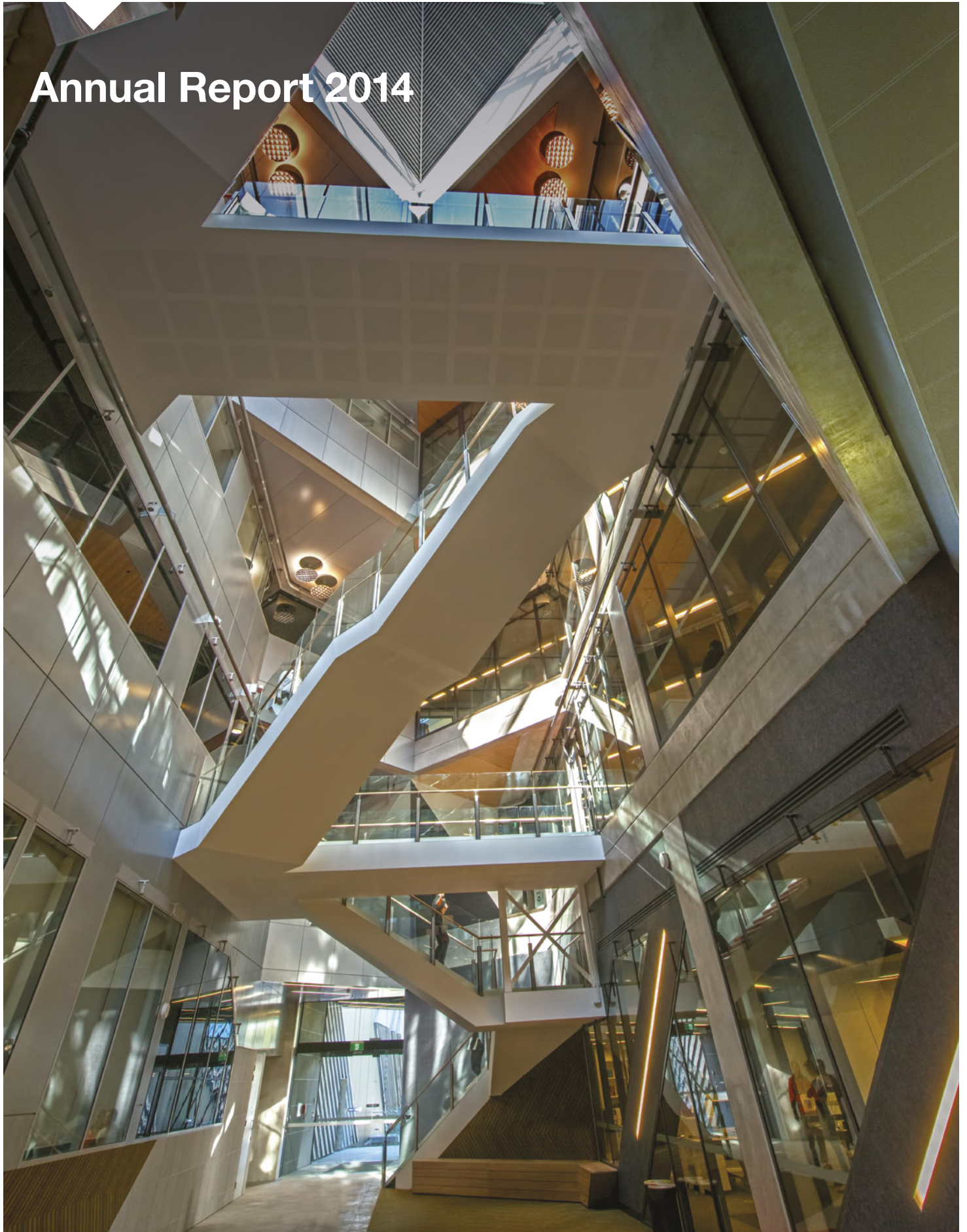




## Annual Report 2014



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# Overview

## Letter to the Minister for Training and Skills

The Hon. Steven Herbert, MLC  
Minister for Training and Skills  
2, Treasury Place  
EAST MELBOURNE VIC 3002

Wednesday, 18 March 2015

Dear Minister,

In accordance with the requirements and regulations under the Financial Management Act 1994, I submit for tabling in the Victorian Parliament the Annual Report of Monash University for the Year Ending 31 December 2014.

This Report was approved by the Monash University Council on Wednesday 18 March, 2015.

As you will see in this Report, in 2014 Monash University rendered significant service to the state of Victoria. The University addressed research priorities ranging from cardiac health to bioprocessing and advanced manufacturing. We improved both what we teach and how we teach it to ensure our graduates are equipped with the skills Victoria and the wider world need. And we enriched the wider community by engaging in a range of fora, from leading public debate to supporting exhibitions and performances to providing sporting and cultural facilities to community groups.

Last year saw the departure of our eighth Vice-Chancellor, Professor Ed Byrne AC. Professor Byrne led the University during a period of substantial improvement in its research performance, expansion of its international activities and significant strengthening of its internal systems and processes. The Council of Monash University is grateful for his service.

On 1 September, 2014 we welcomed our new Vice-Chancellor, Professor Margaret Gardner AO, who has brought with her tremendous energy and vision. Under her leadership, the University is well placed to meet the challenges ahead.



Dr Alan Finkel AO  
Chancellor



## Vice-Chancellor's statement

2014 was a good year for Monash.

This is my first Annual Report as Vice-Chancellor of Monash University. Since taking over from Professor Byrne, I have been consistently impressed by the dedication with which our academic and professional staff serve the Victorian community through education and research.

We continued to educate the high-performing, ethically aware professionals that government, industry and the third sector demand.

To ensure that we were able to do this to the very best of our ability, we focused significant efforts in 2014 on further improving the quality of the educational experience we offer, with several programs aimed at encouraging innovation in pedagogy and recognising high performance in teaching. These included a new reward and recognition program for high-performing mid-career staff, and grants of \$75,000 to champion innovation in education. Nationally Monash staff received four of the Citations awarded by the federal government's Office of Learning and Teaching for 'Outstanding Contributions to Student Learning'.

We also laid the groundwork for our revised course architecture, much of which takes effect as of the 2015 academic year. While maintaining the wide array of specialisations that Monash is renowned for, the revised architecture also ensures that all students emerge with an understanding of essential core concepts, and that both employers and students better understand what any given qualification stands for in the market.

We met with some notable successes in our efforts to improve lives around the world by tackling the great research challenges. To that end, we continued to strengthen our partnerships with industry. We successfully secured projects ranging from a \$26 million Victorian Department of Health study analysing the long-term health of Morwell residents following the Hazelwood fire, to a US\$16.6 million project – in partnership with GlaxoSmithKline and several international partners – to develop a treatment to prevent the death of tens of thousands of women every year due to fatal loss of blood after childbirth.

It is a reflection of our growing strength in the health sciences that Monash led the country in achieving National Health and Medical Research Council (NHMRC) grants, attracting \$80 million, which included nearly \$60 million for 78 project grants.

Two Monash researchers were among 16 Australian Research Council (ARC) Laureate Fellows announced in August.

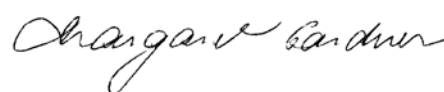
We also continued our success in large-scale interdisciplinary research, with funding received from ARC for three centres of excellence and two industrial transformation research hubs.

We undertook a number of initiatives to make our campuses even more vibrant and stimulating. Most notably, we began construction on accommodation for another 1000 students on the Clayton campus. We also created a healthier environment for staff, students and visitors by restricting smoking to a handful of designated areas – an important step on our journey towards phasing out smoking on campus altogether.

We continued to strengthen our international relationships. Our Malaysian campus has grown to almost 6,000 students, around five per cent of them HDR students. The IITB-Monash Research Academy continues to thrive, having now accrued 80 publications in top-quality journals and two patents. In June, we held our first graduation ceremony for students of the Southeast University-Monash University Joint Graduate School in Suzhou, China. The Monash-Warwick Alliance continued to build momentum, with several key joint appointments made. The focus for Monash South Africa was transitioning into the partnership struck with Laureate International Universities in 2013, which is expected to enhance the educational opportunities the campus offers. And we continued to build our operations in Italy, Indonesia, Latin America and the Middle East.

All these successes have been supported by a robust financial foundation. In 2014, the University had an operating result of \$162 million. While \$52 million of this was due to the restructure of our investment portfolio and had no cash impact, the remainder still speaks to university-wide effort and wise financial management. The consolidated result was \$213 million of which \$75 million was due to the investment portfolio restructure.

The year closed with the first round of consultation about a new five-year strategic plan for the University, which will help us chart a course through the uncertain waters ahead. The mooted deregulation of undergraduate courses, the challenges and opportunities posed by advances in information technology, and the shifting economic fortunes of both Victoria and Australia will all affect the way we seek to deliver upon our goals. However, based on the strong work done in 2014 and previous years, I am confident that Monash University will continue to support the goals of the state and the nation with growing success into the future.



Professor Margaret Gardner, AO  
Vice-Chancellor and President

## Report of members of Monash University Council

The councillors of Monash University present their report together with the consolidated financial statements for the year ended 31 December 2014.

### Establishment, objectives, functions, powers and principal activities

Monash University was established under an Act of the Victorian Parliament on 30 May 1958. A body politic and corporate under the name 'Monash University', it had perpetual succession, a common seal and was capable in law of suing and being sued. The responsible minister in the Victorian Parliament was:

The Hon. Peter Hall, MLC was the Minister for Higher Education and Skills from 1 January until 17 March 2014.

The Hon. Nick Wakeling, MP was the Minister for Higher Education and Skills from 17 March until 3 December 2014.

The Hon. Steve Herbert, MP was the Minister for Training and Skills, from 3 December 2014 until 31 December 2014 following the State election on 29 November 2014.

The objectives of the University, as stated in section 5 of Division 1 of the *Monash University Act 2009* include:

- (a) to provide and maintain a teaching and learning environment of excellent quality offering higher education at an international standard
- (b) to provide vocational education and training, further education and other forms of education determined by the University to support and complement the provision of higher education by the University
- (c) to undertake scholarship, pure and applied research, invention, innovation, education and consultancy of international standing and to apply those matters to the advancement of knowledge and to the benefit of the wellbeing of the Victorian, Australian and international communities
- (d) to equip graduates of the University to excel in their chosen careers and to contribute to the life of the community
- (e) to serve the Victorian, Australian and international communities and the public interest by:
  - (i) enriching cultural and community life
  - (ii) elevating public awareness of educational, scientific and artistic developments
  - (iii) promoting critical and free enquiry, informed intellectual discourse and public debate within the University and in the wider society
- (f) to use its expertise and resources to involve Aboriginal and Torres Strait Islander people of Australia in its teaching, learning, research and advancement of knowledge activities and thereby contribute to:
  - (i) realising Aboriginal and Torres Strait Islander aspirations
  - (ii) the safeguarding of the ancient and rich Aboriginal and Torres Strait Islander cultural heritage
- (g) to provide programs and services in a way that reflects principles of equity and social justice
- (h) to confer degrees and other awards
- (i) to utilise or exploit its expertise or resources, whether commercially or otherwise.

The governing authority of the University was the Monash University Council, which was advised by its subordinate standing committees, other boards and committees, the Vice-Chancellor and senior officers of the University. The principal activities of Monash University in 2014 were the provision of post-secondary education and the undertaking of innovative research across a wide range of disciplines.

Faculties of the University were: Art, Design and Architecture; Arts; Business and Economics; Education; Engineering; Information Technology; Law; Medicine, Nursing and Health Sciences; Pharmacy

and Pharmaceutical Sciences; and Science. Each provided undergraduate and postgraduate qualifications. In addition to the faculties, a range of centres expressed the research interests of staff members and provided specialised nuclei for postgraduate and some undergraduate study. Many of these acted as a focus for interdisciplinary research. The work of the University was expanded and supported by affiliated institutions, which cooperated in various ways with teaching and research courses at Monash.

