, which aims to transform the educational experience for students will continue in 2019. This work is guided by the NeW Education Framework and the Student Journey Map.

HEALTH AND SAFETY

The University continued to pursue its commitment to providing a safe and healthy working and learning environment across all campuses through the personal leadership of professional and academic staff. These leaders have supported the implementation of the health and safety strategic objectives that are described in this report.

The Vice-Chancellor's Awards for 2018 included recognition of health and safety excellence with three individual winners receiving awards.

HEALTH AND SAFETY STRATEGY 2018

The Health and Safety Strategy includes initiatives to drive a work health and safety culture to achieve the goal of being the healthiest university in Australia for staff and students.

Promoting a culture of H&S Commitment: The University's health and safety induction training was absorbed into our online training system, Discover, with all staff being requested to re-induct every two years. During the year, 12 H&S leader workshops were delivered to 85 participants with each participant identifying a H&S improvement project to carry forward. In total, 309 leaders have participated in workshops since the initiative was established in late 2015. During the year, a H&S culture workshop was also convened. Faculty and division leaders who attended were tasked with identifying activities to promote health and safety engagement and culture within their teams.

Support leader-led H&S Management System

implementation: The Health and Safety Strategy highlights our ongoing commitment to internal H&S Systems Auditing. During the year, 10 audits were conducted with a School or Unit selected from each Faculty and Division and the results provided to the School or Unit leadership team. In addition, an internal audit of the UON H&S Audit program was undertaken by Assurance Services. The results of these audits were reported to the Executive Committee and to the Risk Committee of Council.

In addition to the internal audit program, the Office of the Gene Technology Regulator (OGTR) undertook monitoring inspections of 10 certified University laboratory facilities in September. The inspections were carried out at the Callaghan Campus and at the Hunter Medical Research Institute (HMRI). The results were communicated to the Senior DVC Research and Innovation as the UON's Authorised Person and relevant working groups within the Faculties and Division. Corrective actions have been closed out and the OGTR has accepted the required actions are complete.

Health and Wellness: The wellness of staff and students at the University is a priority and is overseen by the UON Healthy University Steering Committee and by the health and safety team. Initiatives included the successful 'R U OK Day' with its focus on mental health and support for staff across all University campuses. In addition, programs are offered to encourage physical and mental health and include:

- Mental health awareness for managers;
- Mental health first aid;
- Aggression minimisation training;
- Resilience through change;
- Pilates and Yoga;
- Employee Assistance Program (EAP);
- Return to work support for staff with non-work related injuries and illnesses;
- Early intervention physiotherapy
- Ergonomics assessments and training.

Health and Safety injury prevention and management:

In addition to the injuries that occurred as part of work activities, 70 people were supported through the 'well to work' program. This program supports employees who are injured outside of work but require assistance to return to their duties due to that injury.

During the year, 368 visits occurred where employees participated in the early intervention physiotherapy (EIP) program. In this program, staff reporting low level physical pain (that if not treated may exacerbate and result in a workers compensation claim), are referred to physiotherapy for early treatment to reduce pain and the risk of a claim.

An ergonomic check-sheet has been made available to all staff with one-on-one assessments and support made available where there is a need for additional assistance due to physical or mobility issues. A total of 139 staff received that support during the year.

The University reviewed its 'smoke free campus' initiative and re-introduced a limited number of designated smoking pods at the Callaghan and Ourimbah campuses. This decision was made by the Executive Committee due the unintended adverse consequences of the smoke-free policy, particularly increased bushfire risk and environmental damage.

The University is committed to achieving a smoke free environment and is investigating a research based approach to achieve this outcome.

Performance against the Strategic Plan is regularly reported to the Executive Committee and Council. Planning for further improvement is underway for 2019 and beyond.

HEALTH AND SAFETY PERFORMANCE

The University Executive Committee receives a monthly health and safety performance report with an analysis of the incidents that have occurred so that trends can be identified and corrective action taken.

In addition to injuries, the percentage of hazards and near misses are reported on a monthly basis to maintain focus and allow for corrective action to be taken to prevent injury. There were consistently more hazards and near misses reported (516 or 60% of reports) compared with injuries (344 or 40%) during the year and this will remain a key focus in 2019.

As of December 31st 2018, the Lost Time Injury Frequency Rate (LTIFR) is 3.32 compared with 2.73 for the same period in 2017. The Total Recordable Frequency Rate (TRIFR) is 7.81 compared with 5.27 for the same period in 2017. Total recordable injuries are defined as any work-related injury that required assessment and treatment from a medical practitioner and included all lost time injuries and other injuries which are medically treated but allow for return to work on pre-injury or suitable duties.

GOVERNANCE

The Executive Committee and the University Council continue to fulfil their health and safety management role with ongoing discussion of performance trends, mitigating actions and H&S improvements.

During the year, Council reviewed and discussed their due diligence responsibilities and the H&S information provided by the University. An interactive session with Council to cover current due diligence obligations, was also convened.

HAZARD AND RISK MANAGEMENT

The safety review process for assessing the risks of research and other projects is well established across UON with a total of 635 reviews being conducted during the year. These included projects involving hazardous substances, radiation, genetically modified organisms, teaching and research field trips and travel to destinations overseas that are deemed high-risk according to their security and medical classifications.

CONSULTATION

The University's overarching health and safety committee includes representatives from all faculties, divisions and geographical locations. The committee provides a forum for communicating university-wide issues and gives committee members an opportunity to provide input and communicate messages back to their own committees. In addition to the health and safety committees for each faculty and division, regional campus committees have been established to provide leaders and staff with a platform for discussing issues that are specific to them. Health and safety committees now operate at Sydney campus, City campus in Newcastle, the UON Department of Rural Health at Tamworth, Ourimbah, and the Centre for rural and remote mental health in Orange.

HEALTH AND SAFETY SYSTEMS

Strategic use of H&S data: a new online incident reporting and tracking system was introduced in 2017 which has allowed for improved monitoring, analysis and data gathering of corrective actions taken to prevent further incidents. The system is also used to complete H&S audits and inspections across the University.

Radiation Monitoring: The online system records and reports on personal radiation exposure for current staff and students and has since it was established in 2017, recorded radiation sources across the university. UON is continuing to work to strengthen its radiation compliance capabilities.

WORKERS' COMPENSATION

The University has continued with the loss prevention and recovery administered by iCare (previously WorkCover NSW). While it takes four years for full figures to be known, due to the way in which premiums are calculated under the scheme, UON is currently tracking to save \$2m on its annual premium for 2018 compared to what would have fallen due under the conventional scheme. There is an ongoing focus to encourage early reporting of injuries and early symptoms of pain so that assessments can be made to determine cause, identify corrective actions and make prompt referrals for physiotherapy if required. Where staff require time off work to recover from an injury, they are supported during recovery and through management of a graded return to pre-injury duties. During the year, 40 accepted workers compensation claims were managed (down from 48 in 2017).

AUSTRALIAN UNIVERSITY SAFETY ASSOCIATION (AUSA) CONFERENCE

The University hosted the AUSA conference this year, welcoming 140 delegates from across Australia and New Zealand. The conference provided the opportunity for delegates to review and collaborate on current health and safety issues across the sector.

F

EXECUTIVE
REMUNERATION

TABLE 1: NUMBER OF SENIOR EXECUTIVES EMPLOYED AT 31 DECEMBER 2018

	2017		2018	
	Female	Male	Female	Male
Senior executive band				
Vice-Chancellor	1	0	0	1
Deputy Vice-Chancellor and Chief Operating Officer	1	3	0	3
Pro Vice-Chancellor and Chief Financial Officer	2	6	2	4
Totals	4	9	2	8
	13		10	

TABLE 2: AVERAGE TOTAL REMUNERATION PACKAGE OF SENIOR EXECUTIVES EMPLOYED AT 31 DECEMBER 2018

SENIOR EXECUTIVE BAND	AVERAGE TOTAL REMUNERATION PACKAGE	
	2017 \$	2018 \$
Vice-Chancellor	872,201	850,038
Deputy Vice-Chancellor and Chief Operating Officer	454,977	516,821
Pro Vice-Chancellor and Chief Financial Officer	378,133	426,569

TABLE 3: PERCENTAGE OF TOTAL EMPLOYEE-RELATED EXPENDITURE IN THE FINANCIAL YEAR THAT RELATES TO SENIOR EXECUTIVES

	2016	2017	2018
Percentage of total employee-related expenditure in the financial year that relates to senior executives	1.3%	1.4%	1.6%

G

RISK MANAGEMENT FRAMEWORK

2018 HIGHLIGHTS

Our risk management activities continue to be undertaken in line with international principles.

In a difficult insurance environment, the University was able to negotiate renewal terms and conditions that support business needs. This was due to our strong risk practices and sound claims management systems.

Risk management is a core part of our governance practice. The University has adopted AS/NZS ISO 31000-2009 Risk management – Principles and guidelines in developing its approach to risk management.

The Executive Committee is actively engaged in the risk management process. The Risk Committee and the University Council oversee the Enterprise Risk Management Framework and discuss strategic risks at each Committee meeting.

The risk management framework is considered across the University at a strategic, operational and project management level. Ongoing practices identify, manage, mitigate, monitor and report from strategic and operational perspectives.

This process is supported by the Risk Management Policy and the Risk Management Framework.

INTERNAL CONTROL

Council is responsible for ensuring an effective system of internal controls over financial and operational activities.