### Members of Council

The following persons were members of Monash University Council during 2014.

#### ■ Chancellor (ex-officio)

Dr Alan Finkel, AO,  
BE PhD *Monash* FTSE FIE Aust

Member of Council since 1 January 2008.

Sub-committees of Council membership: Executive Committee (Chair), Resources and Finance Committee, Membership Committee (Chair), Selection and Remuneration Committee (Chair), Audit and Risk Committee, Honorary Degrees Committee (Chair), Estates Committee (Chair).

#### ■ Vice-Chancellor and President (ex-officio)

Professor Ed Byrne AC,  
BMedSc MB BS(Hons) MD *Tas.* MBusAdm *Qld/ME* DSc *Melb*  
DipClinSc *Adel* FTSE FRACP FRCP *Edinburgh* FRCP *London*

Member of Council from 6 July 2009 until 29 August 2014.

Sub-committees of Council membership: Executive Committee, Resources and Finance Committee, Selection and Remuneration Committee, Honorary Degrees Committee, Estates Committee.

Professor Margaret Gardner AO  
BEcon(Hons) PhD *Syd* DUniv *Griffith* FAIM GAICD

Member of Council since 1 September 2014.

Sub-committees of Council membership: Executive Committee, Resources and Finance Committee, Selection and Remuneration Committee, Honorary Degrees Committee, Estates Committee.

#### ■ President of the Academic Board (ex-officio)

Professor Ben Canny  
BMedSc (Hons) MBBS PhD

Member of Council since 1 January 2014.

Sub-committees of Council membership: Honorary Degrees Committee.

#### ■ Appointed Councillors

Mr Yehudi Blacher PSM  
BA(Hons) MA FIPAA (Victoria)

Member of Council since 11 February 2008.

Deputy Chancellor since 1 January 2014.

Sub-committees of Council membership: Resources and Finance Committee, Membership Committee, Selection and Remuneration Committee, Estates Committee.

Professor Rebekah Brown  
BEng(Hons) PhD

Member of Council since 1 January 2014.

Sub-committees of Council membership: Estates Committee.

Mr Shane Buggle  
BComm NUI DPA FCA FCPA MAICD

Member of Council since 15 May 2007.

Sub-committees of Council membership: Executive Committee, Resources and Finance Committee (Chair).

Ms Heather Carmody  
BSocSc Grad-DipHlthSc *CU* GradDipOrgnDev *RMIT* MAICD

Member of Council since 1 January 2010.

Sub-committees of Council membership: Resources and Finance Committee, Membership Committee, Audit and Risk Committee, Honorary Degrees Committee.

The Hon Simon Crean  
BEc LLB HonDLitt *Deakin*

Member of Council since 1 January 2014.

Sub-committees of Council membership: Resources and Finance Committee, Estates Committee.

Mr Mark Cubit  
BEc *Monash*

Member of Council since 21 October 2014.

Dr Helen Drennen  
BA BSc (Hons) PhD DipEd AMP FACE FACEL

Member of Council since 1 January 2014.

Sub-committees of Council membership: Honorary Degrees Committee.

Ms Meghan Hopper  
BA *RMIT* AssocDegBusComm GradDipArts(Research) GAICD

Member of Council since 1 January 2014.

Sub-committees of Council membership: Audit and Risk Committee.

Dr Christine Nixon APM  
DipLabRel&Law *Syd* BA *Macq* MPA *Harv* HonDLitt *Woll* HonLLD  
*Monash* Hon Phd *Macq* Hon Phd *Ballarat* FAIPM FAIM FIPAA

Member of Council since 1 January 2009.

Deputy Chancellor since 1 January 2014.

Sub-committees of Council membership: Membership Committee, Selection and Remuneration Committee, Honorary Degrees Committee.

Mr Ian Pyman  
BJuris LLB *Monash*

Member of Council since 8 August 2005.

Deputy Chancellor since 1 January 2010.

Sub-committees of Council membership: Executive Committee, Membership Committee, Selection and Remuneration Committee, Audit and Risk Committee (Chair), Honorary Degrees Committee.

Mr John Simpson  
BA *Melb* MAICD

Member of Council since 21 October 2014.

The Hon Peter Young QC  
BJuris LLB *Monash*

Member of Council since 1 January 2014.

Sub-committees of Council membership: Membership Committee, Honorary Degrees Committee, Estates Committee.

Mr Tony Calder – Secretary to Council

## Membership of Audit and Risk Committee

Mr Ian Pyman (Chair), BJuris LLB *Monash*

Dr Alan Finkel, AO, BE PhD *Monash* FTSE FIEAust

Ms Meghan Hopper, BA *RMIT* AssocDegBusComm  
GradDipArts(Research) GAICD

Ms Heather Carmody, BSocSc Grad-DipHlthSc *CU* GradDipOrgnDev  
*RMIT* MAICD

Mr Paul Kirk, BEc *Monash* CPA

Professor Gary Magee, BA *Monash* BEc (Hons) *La Trobe* DPhil  
*Oxford* FRHistS

In attendance:

Professor Margaret Gardner, AO BEcon(Hons) Phd *Syd* DUniv  
*Griffith* FAIM GAICD

Mr Peter Marshall, BEc *Monash* CAHRI

Mr David Pitt, BSc(Hons) BA *Melb* MBusAdm *RMIT* FAICD

Ms Moh-Lee Ng, BBus Grad-Dip EDP *Monash* CISA

Mr Peter Dwyer – Secretary to Audit and Risk Committee

## Meetings of members

The table below sets out the number of Council and Committee meetings held during the year ended 31 December 2014 and the number attended by each councillor:

Councillor	Years served on Council	Council		Executive Committee		Resources and Finance Committee		Membership Committee		Selection and Remuneration Committee		Audit & Risk Committee		Honorary Degrees Committee		Estates Committee	
		Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended
Mr Y Blacher	7	12	9			7	6	4	4	5	5					4	3
Prof R Brown	1	12	12													4	2
Mr S Buggle	8	12	10	0	0	7	7										
Professor E Byrne	5 yr 8 mth	6	6	0	0	5	5			4	4			2	2	3	3
Professor B Canny	1	12	12											3	2		
Ms H Carmody	5	12	11			7	7	4	4			4	4	3	2		
The Hon S Crean	1	12	9			7	5									2	2
Mr M Cubit	2 mth	3	3														
Dr H Drennen	1	12	9														
Dr A Finkel	7	12	12	0	0	7	6	4	4	5	5	4	4	3	3	4	4
Professor M Gardner	4 mth	6	6	0	0	2	2			1	1			1	1	1	1
Ms M Hopper	1	12	9									4	4				
Dr C Nixon	6	12	12					4	4	5	5						
Mr I Pyman	10	12	12	0	0			4	4	5	5	4	4	3	3		
Mr J Simpson	2 mth	3	3														
The Hon P Young	1	12	12					4	3					3	3	4	3

## Subcommittees of Council

Under delegation from Council, the Executive Committee can exercise all of the powers, authorities, duties and functions of the Council (other than the power of delegation and the power to make statutes) during the periods between the ordinary meeting of Council on any matter which either the Chancellor or a deputy chancellor has certified in writing is of such urgency that it ought not to await consideration by the Council at its next meeting.

The Audit and Risk Committee is responsible for strengthening the University's control environment and for assisting Council to discharge its stewardship, leadership and control responsibilities. Its primary functions are to promote accountability, support measures to improve management performance and internal controls, oversee the internal audit function and ensure effective liaison between senior management and the University's external auditors.

The Estates Committee is responsible for ensuring that the image and identity, sustainability, aesthetics, space requirements and financial strategy of Monash University are appropriately considered in all aspects of the University's built environment and property development.

The Honorary Degrees Committee considers proposals for the conferring of honorary degrees.

The Membership Committee is responsible for the selection and the performance assessment of Council members.

The Resources and Finance Committee oversees the physical and financial resources of the University.

The Selection and Remuneration Committee oversees policy for the recruitment and appointment of senior staff, including involvement of Council in the selection and appointment of senior staff and quality assurance relating to the integrity and probity of the University's remuneration policies and practices.

## Senior Officers

### ■ Chancellor

Dr Alan Finkel, AO, BE PhD *Monash* FAATSE FIE Aust

### ■ Deputy Chancellors

Mr Yehudi Blacher, PSM, BA(Hons) MA FIPAA (Victoria)

Dr Christine Nixon, APM, DipLabRel&Law *Syd.* BA *Macq.* MPA *Harv.* HonDLitt *Woll.* HonLLD *Monash* Hon Phd *Macq.* Hon Phd *Ballarat* FAIPM FAIM FIPAA

Mr Ian Pyman, BJuris LLB *Monash*

### ■ Vice-Chancellor and President

Professor Margaret Gardner AO BEcon(Hons) PhD *Syd* DUniv *Griffith* FAIM GAICD

### ■ Provost and Senior Vice-President

Professor Edwina Cornish, BSc(Hons) PhD *Melb.* FTSE FAIM

### ■ Chief Operating Officer and Senior Vice-President (Administration)

Mr Peter Marshall, BEc *Monash* CAHRI

### ■ Chief Finance Officer and Senior Vice-President

Mr David Pitt, BSc(Hons) BA *Melb.* MBusAdm *RMIT* FAICD

## Insurance of officers

During the reporting period, the University maintained a Directors' and Officers' Liability/Company Reimbursement Insurance Policy for Council members and senior officers.

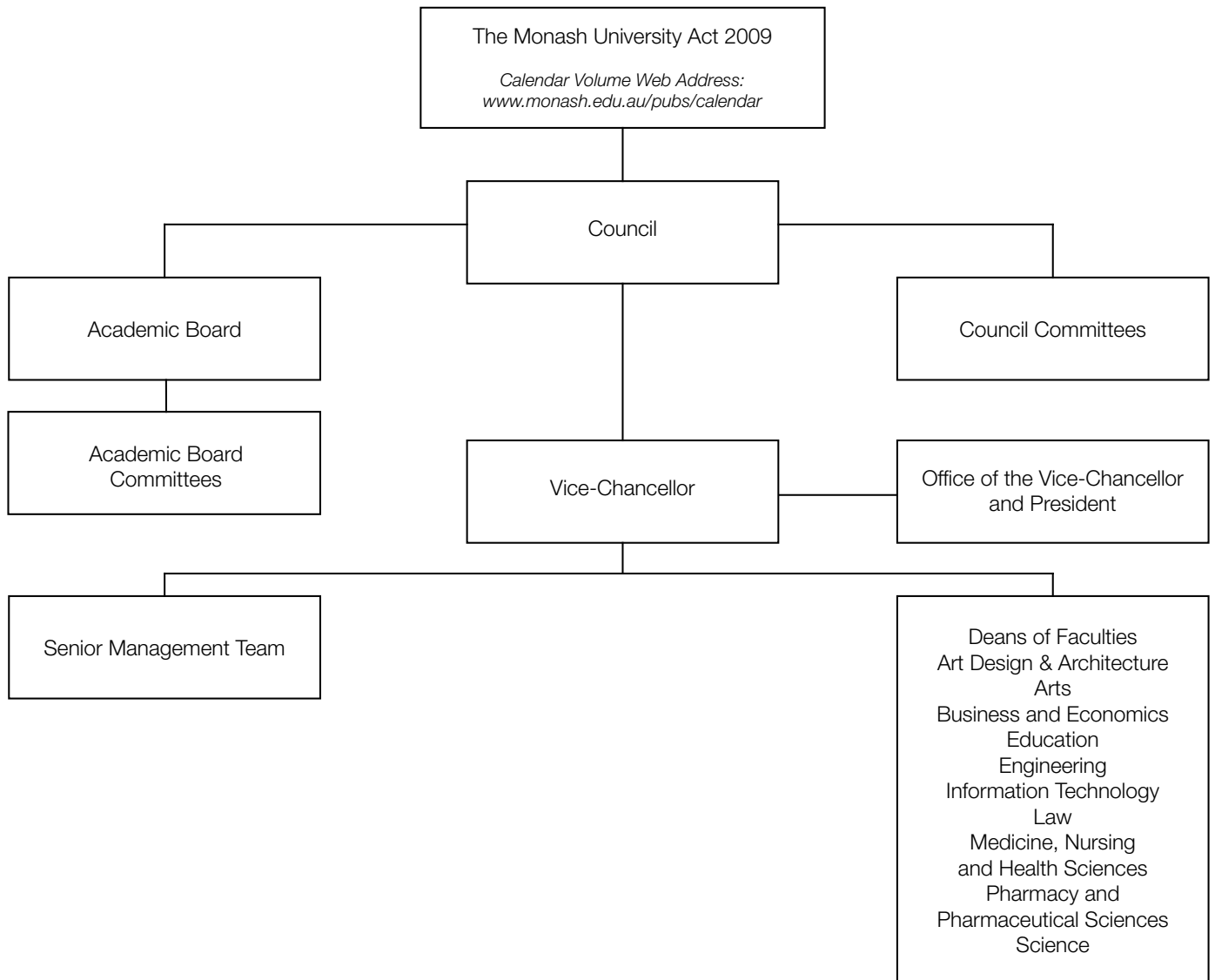
This report is made in accordance with a resolution of the members of Monash University Council.

Dr Alan Finkel, AO  
Chancellor

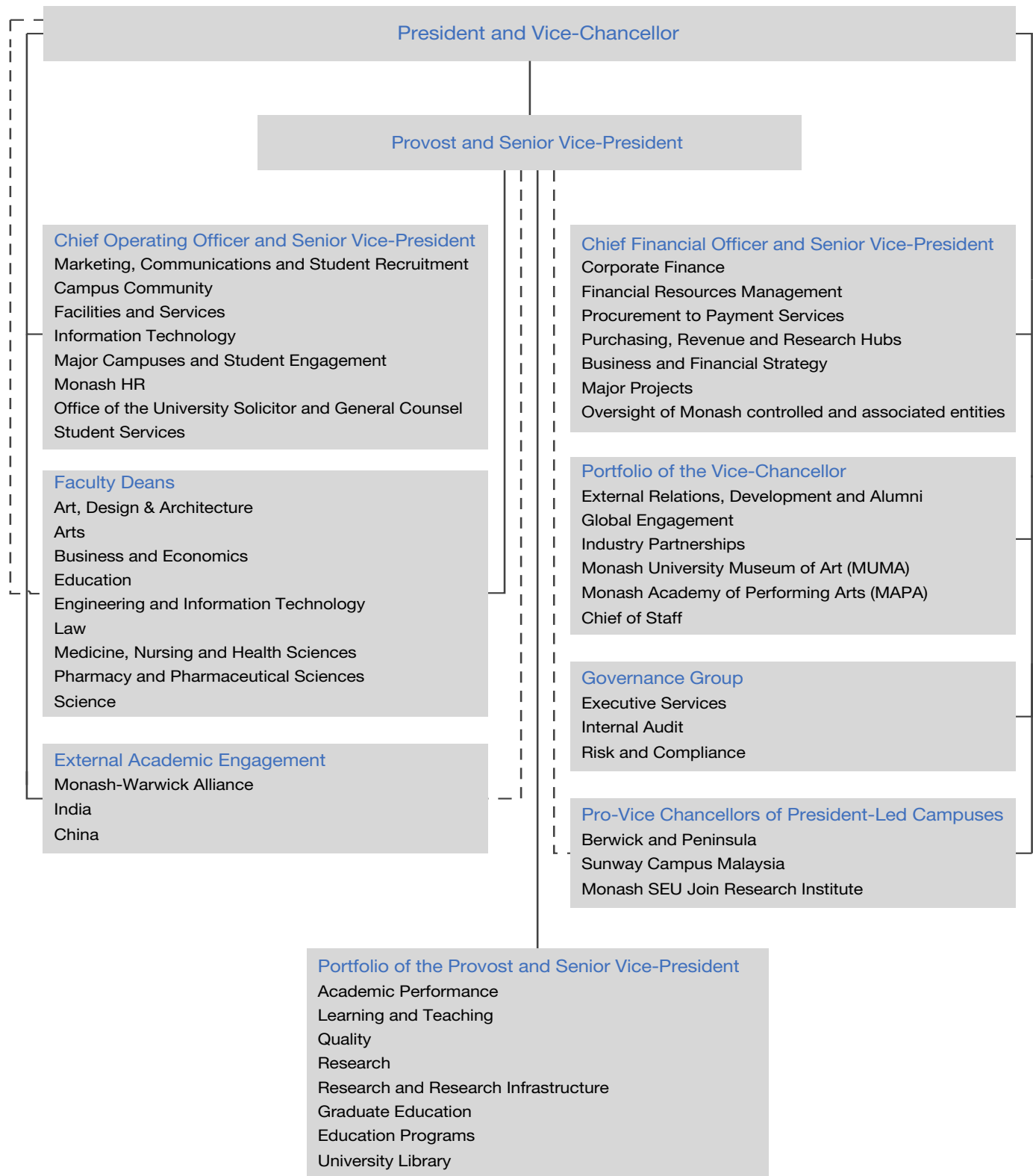


## Organisational charts

### Overall governance and management



## Senior management structure



**Core business:  
education, research,  
global engagement**

## Operational objectives and initiatives

### Research and Education: Office of the Provost

In 2014, Monash made strong progress against our research and education aspirations. The University continued its mission to generate substantial positive impact in the various communities we engage with and serve. Monash found success in Victoria, in Australia, and around the world.

Monash continued to enhance its reputation. In the annual 2014 Global Employability University Ranking, global recruiters voted Monash the best university in Victoria from which to hire graduates. Nationally, we were second, and internationally 33rd.

Monash steadily improved its world university rankings in 2014, with a particular increase in the Times Higher Education Ranking – from 91 in 2013 to 83 in 2014.

## Research

### National competitive grants

In 2014, Monash led the country in achieving National Health and Medical Research Council (NHMRC) grants attracting \$80 million. Over \$59.9 million of that went to 78 project grants. They included the following:

- 16 Early Career Fellowships totalling \$5.2 million, ranking first nationally for the value of funding awarded
- 16 Career Development Fellowships totalling \$4.5 million, ranking first nationally for the value of funding awarded
- nine Research Fellowships totalling \$6 million, ranking second nationally for the value of funding awarded.

### Prizes and awards strategy

2014 saw an increase in the number of prizes and awards received by Monash staff, generating a total award value of \$1.5 million for the university.

- Viertel Senior Medical Research Fellowship
- L'Oreal for Women in Science Fellowship
- Two Australian Academy of Technological Sciences and Engineering (ATSE) Fellowships
- Six Victorian Young Tall Poppy Science Awards (11 awarded)
- Bethlehem Griffith Research Foundation Young Researcher of the Year Award
- Stem Cell Foundation Australia inaugural Metcalfe Prize
- Science and Technology in Society (STS) Future Leaders Program
- New York Academy of Science Future Leaders Program
- Five of 12 Veski Victoria Fellowships (Monash first in number awarded)
- Churchill Fellowship.

Monash's continued to achieve in its key programs – talent enhancement, building interdisciplinary teams, graduate research, translating research to deliver impact, and world-class infrastructure.

### Talent enhancement

The Talent Enhancement Strategy (TES) is the broad mechanism through which Monash has, since 2010, invested in maintaining and building world class research leadership. The program aims to attract, recognise, reward and retain world-class researchers.

During 2014, Monash recruited further researchers through this program, bringing the total number of TES recruits to over 60 since 2011. To date, these recruits have secured external research grants with a total value in excess of \$165 million. Some of the notable achievements throughout 2014 include two ARC Laureate Fellowships, leadership of two ARC Centres of Excellence, and one ARC Industrial Research Transformation Hub.

## Building interdisciplinary teams

In an effort to raise Monash's national and international reputation for excellent and impactful research, there has been a continued focus on supporting large-scale interdisciplinary research. In 2014 interdisciplinary research highlights include:

- **ARC Centre of Excellence for Integrative Brain Function:** A \$20 million research centre designed to tackle one of the greatest scientific challenges of the 21st century: understanding the human brain. Led by Professor Gary Egan from Monash University, in collaboration with the University of Queensland, the University of Melbourne, the University of Sydney, Australian National University and the University of New South Wales, and 12 international partner organisations from six countries.
- **ARC Centre of Excellence in Advanced Molecular Imaging:** A \$39 million research centre, dedicated to gaining a greater understanding of the immune system. Led by Professor James Whisstock, Monash University, in collaboration La Trobe University, the University of Melbourne, Monash University, the University of New South Wales and the University of Queensland, and external partners Australian Nuclear Science and Technology Organisation, The Australian Synchrotron, Carl Zeiss Pty Ltd, Deutsches Elektronen-Synchrotron (Germany), Leica Microsystems Pty Ltd, and the University of Warwick (UK).
- **ARC Centre of Excellence in Convergent Bio-Nano Science and Technology:** A \$26 million dollar research centre designed to develop new vaccines and improve drug delivery and disease detection. Led by Professor Tom Davis, Director, Monash-Warwick Alliance, collaborating with partner organisations such as the University of Melbourne, the University of New South Wales, the University of Queensland, the University of South Australia, Australian Nuclear Science and Technology Organisation, Imperial College London, Memorial Sloan-Kettering Cancer Center, Sungkyunkwan University, the University of Nottingham, University College Dublin, the University of California Santa Barbara, the University of Warwick, and the University of Wisconsin-Madison.
- **New Horizons:** The launch of New Horizons provides platforms for global research and teaching collaboration through state-of-the-art information technology and research equipment that facilitates greater linkages with business and the community. New Horizons co-locates around 400 researchers from Monash and the Commonwealth Scientific and Industrial Research Organisation (CSIRO).
- **Monash Institute for Medical Engineering (MIME):** MIME was established in 2014 to lead discovery and innovation at the intersection of medicine and engineering, with three core areas of focus: neuroscience and vision, cardiovascular and pulmonary, and therapeutics and regenerative medicine.

In addition Monash provided internal Interdisciplinary Research (IDR) support programs valued at over \$1 million, offering seed or major project funding to new IDR initiatives.

In 2014, Monash launched the Graduate Research Interdisciplinary Program (GRIP) model as part of its graduate research training. GRIPs are dynamic doctoral programs exclusive to Monash, providing high-potential graduate research students with professional development opportunities and interdisciplinary collaboration with internationally recognised academic researchers, industry partners and government bodies to produce innovative outcomes for global challenges, and become the research leaders of the future. The following GRIPs were launched in 2014:

- **Sustainable Water Program:** A cross-disciplinary platform established by the faculties of Arts and Engineering focussing on sustainable water management in Asia. The GRIP combines social research and engineering to help developing countries adopt 'water-sensitive city' strategies.
- **Chemicals and Plastics Innovation Network and Training Program:** A GRIP with strong industry links, providing opportunities for a select group of graduate researchers from chemistry and chemical engineering to work with world-class research minds, and drive innovation within the chemicals and plastics industry of Australia. Monash has formed partnerships with over 20 industry companies –including BASF, Procter & Gamble, 3M, Nufarm and

Dulux Group – to jointly deliver exclusive training in both advanced technical and business topics.

## Graduate research

### Growth of the graduate research student cohort

Monash's Higher Degree by Research (HDR) student load increased from 3175 in 2013 to 3217 in 2014.

In 2014, scholarship funding and related financial support for HDR students from the University (\$18,708,520) and the federal government (\$22,919,994) totalled \$41.6 million, an increase of 5.6 per cent from the 2013 allocation.

Federal support increased by 17.1 per cent since 2012, reflecting improved research performance.

### Graduate research at Monash

The focus for Monash in 2014 was on the development of initiatives that support quality graduate research and the student experience.