The Vice-Chancellor, as the principal Executive Officer, is responsible for ensuring that the internal environment supports the efficient and effective operation of appropriate internal controls to support the University's strategy and objectives.

The Vice-Chancellor provides annual assurance to Council on the systems of internal controls, accountability and delegations (including in relation to controlled entities) as part of the management of the University's annual financial reporting.

INSURANCE

Our suite of Insurance policies is reviewed and renewed annually with the insurance period commencing 1 November each year. Our broker supports the management of this process to ensure that optimal and cost-effective coverage is obtained.

Details of insurance policies relevant to staff and students are published on our website.

[i newcastle.edu.au/current-staff/our-organisation/governance/corporate-risk/insurance](https://newcastle.edu.au/current-staff/our-organisation/governance/corporate-risk/insurance)

H

DIGITAL INFORMATION SECURITY ANNUAL ATTESTATION STATEMENT

2018 HIGHLIGHTS

A project from School of Creative Industries researcher Dr Gillian Arrighi brought to life the lavish original 1891 interior of a forgotten Newcastle icon, the Victoria Theatre. The UON Innovation team created an immersive virtual reality experience that allows users to walk through the foyer and three levels of stalls, circle and gallery before viewing the stage as it was nearly 130 years ago.

Our Neonatal Resuscitation Virtual Reality (VR) application that teaches midwifery students how to resuscitate a compromised neonate, was shortlisted in the IT News Benchmark Awards for 2018.

CIO50 – Our University CIO, Anthony Molinia, was named in the top 50 CIOs in Australia by the CIO Executive Council.

Digital Information Security Annual Attestation Statement for the 2018 Financial Year for the Council of the University of Newcastle.

I, Mr Anthony Molinia, am of the opinion that The University of Newcastle had an Information Security Management System (ISMS) in place during the 2017-2018 financial year that is consistent with the Core Requirements set out in the NSW Government Digital Information Security Policy.

The controls in place to mitigate identified risks to the digital information and digital information systems of the University of Newcastle are adequate.

There is no agency under the control of the Council of The University of Newcastle that is required to develop an independent ISMS in accordance with the NSW Government Digital Information Security Policy.

I

ETHICAL AND RESPONSIBLE DECISION-MAKING

Our culture is underpinned by strong values and ethical behaviour centred around integrity, respect and professionalism. The Code of Conduct governs our community in its day-to-day activity, decision-making and interaction with clients, colleagues and stakeholders.

In conjunction with The Ethics Centre, Council established the Ethical Decision Making Framework to set the 'tone' for behaviour and decision-making and support the University in realising its vision to be a global leader in each of our spheres of achievement. The UON Ethical Framework is provided to guide and support decision making at all levels and helps to ensure that when making decisions on behalf of the University, the 'standard for judgement' lies in the Ethical Framework rather than the personal beliefs of any individual, thus ensuring clarity and consistency in application.

Our policies and codes are in place to provide ethical guidance and support ethical behaviour. These include: the Conflicts of Interest Policy; the Student Academic Integrity Policy; the Responsible Conduct of Research Policy; and the Code of Ethical Academic Conduct Policy.

Our activities support compliance with relevant legislative requirements, professional standards and internal controls to ensure the provision of timely and transparent information to our stakeholders and the general public.

ANIMAL CARE AND ETHICS COMMITTEE

The University of Newcastle is committed to the highest standard of ethical practice in animal-based teaching and research.

The Animal Care and Ethics Committee is responsible for overseeing the care and use of animals, the care and use of animals, and to ensure that these activities meet the requirements of the regulatory framework. The ACEC plays an important role in reviewing applications for research and teaching where animals are involved. The ACEC is also responsible for monitoring approved activities in accordance with legislative requirements.

The Animal Care and Ethics Committee reports to Council, the governing body of the University of Newcastle and is responsible for the consideration of ethical and welfare aspects as well as the scientific or educational value of the use of animals for research and teaching purposes.

Its membership includes the following categories:

- Category A: Veterinarians - persons with qualifications in veterinary science that are recognised for registration as a veterinary surgeon in Australia, and with experience relevant to the University's activities or the ability to acquire relevant knowledge.
- Category B: Researchers - persons with substantial and recent experience in the use of animals for scientific purposes relevant to the institution and the business of the ACEC. This must include possession of a higher degree in research or equivalent experience.
- Category C: Animal welfare members - persons with demonstrable commitment to, and established experience in furthering the welfare of animals, who are not employed by or otherwise associated with the institution, and who are not currently involved in the care and use of animals for scientific purposes. Veterinarians with specific animal welfare interest and experience may meet the requirements of this category. While not representing an animal welfare organisation, the person should, where possible, be selected on the basis of active membership of, and endorsement by, such an organisation.
- Category D: Independent members - persons not employed by or otherwise associated with the institution and who have never been involved in the use of animals in scientific or teaching activities, either in their employment or beyond their undergraduate education. Category D members should be viewed by the wider community as bringing a completely independent view to the ACEC, and must not fit the requirements of any other category.