The new Monash Doctoral Program was a key development. The program focused on providing PhD students with a broader set of skills to enhance their employability and recognise the diversity of career pathways. A valuable feature of the offering was an option to participate in interdisciplinary research in collaboration with industry and end-users. The opportunities and outcomes that the Monash Doctoral Program offers make it unique in the Australian market.

Monash continued to strengthen its policy and procedural framework to support its quality agenda, undertaking major work to implement mechanisms to support progression and the continued streamlining of administrative processes and systems.

### Translating research to deliver impact

#### *Australian Research Council Industrial Transformation Research Hubs*

Monash successfully attracted funding from the Australian Research Council (ARC) and industry partners for two Industrial Transformation Research Hubs in 2014:

- **ARC Research Hub for Transforming Australia's Manufacturing Industry through High Value Additive Manufacturing:** Jointly funded by the ARC and industrial partners, this \$9 million research hub officially opened in November 2014, and will bring together experts from research and industry to transfer new technologies to a variety of industries such as aerospace and biomedical engineering.
- **ARC Research Hub for BioProcessing Advanced Manufacturing Initiative (BAMI):** A \$3 million research hub jointly funded by the ARC, industry and Monash was launched in September 2014. The research hub will convert bio-materials into marketable materials, chemicals and energy products including new composites and smart packaging.

Monash continued to strengthen its partnerships with industry, successfully securing the following significant projects in 2014:

- **Hazelwood Mine Fire Study:** A \$26 million Victorian Department of Health study to undertake a comprehensive analysis of the long-term health of Morwell residents following exposure to the smoke from the Hazelwood coal mine fire.
- **Oxytocin:** A US \$16.6 million project in partnership with GlaxoSmithKline and several international partners – including donor organisations the Planet Wheeler Foundation, Geneva-based McCall MacBain Foundation, Grand Challenges Canada and major philanthropic funding from the Helen Macpherson Smith Trust – to develop a treatment to prevent the death of tens of thousands of women every year due to fatal loss of blood after childbirth.
- **Treatments for life-threatening infections caused by bacterial superbugs:** A \$9.8 million project funded by the National Institutes of Health to develop cutting edge treatments for life-threatening infections caused by bacterial superbugs.
- **Brain Cancer Discovery Collaborative (BCDC):** \$2.8 million in further funding allows Australia's leading brain cancer researchers and doctors to continue their groundbreaking research into extending patients' lives. Comprising of leading neuro-oncological

researchers in six labs across four Australian states, BCDC is the first of its kind in Australia.

- **The Victorian Cardiac Outcomes Registry (VCOR):** Project funded by the Victorian Cardiac Clinical Network to equip hospitals to better measure the quality of care for their cardiac patients. The registry will collect and compare data on coronary angioplasty practice.
- **Translational Pharmaceutical Science Laboratory:** Funding was secured in June 2014 to establish a world-class translational pharmaceutical science laboratory at the Monash Institute of Pharmaceutical Sciences in Parkville. It will be the first of its kind in Australia, and directly supports capacity building, skills growth and education development.

### World class infrastructure

Monash successfully secured the following funding via infrastructure schemes in 2014:

- **Science and Industry Endowment Fund (SIEF):** \$10 million awarded for a joint Monash/CSIRO initiative for non-invasive imaging, 3D Tissue Printing and Clean Rooms.
- **Australian Research Council, Linkage Infrastructure, Equipment and Facilities (LIEF):** \$3.8 million awarded, increasing Monash's Group of Eight (Go8) rank from eighth in 2013 to third in 2014.
- **Department of Education, Education Investment Fund (EIF):** \$1 million awarded to establish a mammalian antibody expression system.

The Monash Technology Platform strategy officially launched a new Bioinformatics Platform to support the increasing amounts of data generated in the Proteomics and Genomics platforms. The Monash Histology Platform has expanded a histology node to Alfred Medical Research and Education Precinct (AMREP).

The Monash Immersive Visualisation Platform CAVE2 was officially launched on 5 May 2014. This \$1.8 million facility represents the world's most advanced visualisation facility of its type at the time of launch. CAVE2 powers research across a range of disciplines including engineering, science and medicine, along with partners such as the CSIRO.

We gained ISO 9001 certification for the management of integrated research technology platforms and the provision of innovative technologies to enable research outcomes. The first three (of 20) Monash technology research platforms (Histology, Proteomics and Micromon) have been certified.

The Australian Nuclear Science and Technology Organisation (ANSTO) alliance was strengthened with ANSTO supporting Monash's lead on a number of successfully funding applications – two industrial transformation research hubs applications, two centre of excellence applications, one SIEF application and one linkage grant.

The CSIRO alliance successfully achieved funding to establish the Biomedical Materials Translation Facility in the Clayton Precinct.

## Education

Monash aspires to lead the Australian sector in creating an enviable student learning experience. Monash has set an ambitious vision for reform and revitalisation. Our series of integrated initiatives aims to effect widespread structural change in learning and teaching.

### Learning and teaching

Led by the Office of the Learning and Teaching, the following initiatives were implemented in 2014 to promote innovation:

- A program to recognise and reward high-performing mid-career staff, allowing them to accelerate their career and providing motivation for educational leadership and innovation.
- A prototype training room for educators to improve pedagogical approaches and showcase new audiovisual technologies.
- Grants of \$75,000 to support and champion projects that lead to 'innovation in education'. Six projects were funded in 2014, covering mentoring, practical sessions, teaching apps, testing critical thinking and animating concepts.



Examples of innovation in learning and teaching in 2014 included the following:

- Integrating Science And Practice (iSAP). iSAP is an online, case-based learning program operating in the School of Biomedical Sciences. The program received funding this year to develop media-rich, interactive cases in clinical practice to engage and challenge learners with making the connection between science, psychosocial aspects and clinical decision-making.
- AXIOM is a just-in-time learning system for third-year medicine students on clinical rotation. Unfortunately, lectures and clinical rotations are often out of synch. Many students will have clinical rounds before they have had the corresponding theory lectures. AXIOM is a scaffolded knowledge system that students access just before a patient consultation. It guides them through the consultation process for that patient's specific condition, and includes questions to ask, history to note, and symptoms to examine. There are currently modules for over fifty conditions, including model questions, videos and images, and glossaries of terms. These modules are written by experts to reflect the best of current clinical knowledge and practice.
- The Industry Team Initiative that partners multidisciplinary student teams with leading Australian and global industry partners. Students are paid to collaborate and design innovative solutions to real issues in today's business world, providing them with invaluable insight into their chosen profession, and hands-on experience that holds them in good stead for the future.
- Medical students won first prize of \$50,000 in the Microsoft Imagine Cup for their selfie app for Erythrocytosis, competing against more than 33,000 students worldwide.

### Citations for outstanding contributions to student learning

Monash staff received four of the 160 citation awards for 'Outstanding Contributions to Student Learning' offered by the Federal Government Office for Learning and Teaching. The awards recognised their significant contribution to the quality of student learning.

- **Faculty of Business and Economics:** For commitment to developing culturally diverse students to be effective tax accountants through inclusive teaching practices that support equity, course progression and career success.
- **Faculty of Engineering:** For leadership in developing a suite of novel digital and physical teaching environments that promote interactive learning in large class environments.
- **Faculty of Law:** For addressing the mental health needs of law students and helping students to successfully and healthily complete their studies and transition into legal practice.
- **Faculty of Pharmacy and Pharmaceutical Sciences:** For innovative learning design that guides the development, assessment and feedback of pharmacy students' communication skills to increase employment readiness and fitness to practice.

### Education programs

Monash reviewed its courses to simplify its undergraduate offer and strengthen the postgraduate offer whilst maintaining wide options for students. It is now possible to see the entire Monash undergraduate offer on a single page, allowing students to more easily make informed choices. These improvements were welcomed by students, parents and schools.

### Online education

Monash increased its presence in the online education space by strengthening its relationship with Pearson and entering the Massively Open Online Courses (MOOCs) market via the FutureLearn platform.

In 2014, the Monash-Pearson Alliance released three full-fee paying postgraduate courses – the Graduate Diploma of Psychology, the Master of Health Administration and the Master of Public Health. Collectively, these courses have reached approximately 400 student enrolments during their first year of delivery. An additional five courses are in the pipeline and are will be developed and launched over the coming two years.

In 2014, Monash developed and launched two successful MOOCs through the FutureLearn platform. Creative Coding had 3,700 students complete at least one week of the course and 600 students complete the entire course. The Science of Medicine had 4,000 students complete at least one week and 870 students complete the entire course.

### Graduate education

Building on Monash's strong reputation for graduate coursework and HDR awards, Monash established the Graduate Education Portfolio to shape the professionals and researchers of the future with a market-led suite of postgraduate programs. The Graduate Education Portfolio will work to improve Monash's standing, enhance the graduate experience, and underpin sustainable growth.

### Global engagement

During 2014 Monash University continued to build its network of international linkages in pursuit of the University's strategy for global engagement. Read about our key initiatives:

#### Monash University Malaysia

Now 16 years old, Monash University Malaysia (MUM) continued to excel nationally and regionally. MUM was ranked the number one university in Malaysia, again receiving a rating of 'excellent' (tier five) by the latest Ministry of Education's SETARA Teaching and Learning rating system. The student population continued to grow with almost 6,000 students in 2014, including 353 higher degree research students. About 27 per cent of the student population come from over 50 countries, with the largest cohort from Indonesia, Sri Lanka and Bangladesh. Seven of the university's ten faculties are represented at the campus, with pharmacy establishing a school in 2014.

MUM's graduate coursework offering continued to expand. In 2015, it will offer new MBA and Master of Advanced Engineering courses. Industry and external engagement has increased with focus on student internships, leadership programs, strategic research partnerships and alumni engagement.

MUM's six multidisciplinary research platforms, established two years ago, are having significant impact. External research income has trended upwards to RM8 million in 2014, which improved MUM's position in the Malaysian Research Rankings (MyRA). Academic leadership continues to strengthen, with a total of 72 professors and associate professors now employed at the campus.

#### Monash South Africa

The 2014 focus for Monash South Africa (MSA) was on transition and consolidation of governance arrangements to give effect to the partnership agreement struck in 2013 between MSA and Laureate International Universities. This partnership is expected to enhance educational offerings and choices for students by creating new programs in addition to the current programs leading to a Monash University award. Community engagement and outreach continued to be a strong feature of MSA. These include the Monash and Oxfam partnership, which places students in local community-based organisation within Oxfam's network, and the 2014 National Youth Summit in Johannesburg, co-hosted by MSA and the Department of Water and Sanitation.

#### Monash in India

The Indian Institute of Technology Bombay (IITB) and Monash Research Academy in Mumbai continued to thrive. The Academy has 150 PhD students, with the most recent intake in December 2014. Students now spend at least 12 months at the Clayton campus as part of the Monash-stay component of the program.

The Academy continued to strive towards its objective of delivering high impact research outcomes on a global scale. In 2014, it published 80 publications in top-quality journals. So far there are two patents attached to the Academy. The number of joint projects between academics at IITB and Monash grew, with approximately 150 across all major research themes.

Research projects were centred on six major themes: advanced computational engineering, simulation and manufacture, infrastructure engineering, biotechnology and stem-cell research, clean energy, water and nanotechnology.

To date, a total of around \$14 million in partnership funds have been secured and will flow through to the Academy in the next five years. Key industry partners in Australia include BHPB, CSIRO, ASCC and ORICA Mining Services. In India, they include Infosys, JSW, TCS, SABIC, Eaton, Intel, Samsung, and Piramal Life Sciences.

### **Monash in China**

In 2014, Southeast University-Monash University Joint Graduate School (JGS) and Joint Research Institute (JRI) were relocated to the a new building in Suzhou. The JGS offered five double masters programs. In June, 23 students graduated in our first graduation ceremony.

Six research themes were identified to receive initial infrastructure funding at the JRI: energy, water-sensitive cities, advanced manufacturing, modelling and simulation, bioinformatics, biotechnology and nanotechnology.

In addition, Monash finalised the establishment of a wholly foreign-owned enterprise (WFOE) in Suzhou – Monash (Suzhou) Consulting Co. Ltd.

### **Monash-Warwick Alliance**

Established in late 2011 to build education and research strength by combining the strengths of both institutions, the Alliance developed and achieved a wide breadth of research activities. It continued its research success in superannuation, green chemistry, polymer technologies and cultural studies. Future pipeline collaborations include healthcare systems improvement, astronomy, mathematics, collider physics, employment, migration, mobility, translation and identity studies, and 3D anatomy. Since inception, 21 projects involving Monash and Warwick researchers have been awarded external funding worth over \$37 million. Joint appointments underpinned key research areas such as polymers and sustainable chemistry. Further appointments are planned in advanced molecular and cellular imaging.

Our students benefited from education offerings such as the joint PhD program in which 14 students are currently enrolled or have been offered places. The success of collaboration was reflected in the level of student exchange – 75 students travelled to and from Warwick in 2014, with a further 350 students taking part in other Alliance activities. Collaboration in education will further deepen when we link our two education academies, which will drive co-development of learning materials and pedagogy.

To ensure the Alliance remains relevant within the changing education landscapes of both institutions, a strategy refresh process was established and was accelerated by reciprocal visits from Monash and Warwick's senior leaders throughout 2014.

### **Monash Prato Centre**

During 2014, the University's Prato Centre continued to build on its existing international education programs and research collaborations. With a view to expanding the study abroad opportunities available for Monash students, new undergraduate programs in information technology and education were added to existing courses in the humanities, law, business and economics, and art, design and architecture. Monash Prato programs accounted for approximately 20 per cent of the total number of Monash students who undertake an international study experience.

Monash used its presence in Europe to connect deeply with international networks. Over the course of the year, 30 research workshops were hosted by the centre, many involving collaboration with European partners such as the University of Warwick, the European University Institute, Trinity College Dublin, the University of Florence and the European Association for Studies on Australia. The Prato Centre is home to an international consortium for medieval and renaissance studies with members including the universities of Toronto, London, Amsterdam, Edinburgh and Arizona. The Centre also pursued a number of location-specific research themes including

urban revitalisation through creative culture, migration, social inclusion and global movement studies.

### **Australia Indonesia Centre**

The Australia-Indonesia Centre (AIC) completed its first year of operation in 2014. The year was highlighted by the formal establishment of the Centre and its partnerships through a funding agreement with the Australian Government, a collaborative agreement between Monash University, University of Sydney, University of Melbourne, Australian National University and CSIRO, and a memorandum of understanding with the Indonesian Government through its Ministry of Higher Education and Culture.

The Centre has established a portfolio of collaborative research in infrastructure, energy, agriculture and health, and launched a process to conduct qualitative research to promote greater understanding of contemporary Indonesia to Australians, and contemporary Australia to Indonesians. The AIC's more conspicuous accomplishments were in high-profile engagement events to bring the government, business and knowledge sectors together in Indonesia and Australia. These included hosting a three-city tour of Australia by the chair of Indonesia's Chamber of Commerce and Industry, facilitating a partnership between Jakarta Fashion Week and Melbourne Fashion Festival, conducting two bilateral research summits in Jakarta, convening a high-level briefing on the new Jokowi Cabinet to distinguished Australian government and business officials, and conceiving and hosting the inaugural Australia-Indonesia Women's Leadership Forum.

### **Monash and Latin America**

Monash continued its success in the Latin American region. In 2014 the Australian Latin America Business Council (ALABC) awarded Monash the Business Excellence Award in recognition of its strategy and impact in the region. Monash increased the number of Brazilian Science Without Borders scholarship students from 12 in 2012 to 570 in 2014. Monash researchers across a range of disciplines built links with universities and organisations in the region. Monash researchers trialled an innovative biological control approach to reduce dengue transmission from mosquitoes to humans in Colombia and Brazil.

### **Monash and the Middle East**

Monash continued to contribute to the region's capacity building through higher degree research training and reforming its medical and health sciences curriculum. In Saudi Arabia, Monash assisted the Kingdom of Saudi Arabia's Princess Noura University, the world's largest women's university, to develop new programs in occupation health and therapy. Monash's Accident Research Centre, in collaboration with the University of Dammam, helped reduce the nation's road toll through research and policy advice. In the United Arab Emirates, Monash helped the Fatima College of Health Sciences develop and train paramedics, doctors, physiotherapists and pharmacists.

### **Internationalising the student experience**

During 2014 Monash enabled over 2,900 students to undertake an international program through their academic and student experience. Monash welcomed over 1,200 short-term students to the campus network on non-award programs through agreements supporting the internationalization of partner institutions. Monash signed onto the Institute of International Education's Generation Study Abroad initiative supporting US mobility.

Monash scholars were featured in the New Colombo Plan, being awarded fellowships to Japan and Nepal and via, short-term mobility programs across the Indo-Pacific region. Monash contributed to the Universities Australia working group Japan strategy paper focusing on student mobility and the DFAT reference group guiding the New Colombo Plan.

The Monash One World Festival, incorporating the student mobility exchange fair, won the Council of International Students Australia 'best international student event of the year' for 2014. Monash continued to hold representation on the Victorian Exchange network and International Education Association of Australia, guiding sectoral initiatives in student mobility.

## Other engagement

Monash's joint award doctoral program with Justus Liebig University Giessen, Germany (JLU) co-supervised 16 PhD students in the areas of human biology, veterinary medicine, animal biology, and philosophy. Students spent up to 12 months at each partner institution.

Monash continued to build strong links with the Hebrew University of Jerusalem, Technion-Israel Institute of Technology, Tel-Aviv University and Ben Gurion University of the Negev (BGU) through student exchanges. Monash established joint research funding platforms in the area of water and sustainability with Tel-Aviv University and BGU. New links also emerged between these institutions in the areas of cancer research, biomedical engineering, health technology and entrepreneurship.

## Report of the President, Academic Board

### Introduction

At the beginning of last year's report, mention was made of the 'time of continued challenge for the tertiary education sector in Australia'. It seems that little has changed. Certainly, there continue to be a spectrum of challenges facing universities and their academic boards as they attempt to come to grips with a range of developments in government policy and other domains.

During the reporting year, the Academic Board was kept informed of developments at federal level, including the Kemp-Norton Review, the review of TEQSA, the 2014 federal budget and its implications for Monash and the sector, changes proposed to research funding, and matters external to tertiary education but which might impact it such as school curriculum developments. On an internal level, the Board received regular updates on developments at Monash campuses and international locations, with a particular focus on the quality of their academic activities and, in the case of initiatives such as the IITB-Monash and SEU-Monash alliances, their importance in establishing a regional footprint for Monash.

The Academic Board also received and considered a range of significant strategic institutional documents and reports, including progress towards a new Strategic Plan (to be further considered at the Board's first meeting for 2015), development of the University's International Strategy, the 2014 Annual Portfolio Plan and Progress Report against the 2013 Annual Portfolio Plan, and an overview of the University's 2015 budget.

During the reporting year, several developments at Monash significantly impacted the Board's focus and approach to business. Chief amongst these was the implementation of Monash's new statutory/regulatory framework, a streamlined, simplified and coherent approach to codifying Monash's activities within a flexible legislative framework. The Academic Board was consulted at key points during the development of the new Monash University Statute, and formed a Steering Committee Working Group to consider in detail the proposed Academic Board Regulations prior to their discussion at and making by the Board in April. Implementation of Monash's revised legislative regime has also enabled the Board to refine its focus on the quality and standards of Monash's academic mission and offerings, reflected in its new terms of reference approved by Council at its June meeting.

A program of work to review the Board's methods of operation, with a view to enhancing its value to Monash, commenced during 2014 and will continue throughout 2015. As part of this process, work is already underway to reform the manner in which standing committees report their business to the Academic Board, to enable more strategic reporting, raise the profile of the Board's standing committees and visibly assure the Board that committees are playing their role in ensuring quality/high standards. Similarly, work has just commenced on development of a more thoughtful approach to faculty reporting, to embed effective communication and support quality decision-making processes, to focus reporting at a more strategic level and facilitate sharing of best practice, with the goal of maintaining high standards in education and research.

### Academic program development and review

Another initiative that significantly impacted the Board's work during 2014 was the implementation of Monash's revised coursework course

architecture, endorsed by the Board (and approved by Council) at the end of 2013. The first tranche of programs under the revised framework was approved by Steering Committee pursuant to the Board's delegation in February and, since then, each meeting of the Board has dealt with a significant number of program proposals either for accreditation of course architecture-complaint courses or for major amendment to existing courses to enable compliance. At year's end, accreditation of the portfolio of undergraduate programs was complete, with work on the postgraduate portfolio anticipated through 2015.

The Board also disestablished a large number of coursework courses during this period. The need to consider disestablishment may arise from changes in student demand, as a result of a major course revision following a process of course review, or from a change to strategic positioning. In relation to the latter, the implementation of the revised coursework course architecture during 2014 was particularly relevant.

In the higher degrees by research (HDR) space, the Academic Board approved a range of proposals including:

- The addendum to the Monash-South East University Joint PhD Agreement.
- Proposals from several faculties for the Doctor of Philosophy (joint award with Southeast University) and Doctor of Philosophy (joint award with Southeast University – International).
- A number of graduate research development/coursework programs, which are professional and discipline specific development activities and/or coursework undertaken by doctoral candidates during their candidature, in accordance with the PhD program framework.
- Graduate Research Interdisciplinary Program (GRIP) Plans – Chemicals and Plastics Innovation Training Centre (Science and Engineering) and Advancing the water sustainability, resilience and liveability of developing and in-transition Asian cities (Arts and Engineering).

In addition to specific course proposals, the Board considered a range of other significant developments relating to Monash offerings, including:

- Initiatives connected under the Better Teaching Better Learning agenda, including provision of an online academic orientation program, implementation of the Continuing Education Excellence Development (CEED) framework (supporting to all staff at any stage in their careers in becoming effective teachers), and establishment of the Monash Education Academy (which aims to raise the profile of learning and teaching by building a scholarly community for education and enhancing parity of esteem with the University's research agenda).
- The Monash Massive Open Online Courses (MOOCs) project, including an analysis of data from Creative Coding (Monash's first MOOC, completed mid-2014) and an outline of proposals for the project going forward.
- A set of proposals designed to improve the rate of research degree completions, better manage expectations of graduate research students, and redress a range of matters consequent upon non-completion.
- A report on progress towards redefining graduate education. The Board keenly anticipates production in 2015 of the document Redefining Graduate Coursework that will lay out the strategic direction for graduate coursework at Monash.

### University academic structure

In 2014, Academic Board considered a range of proposals relating to academic organisational structures. A small sample included:

- The proposal to establish of the Monash Energy Materials and Systems Institute (MEMSI), a major cross-faculty institute that is expected to enable Monash to capitalise on its strong performance in the dynamic field of energy research.
- The establishment of the School of Earth, Atmosphere and Environment within the Faculty of Science, which integrates activities relating to Earth sciences which were previously spread across three schools in two faculties.

- The establishment of the Monash Institute of Medical Engineering, a collaboration between the faculties of Engineering, Medicine, Nursing and Health Sciences, Science, and Pharmacy and Pharmaceutical Sciences.
  - The establishment of the School of Physics and Astronomy in the Faculty of Science, which consolidates two separate astrophysics groups and the School of Physics into a new school.
  - A change of name for the Australian Centre for Research in Employment and Work (ACREW) to the Centre for Global Business, to better align with the Faculty of Business and Economics strategic research priorities, enhance the faculty's profile in the study of global business and better reflect the focus of research activities.
  - Disestablishment of the Faculty of Information Technology campus-based school structure, consequent upon review of the faculty's strategic direction, which emphasised the value of differentiation on the basis of academic direction, rather than geographic location.
  - Reports on the large program of work being undertaken to establish performance standards for education to run parallel with the standards in the research space.
  - A number of reports on and analyses of university rankings. Whilst a number of recent initiatives have led to improved rankings performance, it will be necessary to continue to build capacity to improve further given that, once in the top 100, further improvement will be particularly difficult.
  - An overview of Monash's performance in the category one grants schemes, in particular the outstanding results in the NHMRC grants round.
- The Board also received regular student-oriented reports from its student representatives. Their effective participation has facilitated greater responsiveness to critical student-centred issues and heightened the sense of engagement by the Board with students.