These categories are as defined in the Australian Code for the care and use of animals for scientific purposes 8th edition 2013.

HUMAN RESEARCH ETHICS COMMITTEE

The Human Research Ethics Committee (HREC) is responsible for the review of applications for ethics approval for human research to be conducted at, or under the auspices of, the University and for the provision of advice to the University on related matters.

The HREC performs its responsibilities within the terms of reference as set out in the National Statement, issued jointly by the National Health and Medical Research Council (NHMRC), the Australian Research Council (ARC) and Universities Australia, and relevant State and Commonwealth legislation, policies and codes.

Our HREC reports directly to the NSW Privacy Commissioner where the HREC is the lead ethics committee and the Statutory Guidelines on Research, issued under Section 64 of the Health Records and *Information Privacy Act 2002 (NSW) (HRIP Act)*, have been applied.

- Reports to the NSW Privacy Commissioner are prepared and submitted on a financial year basis. In the 2017/2018 financial year, the HREC did not consider any ethics applications which required application of the HRIP – Statutory Guidelines on Research.

We are also required to report decisions to the National Health and Medical Research Council (NHMRC), which collects information on behalf of the Australian Information Commissioner, where the NHMRC Guidelines under Section 95 and 95a of the *Privacy Act 1988*, have been applied.

- During the year, the HREC did not consider any ethics applications that required the application of the NHMRC Guidelines under Section 95 and 95a of the *Privacy Act 1988*.



ACCESS TO INFORMATION

2018 HIGHLIGHTS

The University encourages and supports appropriate, open and transparent engagement with our communities.

Formal and informal application requests are managed in line with regulatory time frames.

PROTECTING PRIVACY

The University supports an individual's privacy when we collect, store, use and disclose personal information. When dealing with private and personal information, we apply the principles and obligations within the *Privacy and Personal Information Protection Act 1998 (NSW) (PPIPA)* and the *Health Records and Information Privacy Act 2002 (NSW) (HRIPA)*, outlined in our Privacy and Information Access Policy and Privacy Management Plan. During 2018, we:

- Reviewed the Privacy Management Plan and Privacy and Information Access Policy
- Assessed the impact and compliance requirements of the General Data Protection Regulation
- Celebrated and supported Privacy Awareness Week
- Maintained a webpage for staff, students and the general public relating to privacy matters.

RIGHT TO INFORMATION

We support openness and transparency as encompassed in the *Government Information (Public Access) Act 2009 (the GIPA Act)*.

Information not readily available on our website can be obtained by submitting an informal request or, where further consideration is required, a formal request for the release of government information under the *GIPA Act*. Access to information is only restricted when there is an overriding public interest against disclosure. During 2018 we:

- Continued to proactively disclose information to the public and our key stakeholders. Information is generally published on our website at newcastle.edu.au.
- Policies are published in the University's policy library.
- Details regarding non-confidential decisions made by the Council are published in online newsletters.
- Continued to provide our GIPA contracts register.
- Participated in the Information and Privacy Commissioner's 'Right to Know' week activities as a 'Right to Know' champion.
- Received 17 applications. Statistics on the applications decided in 2018 are provided below:

TABLE 1: NUMBER OF APPLICATIONS BY TYPE OF APPLICANT AND OUTCOME¹

	ACCESS GRANTED IN FULL	ACCESS GRANTED IN PART	ACCESS REFUSED IN FULL	INFORMATION NOT HELD	INFORMATION ALREADY AVAILABLE	REFUSE TO DEAL WITH APPLICANT	REFUSE TO CONFIRM OR DENY WHETHER INFORMATION IS HELD	APPLICATION WITHDRAWN
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups ²	1	1	0	0	0	0	0	0
Members of the public (application by legal representative)	1	1	0	0	0	0	0	0
Members of the public (other)	7	1	2	0	0	0	0	1

Notes: 1. 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 2. 2. Includes other NSW Government agencies.

**TABLE 2: 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 APPLICANT	REFUSE TO CONFIRM OR DENY WHETHER INFORMATION IS HELD	APPLICATION WITHDRAWN
Personal information applications ¹	4	0	2	0	0	0	0	0
Access applications (other than personal information applications)	5	3	0	0	0	0	0	1
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

Notes 1. A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the GIPA Act) about the applicant (the applicant being an individual).