## A quality focus

As mentioned earlier in this report, Monash's revised legislative framework has enabled the Academic Board to refine its focus on academic standards and quality. However, whilst refined, this focus still encompasses a wide range of Monash activities, from determining standards relating to entrance and admissions through to program outcomes and evaluations.

During the reporting year, the Academic Board:

- Approved the schedule of undergraduate courses to which the Monash Guarantee – the guaranteed entry scheme for students who are financially disadvantaged, from a Monash listed under-represented school or Indigenous Australians – applies.
- Approved the prerequisites for Monash undergraduate courses for Year 10 Students from 2016.
- Approved a milestone review (candidature progress) framework to support higher degree by research students to undertake research of an appropriate quality, originality and depth and thus contribute to the maintenance of academic and research quality at the University.
- Approved English language qualifications for entry to the Monash English Bridging Program (MEB) for Southeast University-Monash master's applicants.
- Considered the semester 2, 2012 quality verification system (QVS) report. The QVS verifies (on a discipline basis) the standards of final year undergraduate program outcomes against peer institutions and identifies emergent issues with cross-faculty (and sectoral) implications.
- Considered the annual report of student grievances, based on reports submitted by faculty and divisional grievance officers, and which provides the Board with an overview of administrative and academic grievances across the University and the ability to monitor consistency in application of University processes.
- Considered and gave in principle approval to a set of high-level recommendations resulting from the review of the student evaluation of teaching and units (SETU) (conducted under the auspices of the Board's Learning and Teaching Committee) in relation to the SETU survey instrument, the statement of purpose for the survey, and measures to increase the response rate. The Board noted that much activity remains to be undertaken as part of implementation planning and expects that the operational plan will be considered at an early Learning and Teaching Committee meeting in 2015 before its return to the Board.

The Academic Board received and considered a number of other significant items providing it with an overview of academic and institutional standards, including:

- Updates on the 2014 research performance standards developed as part of the process of academic strengthening, which are relevant to a number of academic staff processes at Monash. The Board noted that most faculties had revised their standards for 2014, and that the revised standards largely encapsulated more challenging targets.

## Policy development and review

In 2014, the Academic Board approved a range of new and amended policies (and, where applicable, noted associated procedures), including:

- revision to the Australian Higher Education Graduation Statement Policy and Procedures
- revision to the Academic Review Procedures
- amendment of the Higher Degrees by Research Course Accreditation Policy
- amendment of the Access to and Use of Electronic Resources Licensed to the Library Policy
- approval of the changes proposed to the University Grading Scale Policy to include the Malaysia Cumulative Grade Point Average (CGPA).

## Committee review and reports

During the reporting year, the Academic Board received regular reports from the Academic Standards Committee, Monash University Research Committee, Graduate Research Committee, Coursework Admissions and Programs Committee, and Learning and Teaching Committee.

At the end of 2013, the Global Engagement Committee was completing its self-review, with the expectation that recommendations from that review would be considered at an early 2014 meeting of the Board. The Board considered and approved the resultant proposal to disestablish the Global Engagement Committee as a standing committee of Academic Board, and that any of the Committee's functions relating to academic governance were to be subsumed by other groups within the University's academic governance structure.

When Academic Board disestablished the General Library Committee in 2013, it affirmed the importance of the Library's continuing engagement with the Board. During the reporting year, Academic Board received the Annual Report of the Monash Librarian, which focussed on the discharge of the Library's responsibility to acquire and maintain the best possible scholarly resources for the Monash community, i.e. the collection – its breadth, depth and transformation over time. A second presentation to the Board concerned the exciting program of improvements scheduled for the Matheson Library. It is anticipated that a similar report regarding the Caulfield Library will be made to an early 2015 meeting.

The Academic Board also received and noted reports on proceedings of faculty discipline committees and the annual summary of appeals received by the Exclusion Appeals Panel. These reports are one of the tools available to the Board in overseeing quality at Monash, and in considering the report on appeals received by the Exclusion Appeals Panel for the academic year 2013 (appeals lodged 2014), the Board noted the limitations in the current form of reporting, which was not considered to be helpful in assisting the Board to discharge its remit for assuring academic quality. The Board's Learning and Teaching Committee was assigned the task of developing a more systematic approach to reporting Academic Progress Committee data. This work will be ongoing during 2015.

# Social performance



## Monash people

### Workforce profile

**Table 1: Academic and Professional Workforce Profile – Australian Campuses**

Category of staff	2011	2012	2013	2014
<b>Academic</b>				
Female	1,215	1,256	1,193	1,128
Male	1,545	1,587	1,559	1,421
Total	2,760	2,843	2,752	2,549
<b>Professional</b>				
Female	2,348	2,634	2,633	2,443
Male	1,309	1,478	1,511	1,398
Not specified			1	
Total	3,657	4,112	4,145	3,841
<b>All Staff</b>				
Female	3,563	3,890	3,826	3,571
Male	2,854	3,065	3,070	2,819
Not specified			1	
Total	6,417	6,955	6,897	6,390

#### Notes:

1. Data is expressed as Full-Time Equivalent (FTE), rounded to nearest whole number and includes staff employed on a Full-Time (FT) and Fractional Full-Time (FFT) basis as at 31 March each year.
2. The data excludes Monash Malaysia and Monash South Africa but includes Independent Operations staff for each year.

## Staff engagement and Employment Conduct

### People strategy

During 2014 the vision for strategic management of the workforce was clarified. This work provided a roadmap for building workforce capability over the next five years, to support achievement of the University's vision. Three focus areas of the roadmap are: an uplift in academic leadership capability, an increase in investment for staff development programs, and implementing more user-friendly performance and learning management technology.

### Recruitment and induction

A University-wide induction framework and system was developed and implemented in 2014 to enable new staff to become fully functional and effective members of the University as quickly as possible, and to help new starters and their managers understand what is expected of themselves and others, in the context of ensuring that the University's obligations and responsibilities are met.

### Staff engagement

In 2014, the fourth iteration of the University-wide Staff Engagement Survey was conducted. A record response rate of 61 per cent was achieved, exceeding the University target of 50 per cent. An increase in the overall level of staff engagement was also measured, moving from 73 per cent to 74 per cent. Faculties and divisions have developed action plans in response to survey feedback.

### Staff retention

Staff retention is linked to staff engagement and organisational performance. One indicator of staff retention is median length of service. The University's performance in this regard slightly increased, due to the small decline in FTE workforce profile.

**Table 2: Median Length of Service (Years)**

Year	Academic	Professional	Total University
2012	4.2	4.1	4.2
2013	4.8	4.6	4.7
2014	5.0	5.1	5.0

Notes: Considers all active Fixed Term and Ongoing (Employee Groups A-D) staff as at 31 March in each reference year. Tenure is calculated as a continuous period of employment as fixed term and/or tenured. Tenure calculation differs from organisational length of service metrics as other employment types are not considered and breaks of service constitute loss of organisational tenure. Backdated adjustments may be applied annually to ensure accuracy.

### Development and performance

The University's performance development process is based on the principles of growth, feedback and accountability, and is facilitated through performance conversations and the Performance Development Online (PDO) system.

Individual staff development needs were identified in consultation with supervisors and were met through both formal and informal methods. These included in-house and online training, outside study programs, on-the-job training, attendance at conferences and seminars, award courses, study leave, coaching, mentoring, self-directed learning, job rotation/lateral transfers, temporarily filling higher positions, membership of committees, working parties or taskforces and involvement with professional networks and associations.

More than 10,000 Monash staff accessed professional development activities this year and more than 950 learning and development programs were delivered. The programs addressed learning and development skills in areas such as leadership, management, working with others, occupational health and safety, equal opportunity, and technology systems.

### Staff recognition

The University recognised exceptional performance of staff through a range of programs including the Vice-Chancellor's Awards for excellence. This year's awardees are listed below:

### Teaching awards

#### Vice-Chancellor's Citations for Outstanding Contribution to Student Learning

- Dr Susie Siew Yeun Ho, Faculty of Science (Early Career)
- Mr Johnathan Teoh, Faculty of Business and Economics (Early Career)
- Ms Jessica Chakowa, Faculty of Arts
- Dr Laurence Orlando, Faculty of Pharmacy and Pharmaceutical Sciences
- Dr Sivanes Phillipson and Dr Liang Li, Faculty of Education
- Mr Michael Storr, Faculty of Medicine, Nursing and Health Sciences
- Dr Lincoln Turner, Faculty of Science

#### Vice-Chancellor's Award for Teaching Excellence

- Dr Katherine Lawrence, Faculty of Medicine, Nursing and Health Sciences (Early Career)
- Dr Jane Drakard, Faculty of Arts
- Dr Chris Thompson, Faculty of Science
- Dr Paul White, Faculty of Pharmacy and Pharmaceutical Sciences

#### Vice-Chancellor's Award for Programs that Enhance Learning

- Dr Kate Cregan, Faculty of Arts

#### Vice-Chancellor's Award for Programs for Excellence in Honours Supervision

- Associate Professor Roslyn Gleadow – Faculty of Science

#### Office for Learning and Teaching Citation Winners

- Dr Becky Batagol, Faculty of Law
- Dr Kris Ryan, Faculty of Engineering
- Mr Johnathan Teoh, Faculty of Business and Economics
- Dr Safeera Hussainy, Faculty of Pharmacy and Pharmaceutical Sciences

## Education and Research Awards

### Vice-Chancellor's Award for Research Impact (Economic and Social Impact)

- Dr Michelle McIntosh, Faculty of Pharmacy and Pharmaceutical Sciences

### Vice-Chancellor's Award for Excellence in Research by Early Career Researchers

- Dr Alex Newman, Faculty of Business and Economics.
- Associate Professor Jose Polo, Faculty of Medicine, Nursing and Health Sciences

### Vice-Chancellor's Award for Excellence in Postgraduate Supervision

- Professor Ranjith Pathegama Garnage, Faculty of Engineering

## Professional staff awards

### The Vice-Chancellor's Awards for Exceptional Performance by Professional Staff

- Ms Julianne Wantrup, University Solicitor, Office of Chief Operating Officer
- Ms Bronwyn Drake, Safer Community Unit, Office of Chief Operating Officer
- Ms Janet Hubner, Education Faculty Activities, Faculty of Education
- Ms Ros Rimington, Electrical and Computer Systems Engineering, Faculty of Engineering
- Ms Pauline Smith, Law, Faculty of Law
- Ms Samantha Barker, Institute for Safety Compensation and Recovery Research, Officer of the Provost and Senior VP
- Ms Emily Cavanagh, School of Psychological Sciences, Faculty of Medicine, Nursing and Health Sciences
- Mr Rodney Hall, School of Chemistry, Faculty of Science
- Ms Edna Tan, Materials Engineering, Faculty of Engineering
- Ms Caitlin Slattery, Clayton School of Information Technology, Faculty of Information Technology
- Ms Liisa Helen Williams, Art Academic Services, Faculty of Arts
- The Monash Incubator Team, Ms Casilda Black, Mr Steve Gardner, Mr Luke McAvaney, Ms Karen McConalogue
- The Monash University Publishing Team, Ms Sarah Cannon, Ms Kathryn Hatch, Mr Nathan Hollier, Ms Joanne Mullins
- The Drug Discovery Biology and Medicinal Chemistry Team, Mr Paul Dover, Ms Jayn Lindholm, Mr Adrian Whear
- The Business Analysis Implementation Administrative Support Team, Mr Andrew Curtis, Ms Margaret Evans, Ms Louise Lees, Ms Kylee Petterwood, Mr Andrew Shortridge

## Recognition for Monash Rheologist – Professor Tam Sridhar

Vice-President of Monash University's Indian and Chinese initiative, Professor Tam Sridhar, was awarded the prestigious ASR Medallion by the Australian Society of Rheology in September this year. Professor Sridhar received the honour for his exceptional and distinguished service to rheology science and technology.

## Officer of the Order of Australia (AO)

A number of the Monash community received honours in the 2014 Queen's Birthday list. The following received an AO:

- Professor Edwina Cornish for her distinguished service to higher education, to advances in biotechnology and horticultural genetic modification, and through fostering of partnerships with government, industry and the community
- Professor Paul Grabowsky for distinguished service to music as a performer, composer, educator and mentor, and through significant contributions to the arts as an administrator
- Emeritus Professor Sam Lake for distinguished service to conservation and the environment as an ecologist and freshwater scientist, and to research and professional organisations
- Dr Alan Finkel (BE 1976, PhD Eng 1981) Monash Chancellor, for distinguished service to science and engineering, and to tertiary education administration, as an advocate for the protection of children, and to philanthropy.

## Leadership development

Monash University's diverse leadership development strategies are founded on agreed leadership attributes to deliver excellence in leadership and management. These articulate the key behaviours to successfully perform senior academic and professional roles at Monash and include three areas of focus: strategic thinking, people management, and program management. A range of targeted skills development programs and networking opportunities designed to increase capability of senior leaders were delivered to Monash leaders and managers throughout 2014. Approximately 15 programs and events were conducted with more than 600 senior staff attending.

## Workplace relations

The University was engaged in a collective bargaining round in 2014, ultimately leading to an agreement with the National Tertiary Education Union which was approved by a staff ballot and then by the Fair Work Commission on 1 October 2014. The result of the staff ballot was a pleasing 97 per cent 'yes' vote for the Enterprise Agreement. In the course of collective bargaining, on 4 March 2014, 170 Monash staff undertook Protected Industrial Action (authorised in accordance with the relevant provisions of the Fair Work Act) resulting in a total of 66.73 working days lost.

## Student profile

**Table 3: Student Enrolment by Attendance Type and Coordinating Campus: 2010-2014 Preliminary Data\***

Campus	Student Attendance Type	Reference Year				
		2010	2011	2012	2013	2014
Berwick	Full-time	1,736	1,766	1,753	1,604	1,594
	Part-time	275	283	265	292	284
<b>Total</b>		<b>2,011</b>	<b>2,049</b>	<b>2,018</b>	<b>1,896</b>	<b>1,878</b>
Caulfield	Full-time	11,086	11,029	11,030	11,776	13,350
	Part-time	3,404	3,265	3,094	2,886	2,803
<b>Total</b>		<b>14,490</b>	<b>14,294</b>	<b>14,124</b>	<b>14,662</b>	<b>16,153</b>
Clayton	Full-time	21,497	22,037	22,425	23,365	25,049
	Part-time	5,750	5,658	5,444	5,451	5,654
<b>Total</b>		<b>27,247</b>	<b>27,695</b>	<b>27,869</b>	<b>28,816</b>	<b>30,703</b>
Gippsland	Full-time	1,974	2,109	2,065	2,053	1,319
	Part-time	2,117	2,002	1,784	1,687	1,112
<b>Total</b>		<b>4,091</b>	<b>4,111</b>	<b>3,849</b>	<b>3,740</b>	<b>2,431</b>
Parkville	Full-time	1,112	1,109	1,123	1,118	1,181
	Part-time	565	569	608	630	635
<b>Total</b>		<b>1,677</b>	<b>1,678</b>	<b>1,731</b>	<b>1,748</b>	<b>1,816</b>
Peninsula	Full-time	3,095	3,071	2,958	2,955	3,074
	Part-time	1,023	1,022	1,002	931	869
<b>Total</b>		<b>4,118</b>	<b>4,093</b>	<b>3,960</b>	<b>3,886</b>	<b>3,943</b>
<b>Grand Total</b>		<b>53,634</b>	<b>53,920</b>	<b>53,551</b>	<b>54,748</b>	<b>56,924</b>

### Notes:

1. 2014 data is preliminary as of 18 Aug 2014\*.
2. Enrolment figures based on full year data reported to the Government Department of Education\*.
3. Does not include students enrolled on overseas campuses or offshore partners.
4. Monash University transferred its Gippsland campus to be part of Federation University Australia on 1 January 2014. Gippsland 2014 enrolments are Monash continuing students during the teach out period.

Source: University Planning and Statistics, Government Department of Education Submission Data.

**Table 4: Student Enrolment by Attendance Mode and Coordinating Campus: 2010-2014 Preliminary Data\***

Campus	Student Attendance Type	Reference Year				
		2010	2011	2012	2013	2014*
Berwick	Internal	1,793	1,807	1,741	1,579	1,603
	External	48	49	46	44	40
	Multi-modal	170	193	231	273	235
<b>Total</b>		<b>2,011</b>	<b>2,049</b>	<b>2,018</b>	<b>1,896</b>	<b>1,878</b>
Caulfield	Internal	12,947	12,672	12,602	13,006	14,706
	External	940	893	832	834	829
	Multi-modal	603	729	690	822	618
<b>Total</b>		<b>14,490</b>	<b>14,294</b>	<b>14,124</b>	<b>14,662</b>	<b>16,153</b>
Clayton	Internal	23,928	24,229	24,311	24,942	26,169
	External	2,073	2,048	1,901	1,922	2,209
	Multi-modal	1,246	1,418	1,657	1,952	2,325
<b>Total</b>		<b>27,247</b>	<b>27,695</b>	<b>27,869</b>	<b>28,816</b>	<b>30,703</b>
Gippsland	Internal	1,430	1,615	1,573	1,469	963
	External	1,876	1,798	1,662	1,651	1,010
	Multi-modal	785	698	614	620	458
<b>Total</b>		<b>4,091</b>	<b>4,111</b>	<b>3,849</b>	<b>3,740</b>	<b>2,431</b>
Parkville	Internal	1,169	1,155	1,185	1,202	1,271
	External	474	287	351	526	516
	Multi-modal	34	236	195	20	29

Campus	Student Attendance Type	Reference Year				
		2010	2011	2012	2013	2014*
<b>Total</b>		<b>1,677</b>	<b>1,678</b>	<b>1,731</b>	<b>1,748</b>	<b>1,816</b>
Peninsula	Internal	3,329	3,214	3,033	2,967	2,885
	External	378	419	497	504	475
	Multi-modal	411	460	430	415	583
<b>Total</b>		<b>4,118</b>	<b>4,093</b>	<b>3,960</b>	<b>3,886</b>	<b>3,943</b>
<b>Grand Total</b>		<b>53,634</b>	<b>53,920</b>	<b>53,551</b>	<b>54,748</b>	<b>56,924</b>

### Notes:

1. 2014 data is preliminary as of 18 Aug 2014\*.
2. Enrolment figures based on full year data reported to the Government Department of Education\*.
3. Student Attendance Mode:
  - External: Study where materials are delivered to the student, and any associated attendance by the student at the institution is of an incidental, irregular, special or voluntary nature.
  - Internal: Study is undertaken through attendance at Monash University on a regular basis.
  - Multi-modal: Study is undertaken partially on an internal mode of attendance and partially on an external mode of attendance.
4. Does not include students enrolled on overseas campuses or offshore partners.

Source: University Planning and Statistics, Government Department of Education Submission Data.

## Student experience

More than 7200 students completed units or co-curricular programs under the Monash Passport, including internships, study abroad units, and leadership programs such as the Vice-Chancellor's Ancora Imparo Student Leadership Program. The University's Campus Community Division took lead responsibility for student experience at Monash, and instigated a number of significant programs in 2014. These included establishing an additional two non-residential colleges to foster a greater sense of community amongst students; continuing the highly successful MonTrack Program that provides a supportive service for first year undergraduate students and fostering stronger community engagement by students through TeamMonash.

## Student surveys

In 2014, the Student Evaluation of Teaching and Units (SETU), a single teaching/unit evaluation survey, was administered over semesters 1, 2 and summer across all Monash campuses and locations. All units are required to be evaluated at least once in each year they are taught. SETU reporting includes indicators aligned with the University's Key Performance Indicators and units are flagged as "outstanding", "meeting aspirations", "needing improvement" or "needing critical attention". On average, 79 per cent of units taught in Semester 1, 2014 met aspirations, with eight per cent of units rated as "outstanding" (unit offerings with five or more responses). On average, 78 per cent of units taught in Semester 2, 2014 met aspirations, with 9.5 per cent of units rated as "outstanding" (unit offerings with five or more responses). The percentage of unit offerings classified as 'needing critical attention' (all faculties combined) decreased from 2011 to 2014 (8.2 per cent in 2011; 7.7 per cent in 2012; 6.9 per cent in 2013; 6.3 per cent in 2014).

## Graduation and beyond

All graduating students nationwide were invited to complete the Australian Graduate Surveys (AGS). The AGS incorporates the Graduate Destination Survey for all graduates, the Course Experience Questionnaire (CEQ) for coursework graduates and the Postgraduate Research Experience Questionnaire for research graduates. The 2013 AGS collected responses from 2012 graduates. Monash's 2013 CEQ overall satisfaction was second highest in the Group of Eight (Go8), after being second in the Go8 in 2012.

## Orientation and transition

MonTrack is now a pillar of Monash's early engagement program for first year undergraduate students. The program provided a supportive service throughout the students' first year, using multiple communication

channels including personal phone contact from peers acting as Student Success Advisers, who were responsible for providing general advice in relation to common transition issues experienced by students and making referrals to appropriate support services. As part of the program, students identified as 'First in Family' to attend university received additional early contact to supplement that given to other students.

The number of students attending orientation activities continued to grow in 2014. Students recognised orientation week as the official start of the semester and engaged with online orientation resources prior to O-Week. The Orientation ePlanner, which enabled students to download a personalised orientation schedule based on their student profile, was widely accessed. Activities provided by student associations continued to be well attended with camps fully booked, social events popular and membership for the vast variety of clubs and societies at high levels across all campuses. Attendance at international student welcomes and essential information sessions have continued the recent trend of strong positive growth.

## Student learning experience

Extensive services, programs and resources were provided to students to develop their academic skills for achievement of Monash graduate attributes and lifelong learning. Along with opportunities for students to develop their information research and learning skills, a range of self-paced tutorials and other e-learning resources were also provided online, accessible anywhere anytime. These included online reading lists, recorded lectures and an extensive collection of ebooks, ejournals and databases. A mix of physical spaces was also provided for students within eight libraries, including quiet and group study spaces equipped with a range of technology. Other support services for students included accommodation and housing advice, medical and health services, financial aid, counselling and welfare programs, international student support, course progression/transfer advice and programs aimed at strengthening social, community and academic networks. Students were provided with direct access to online services such as course and unit information, enrolment, examinations, information and application for scholarships, fee statements and payment options, timetabling, graduation applications and information, as well as student letters and transcripts. Student associations at each campus also provided support to students, including travel services, advocacy and student rights services, welfare assistance, clubs and societies, volunteering opportunities and training.

The Vice-Chancellor's Ancora Imparo Student Leadership Program is designed to assist selected, community-minded second year students to prepare for future leadership roles. In 2014, 43 participants attended a three-day residential in February and monthly seminars with presentations from inspiring leaders such as the Hon. John Thwaites, Mr Julian Burnside QC, Dr Christine Nixon, Dr Leanne Rowe and Professor Tony Wong.

The Monash Minds Program is offered to high achieving first year students and aims to cultivate the next generation of leaders. In 2014, 100 students participated in seminars with speakers who included Professor Edwina Cornish, Dr Tim Soutphommasane and Professor Jim Bright. As part of the Program, eight Monash Minds students participated in a trip to India to undertake fundraising for, and volunteer teaching, in shelter homes in Mumbai.