TABLE 3: INVALID APPLICATIONS

Application does not comply with formal requirements (Section 41 of the GIPA Act)	0
Application is for excluded information of the agency (Section 43 of the GIPA Act)	0
Application contravenes restraint order (Section 110 of the GIPA Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

TABLE 4: CONCLUSIVE PRESUMPTION OF OVERRIDING PUBLIC INTEREST AGAINST DISCLOSURE (MATTERS LISTED IN SCHEDULE 1 OF THE GIPA ACT)

Overriding secrecy laws	0	Documents affecting law enforcement and public safety	0
Cabinet information	0	Transport safety	0
Executive Council information	0	Adoption	0
Contempt	0	Care and protection of children	0
Legal Professional Privilege	1	Ministerial code of conduct	0
Excluded information	0	Aboriginal and environmental heritage	0

More than one public interest consideration may apply in relation to a particular access application and, if so, each consideration is to be recorded (but only once per application). This also applies in relation to Table 5.

**TABLE 5: OTHER PUBLIC INTEREST CONSIDERATIONS AGAINST DISCLOSURE
(MATTERS LISTED IN TABLE TO SECTION 14 OF THE ACT)**

Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	2
Business interests of agencies and other persons	2
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under equivalent interstate legislation	0

TABLE 6: TIMELINESS

Decided within the statutory timeframe (20 days plus any extensions)	13
Decided after 35 days (by agreement with applicant)	1
Not decided within timeframe (deemed refusal) ¹	0
Total	14

TABLE 7: NUMBER OF APPLICATIONS REVIEWED UNDER PART 5 OF THE GIPA ACT (BY TYPE OF REVIEW AND OUTCOME)

	DECISION VARIED	DECISION UPHELD	TOTAL
Internal review	0	0	0
Review by Commissioner	0	0	0
Internal review following recommendation under Section 93 of the GIPA Act	0	0	0
Review by NSW Civil and Administrative Tribunal	0	0	0
Total	0	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 8: APPLICATIONS FOR REVIEW UNDER PART 5 OF THE GIPA ACT (BY TYPE OF APPLICANT)

Applications by access applicants	0
Review by Commissioner	0
Information applications by persons to whom the subject of access application relates (see Section 54 of the GIPA Act)	0
Total	0

TABLE 9: APPLICATIONS FOR REVIEW UNDER PART 5 OF THE GIPA ACT (BY TYPE OF APPLICANT)

Agency - initiated transfer	0
Applicant - initiated transfer	2
Total	2

PUBLIC INTEREST DISCLOSURE

The *Public Interest Disclosures Act 1994 (the PID Act)* sets in place a system to encourage public officials to report serious wrongdoing in the categories of maladministration, serious and substantial waste of public money, breach of the *Government Information (Public Access) Act* and corrupt conduct.

The University has an internal reporting policy and procedures in place for receiving, assessing and dealing with public interest disclosures, as required under Section 6D of the *PID Act*. Our Public Interest Disclosures Policy and protections under the Act support reporters, as required under Section 6E(1)(b) of the *PID Act*.

STATISTICAL INFORMATION ON PIDS

	MADE BY PUBLIC OFFICIALS PERFORMING THEIR DAY-TO-DAY FUNCTIONS	UNDER A STATUTORY OR OTHER LEGAL OBLIGATION	ALL OTHER PIDS
Number of public officials who made PIDs directly	1	0	0
Number of PIDs received	1	0	0
Number of PIDs finalised	1	0	0

Note: The number of PIDs finalised only refers to PIDs that have been received since 1 January 2017.

The PIDs received alleged maladministration and was investigated by the Assurance Services business unit, as the relevant authority responsible for handling the investigation in accordance with the University's obligations under the PID Act and its policy.

K

CONSUMER
RESPONSE**2018 HIGHLIGHTS**

There has been a significant increase in engagement with students and staff over the past 12 months.

Complaints and Human Resources teams continue to engage with and support our communities in resolving issues and concerns.

Matters are dealt with in a timely, confidential and professional manner.

Our Complaints framework outlines the process to complain and enables us to receive and respond to issues and complaints quickly and fairly, through early intervention, appropriate support and advocacy, and local level resolution where practicable. A formal complaint arises when issues cannot be resolved via early intervention or local resolution pathways. The framework is supported through a collaborative approach across the University.

Assurance Services oversees the formal complaints handling processes and supports students and staff to resolve issues locally and informally. In addition, the Complaints Office supports the review of a complaints handling framework to ensure effective management and resolution of issues. This year, 176 formal complaints were raised with the Complaints Office and resolved either via investigation or directly within accountable areas. Of these:

Seventy-four percent were raised by students. The number of student complaints (130) received by the Complaints Office, was significantly higher than those lodged in 2017 due to a continued process to increase awareness of the complaints management process.

There were nine complaints from staff in 2018 as the Human Resources Services (HRS) business partnership model has successfully worked with staff to resolve issues. The HRS is the first point of contact for staff issues.

Twenty-two percent were received from the community. This is consistent with those received in 2017 and 2016.

On our website, information is provided to support and assist staff, students and the community to provide feedback, raise issues, lodge complaints and access rights of review.

In 2018, there was a continued focus on reviewing our approach to complaints management under the Complaints Resolution Policy together with associated processes and procedures. The Complaints handling processes operate in line with industry management organisations together with the 'Complaint handling at universities: Australian best practices guidelines' (January 2015).

Human Resources Services, through its business partnership model, remains the first point of contact for staff issues.



REVIEWS

INTERNAL AUDIT

The Internal Audit team supports Council by providing an independent and objective review and advisory service that seeks to evaluate and improve the effectiveness and efficiency of the University's governance, risk management, legislative compliance, and internal control processes. To achieve this aim, the team undertakes a range of risk-based audits to support Council's three year Internal Audit Plan.

The Director Assurance Services, who heads the Internal Audit team, and the Senior Internal Auditor, have independent reporting lines to the Chair of the Risk Committee and attend Risk Committee meetings to present audit findings and provide status reports on management action taken to address previous findings.

EXTERNAL AUDIT

The Audit Office of New South Wales audits the financial statements of the University and its controlled entities.

INTERNAL REVIEWS

There were no management reviews undertaken by Internal Audit in the year to 31 December 2018.

M

LEGAL MATTERS

MODERN SLAVERY ACT 2018 (NSW)

The Modern Slavery Act 2018 (NSW) is new legislation which requires entities above a consolidated revenue threshold of \$100 million to report on modern slavery risks in their global supply chains. This includes The University of Newcastle. The Act targets modern slavery and human trafficking in supply chains with the aim of increasing transparency around these issues for consumers and investors and improving workplace anti-slavery practices by holding business to account. Under the legislation the University will be required to publish an annual modern slavery statement, reporting on all potential modern slavery risks and practises in its operations and supply chains.

GENERAL DATA PROTECTION REGULATION (EUROPEAN UNION)

The General Data Protection Regulations have been established by the European Union. The regulations, which apply only to the personal information of EU citizens, include new personal data protection requirements that harmonise data protection laws across the EU. The major impact of the GDPR is its extended jurisdiction. Although the University does not have a physical presence in the EU, the regulations will apply where the University offers services in the EU and utilises the personal data of EU citizens for statistical and data analytics purposes.

Australia's privacy legislation (and The University of Newcastle's privacy framework) is based upon principles broadly similar to those contained in the regulations. However there are some enhanced requirements in the GDPR which the University is in the process of incorporating into its privacy framework in order to ensure compliance.

COPYRIGHT ACT 1986 (CTH)

The Copyright Act 1986 (Cth) has been amended to extend the operation of the safe harbour scheme to a broader range of service providers, including education institutions such as The University of Newcastle. This will protect the University, in certain circumstances, from the risk of liability for inadvertently hosting or communicating infringing material on behalf of their users.

HIGHER EDUCATION SUPPORT ACT 2003 (CTH)

The Higher Education Support Act 2003 (Cth) has been amended twice in 2018.

- The first amendment was made as a measure to improve the sustainability of the Higher Education Loan Program (HELP) and debt recovery of the Student Financial Supplement Scheme, for example by setting new repaying thresholds for HELP and aligning indexation of HELP repayment thresholds to CPI.
- The second set of amendments impose a statutory requirement on the Federal Minister of Education to prepare a national regional higher education strategy. Among other things, the intention of the strategy is to support the provision of higher education in regional areas.

N

MAJOR
WORKS

STEMM BIORESOURCES FACILITY

Describe nature and range of activities undertaken during 2018	2018 saw the completion of the Design Development stage of the project including consultation with all identified internal and external stakeholders; submission of the State Significant Development Application to the Department of Planning and Environment; commencement of the Principal Contractor procurement process including a targeted Expression of Interest (EOI) process for contractor shortlistings and ultimately the release of formal tender documentation to the market for the construction of the facility.
Major problems and issues which arose during 2018	No major problems were encountered with the project in 2018
Major works progress during 2018	Completion of Design Development. Release of construction contract tender for the Principal Contractor to market.
Approved Budget	\$37.5M
2018 Expenditure	\$1.97M
Total Expenditure to 31 December 2018	\$2.31M
Dates of completion	Q1 2021
Significant cost overruns or delays / amendments / deferrals / cancellations	Nil
Key activity for 2019	2019 will see the University receive the State Significant Development Application terms and conditions from the Department of Planning and Environment, the award of the Principal Contractor construction contract which was released to the market in Q4 2018. Following award of the contract for the Principal Contractor, works will commence with contractor site establishment, followed by demolition of the existing glasshouses; bulk excavations leading to commencement and completion of the buildings main structural elements prior to the end of 2019.

STEMM 1 PRECINCT, CALLAGHAN	
Describe nature and range of activities undertaken during 2018	<p>2018 saw the engagement of the Project Managers, Principal Design Consultant for main works and Principal Engineering Design Consultant for the Enabling Works. The project saw the initiation of the Concept design stage including identification and consultation with internal stakeholders.</p> <p>The University submitted the request for Secretary's Environmental Assessment Requirements (SEAR's) for the submission of the State Significant Development Application to the Department of Planning and Environment.</p>
Major problems and issues which arose during 2018	No major problems were encountered with the project in 2018.
Major works progress during 2018	Establishment of Project Team, Commencement of Concept Design.
Approved Budget	\$175M (excludes glasshouse relocation)
2018 Expenditure	\$1.14M
Total Expenditure to 31 December 2018	\$1.22M
Dates of completion	Q2 2023
Significant cost overruns or delays / amendments / deferments / cancellations	<p>The location of the STEMM development was strategically reconsidered to ensure the maximum possible value is obtained from the current approved investment in the STEMM Precinct. The more prominent Gateway site, currently where the McMullin Building is located was deemed the superior location due to the increased visibility and potential to create a campus entry statement, allowing a stronger connection with industry and community.</p> <p>To realise the Gateway site potential, the STEMM project requires an additional 10 months to demolish the McMullin building and redirect critical site services before the STEMM Building is able to commence construction.</p>
Key activity for 2019	<p>Enabling works design finalisation and procurement of enabling works Principal Contractor with construction beginning August.</p> <p>Main works design finalisation, release of EOI for main works Principal Contractor and preparation of Principal Contractor tender documents.</p>

STEMM – CENTRAL COAST MEDICAL SCHOOL RESEARCH INSTITUTE PROJECT

Describe nature and range of activities undertaken during 2018	During 2018 the major activities have focused on finalising the funding agreements associated with the project as well as the accommodation requirements, occupancy arrangements for the facility and delivery methodology for the construction and fitout of the facility.
Major problems and issues which arose during 2018	Completion has been revised to early 2021 due to the finalisation of the car park podium and finalisation of funding agreements.
Approved Budget	\$72.5M
2018 Expenditure	\$8.2M
Total Expenditure to 31 December 2018	\$8.2M
Dates of completion	2021
Significant cost overruns or delays / amendments / deferrals / cancellations	Completion date has been revised due to completion of car park podium, on which this facility will be constructed, and finalisation of the underlying funding agreements and occupancy arrangements.
Key activity for 2019	2019 will see the commencement of major construction works for the project. Namely: <ul style="list-style-type: none"> • Award of construction contract and construction of the Base building, which will be delivered by Health Infrastructure NSW. • Award of Project Manager and construction contract for fitout. Finalisation of Fitout design. UON will lead the fitout of the Facility.

NEWCASTLE CITY CAMPUS DEVELOPMENT	
Describe nature and range of activities undertaken during 2018	<p>2018 saw the University submit a State Significant Development Application (SSDA) to the Department of Planning & Environment (DP&E) for the Concept Masterplan of the Newcastle City Campus Development. The University purchased the Honeysuckle land from Hunter & Central Coast Development Corporation (HCCD).</p> <p>The Enabling Works has been designed including Mine Subsidence Remediation. Stage 1A, School of Creative Industries & Innovation Hub has progressed into Schematic Design including consultation with all identified internal and external stakeholders.</p> <p>The University also submitted the request for SEARs for the submission of the Stage 1A State Significant Development Application to the Department of Planning and Environment, as well as two local Authority Development Applications to Newcastle City Council for both the Enabling Works and Mine Grouting works to the site.</p> <p>The Purpose Built Student Accommodation (PBSA) Business Case was approved in the August University Council Meeting. The Expression of Interest for the Lead Architect was completed with a shortlist of 4 architects identified to proceed into the Request for Proposal</p>
Major problems and issues which arose during 2018	No major problems were encountered with the project in 2018.
Major works progress during 2018	Stage 1A: Establishment of Project Team. Lodgement of the Concept Masterplan SSDA, Completion of Enabling Works Schematic Design, completion of Stage 1A Concept Design, Business Case approval of Purpose Built Student Accommodation Project, Land Sale
Approved Budget	<p>Stage 1A: \$25M</p> <p>Site 1 and 2 Enabling Works: \$8M (Site 1) and \$2M (Site 2)</p> <p>PBSA: \$42.25M</p>
2018 Expenditure	\$1.21M
Total Expenditure to 31 December 2018	\$1.21M
Dates of completion	<p>Stage 1A: Q3 2021</p> <p>Enabling Works: Q3 2019</p> <p>PBSA: Q1 2021</p>
Key activity for 2019	<p>The Concept Masterplan SSDA will be determined in the first quarter of 2019.</p> <p>2019 will see the commencement and completion of site enabling works.</p> <p>Design development for Stage 1A will be completed with a SSDA lodged and determined. Stage 1A Principal Contractor procurement and award of contract will occur and the construction works on Stage 1A will commence.</p> <p>PBSA design will be completed along with application of the SSD, the tender and award of the Principal Contractor for the design and construction of the PBSA.</p>

GLOSSARY

AASB	101 and throughout financial notes	Australian Accounting Standards Board
AAHMS	19	Australian Academy of Health & Medical Sciences
ACEC	211	Animal Care and Ethics Committee
ANU	9, 84, 91	Australian National University
ARC	18, 52, 126, 211,	Australian Research Council
Athena SWAN	17, 19, 196, 202	UK Charter established in 2005 to respond to the under-representation of women in science leadership.
BHERT	19	Business/Higher Education Round Table Awards
CBD	9, 13, 71, 81, 101	Central Business District
CEEHE	68, 201	Centre of Excellence for Equity in Higher Education
CRC	18	Co-operative Research Centre
CRRMH	71	The Centre for Rural and Remote Mental Health
CSIRO	9, 31	(The) Commonwealth Scientific and Industrial Research Organisation
DADEE	69	Dads and Daughters Exercising and Empowered
DFAT	62	Department of Foreign Affairs and Trade
DTC	9, 42	Doctoral Training Centre
E+I18	43	Enterprise and Innovation 2018 event
EAP	206	(the University's) Employee Assistance Program
edX	43	Founded by Harvard University and MIT in 2012, edX is an online learning destination and MOOC provider
EFTSL	14, 15, 192, 195	Equivalent Full-time Student Load
ELICOS	192, 195	English Language Intensive Courses for Overseas Students
ELT	18	English Language Teaching Barometer
EOCGE	16	Employer of Choice for Gender Equality
ESG	8, 81	Environmental, Social and Governance issues
ESP	77	Environmental Sustainability Plan 2019-2025
FTE	15, 192, 202	Full Time Equivalent
GIPA, The GIPA Act	212-214	Government Information (Public Access) Act 2009
HDR	75, 192	Higher Degree by Research
HEPPP	201	Higher Education Participation and Partnerships Program
HERDC	3, 8, 14, 47, 101, 102, 154	Higher Education Research Data Collection
HMRI	18, 23, 47, 48, 51, 56, 67, 71, 206	Hunter Medical Research Institute
HNEH	18	Hunter New England Health
HPB	70	Hunter Pilot Biorefinery
HREC	211	Human Research Ethics Committee

HRIPA	212	Health Records and Information Privacy Act 202 (NSW)
i2N	42	Integrated Innovation Network
LTIFR	207	Lost Time Injury Frequency Rate
METS	9, 42	Mining Equipment Technology and Services
MOOCs	42	Massive Open Online Course(s)
MOU	16, 18, 56	Memorandum of Understanding
MRFF	48, 50	Medical Research Future Fund
NHMRC	48, 68, 211	The National Health and Medical Research Council
NIER	68, 70	Newcastle Institute for Energy and Resources
NUW (Alliance)	9, 19	UON, UNSW and UOW Alliance
OOHC	68	Out of Home Care
PID, The PID Act	214	Public Interest Disclosure, The Public Interest Disclosures Act 1994
PIIPA	212	Privacy and Personal Information Protection Act 1998 (NSW)
QILT	6	Quality Indicators for Learning and Teaching
QS World University Rankings	3, 10, 13, 18, 40	Quacquarelli Symonds World University Rankings
QTR	8, 44	Quality Teaching Rounds
RAMHP	71	(The) Rural Adversity Mental Health Program
SAGE	13, 17, 19, 196, 202	Science in Australia Gender Equity
SEC	19	Science and Engineering Challenge
STEMM	13, 19, 43, 73, 75, 196, 202, 218, 219, 220	Science, Technology, Engineering, Mathematics and Medicine
STA	43	Science and Technology Australia
tEN	40	The Educator Network, supporting teaching, research and professional excellence
TBS	107	TUNRA Bulk Solids business unit
TNK	48	Tenecteplase
TUNRA	102, 107, 167	The University of Newcastle Research Associates Limited
UON	9, 12, 24, 40, 59, 74, 101, 102, 106, 160, 167, 195, 196, 200, 201, 202, 206, 207, 210, 220	University of Newcastle
UNISDR	49	United Nations International Strategy for Disaster Reduction
VR	16, 19, 39, 210	Virtual Reality
WAAS	24	World Academy of Art and Science
WGEA	6, 16, 196, 202	Workplace Gender Equality Agency
WIR (Fellowship)	73	Women in Research
WOW	21	Waves of Wellness Foundation

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