## Graduate destinations

Monash University Employment and Career Development Service, located at all domestic campuses, supported employability through curriculum-integrated careers education, consultancy to academic departments, career preparation seminars and counselling, a vacancy portal, employment rights education, local and international employer services, and careers fairs. Battle of the Brains was a new initiative, short-listed for the National Association of Graduate Careers Advisory Services Best Practice Awards. The 2013 Australian Graduate Survey showed that 72 per cent of Monash University domestic bachelor graduates who were seeking full-time employment had obtained full-time employment within four months of graduation.

## Alumni

Alumni play an increasing role in enhancing the student experience at Monash. In 2014, overseas alumni networks provided valuable advice

to commencing students at pre-departure briefings and welcomed graduating students back to their home country, introducing them to their local networks. They continued to assist with the personal and professional development of students through mentoring and internships programs conducted in the faculties of Business and Economics, Law, Engineering, and Pharmacy and Pharmaceutical Sciences. Alumni-coached student sporting teams attended the University Games and assisted with fundraising to enable students to participate. Alumni also shared their expertise as guest lecturers and as keynote speakers at graduations.

The many alumni receiving public recognition and awards, including the Monash Distinguished Alumni Awards and Monash Fellowships, provide important role models for students considering pathways and setting goals for the future.

Alumni contributions also included financial support. 2014 saw the first major Alumni Outreach Program. Of the 3329 alumni who pledged to the Program, responding to calls from students, 91 per cent gave funds to directly support students via scholarships and bursaries. Alumni also provided donations to research, libraries and other projects that similarly improve the student experience.

## Health, safety, wellbeing and family

### Counselling and mental health programs

Counselling and mental health programs operated across all Australian campuses in 2014.

The Monash Counselling service operates under a five-tiered mental health strategy which aims to provide a strong community focus through programs and services which de-stigmatise mental health issues; foster resilience and wellbeing; enable early identification and intervention for those who are struggling; and enable easy access to triage, brief counselling and referral, as well as rapid response to those in need of emergency mental health management.

From January to November the counselling service saw 2744 individual students and staff for a total of 7795 visits for face-to-face counselling. In addition, online email counselling was introduced in February 2014 and up to November, 147 students had used the service with 607 email exchanges. In 2014, students participated in a range of mental health programs building on 2013 participation. In total, 7694 students and staff participated in resilience and wellbeing programs and 841 in mental health literacy programs such as Mental Health First Aid (271), SafeTALK, a suicide prevention program (142), and the Mental Health Awareness program (379). These programs strengthened the University community's capacity to identify and emerging mental health issues and seek early treatment. Forty-three students and staff were seen for outreach psychological support as follow-up to critical incidents.

Staff and students at Monash also had the opportunity to learn mindfulness skills as a path to improve resilience as well as work and study performance. A range of programs was available, including Mindfulness for Academic Success (246) and free lunchtime Mindfulness meditation (1545). One hundred and sixteen students attended Brain Management, a three-week mindfulness based program, to strengthen skills in concentration, purposeful attention, stress reduction and emotional regulation.

### Safer community

The Safer Community Line provided a central point of information, advice, support and coordinated management of risk posed by threatening, inappropriate and concerning behaviours impacting campus communities. During 2014 (excluding December) there was 725 calls to the Safer Community telephone line. Over 701 of these were taken on as cases, an increase of approximately 20 per cent from 2013. Many cases required extensive ongoing intervention and active monitoring to reduce risk.

Twenty-three presentations/workshops to assist staff to manage threatening incidents were conducted internally and externally. External collaborative relationships were forged with the Victoria Police State Intelligence and Covert Support Command, Domestic Violence Officers, Sexual Offences and Child Abuse Units and Criminal Investigation Units.

The impact of violence is significant and devastating on victims in the University community. In 2014 the Respectful Community Initiative, a primary prevention program, addressed interpersonal and sexual

violence impacting the Monash University Community. Training was provided to 1200 students and 330 staff.

## Sporting Participation

Greater access to healthy and active lifestyle opportunities for the Monash University community was achieved through investing in facility enhancements and program development, in particular student engagement events and competitions.

Accessibility improvements were a key focus, including the installation of an accessible lift into the Health and Fitness Centre (Clayton), as well as refurbishments to dedicated accessible toilets and change room spaces.

The Doug Ellis Pool at the Clayton campus underwent significant refurbishment, with the replacement of the internal/external roof structure, and retiling of the 25m variable pool resulting in an improved aquatic environment. Further facility enhancements included an improved outdoor presentation space and courtyard area for event gatherings, new light towers to the No. 1 Oval (football/cricket), expansion of the Health and Fitness Centre and provision of a dedicated Cycle Studio at the Clayton Campus.

Social sport competitions continued to grow in 2014. Over 530 teams comprising over 3000 individual participants took part in weekly activity, and students' overall university experience was enhanced through the delivery of student engagement events including Friday Night Live, Footy Colours Day and College Clash.

Monash Sport facilitated one of Australia's largest adult Learn to Swim/Water Safety programs, with over 350 participants.

- Monash University was represented by 1,246 students under the TeamMONASH banner in intervarsity sporting events, a 24 per cent increase from 2013
- Monash had the largest tertiary team for the 2014 Melbourne Marathon Mother's Day Classic (487 and 476 participants respectively)
- Through the University's Talented Student Support program, 680 students were supported including 88 students through registration in the Elite Athlete Support Program
- a total of 44 students were awarded Sporting Blues in 2014
- Monash University won seven Champion Pennants at the Australian University Games
- an additional 782 volunteers supported 13,149 participants in Team MONASH activities during 2014.

## Family and childcare support

Monash-sponsored childcare services were offered at Caulfield, Clayton and Peninsula campuses. With the exception of the Peninsula Service, these were operated by parent management committees. An on-site School Holiday Program was offered across the four Victorian school holiday periods, providing daily care for 60 primary school-aged children of Monash University staff members and students. Monash continued to provide a range of family events and trips that supported engagement with the University and family support services.

## Complaint management

### Staff

The employment-related grievance resolution procedure was applicable to all staff, except where specific alternate procedures were in place (such as with matters related to sexual harassment or workplace bullying).

Staff members who had concerns were generally required to first approach their supervisor. If the situation remained unresolved, the recommended escalation process was to consult first with their organisational head and then the Director of Workplace Relations to consider options for resolution. Aggrieved staff members had access to a Grievance Advisor throughout the process and, after exhausting the grievance resolution procedure, had the option of referring their grievance to a Disputes Committee under the University's dispute resolution procedure. None of the grievances referred to the Director of Workplace Relations in 2014 required reference to a Disputes Committee. Contact details for the Victorian Ombudsman were provided on the University website.

Staff members may also have been aggrieved by decisions made by the University, for example redundancy decisions, reclassification of professional staff positions and decisions relating to misconduct and disciplinary matters. Specific review committees could, if required, be convened to address each of these issues.

### Students

The University Student Ombudsman investigates complaints not resolved through faculty or department grievance processes. The University Student Ombudsman operated in accordance with the University's Policy and Procedures for Student Academic and Administrative Complaints and Grievances. The University Student Ombudsman tries to resolve complaints informally through negotiation and conciliation. Where a formal investigation is undertaken, the Student Ombudsman makes recommendations to the Provost for the resolution of the grievance. As at mid-November 2014, the University Student Ombudsman had received 49 complaints. Forty-seven were resolved, and two are still in progress. Some of the complaints investigated had not yet been addressed at the faculty or department level, and the student was advised to take the complaint to the faculty or department in the first instance.

## Occupational Health and Safety (OHS)

OHS is an essential and critical component of working at Monash University. Through a continuous improvement approach to OHS, Monash University's OHS management system has been certified to international best practice standards. Our proactive approach to OHS has resulted in a low incident and claims rates.

During 2014 the University implemented an online hazard and incident reporting system with a comprehensive analytics tool for management use. The 2014 OHS Conference attracted over 260 registrations from within the University, as well as intra- and inter-State delegates. Online, competency-based training modules were developed and made available to all Monash staff and students. The OHS Management System was recertified to OHSAS 18001 and AS4801. The University participated in the Victorian University Tobacco-Free Working Group to implement a smoke-free University, which won a Victorian Health Promotion Foundation Award. The all-embracing Employee Wellbeing Program, Wellbeing at Monash, continued to deliver University-wide high quality physical and psychological health programs to University employees.

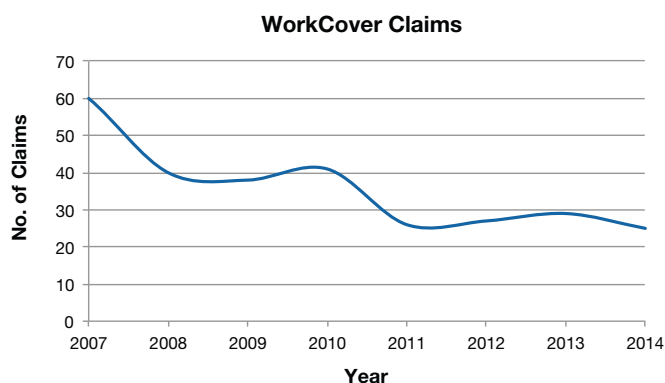
Two notifiable incidents were reported to the Victorian WorkCover Authority (VWA) during 2014. No VWA Notices were issued to the University during this period.



**Table 1: Reported workplace injuries resulting in an accepted WorkCover claim (as at 27 November 2014)**

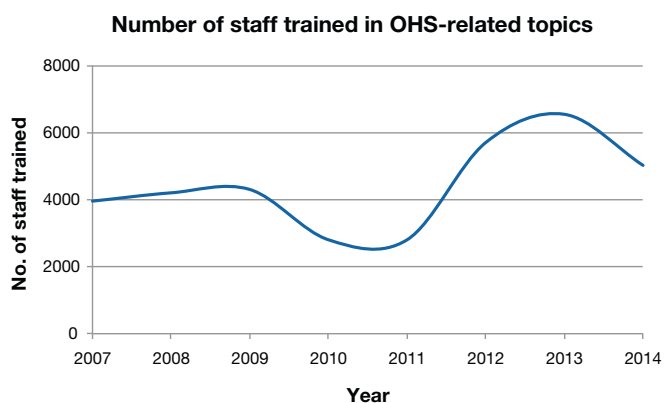
Year	Sprains and Strains	Contusions	Lacerations	Burns	Stress	Fracture	Other	Total
2010	32	0	1	0	3	3	2	41
2011	15	1	2	1	0	7	0	26
2012	14	5	5	0	1	1	1	27
2013	18	4	0	0	2	5	0	29
2014	17	3	0	0	1	3	1	25

**Figure 1: Number of WorkCover Claims 2007 – 2014 (as of 27 November 2014)**

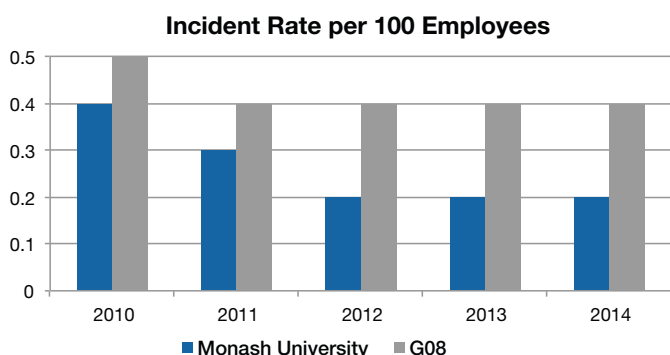


**Figure 2: Number of staff trained in OHS-related topics 2007-2014 (as of 27 November 2014)**

The drop in numbers of staff trained in 2014 reflects the annual reduced requirement for refresher training. It is anticipated that this will peak again in two years when refresher training is again required for many staff.



**Figure 3: Incident Rate per 100 Employees**



Monash University consistently records a lower incident rate than most other Australian tertiary education institutions and the Go8

group. To a great part this is due to its early intervention strategies and a proactive approach in dealing with hazards before they become incidents. The low rate of WorkCover claims (refer to Figure 1.) also reflect the success of these programs.

The 2014 Vice-Chancellor’s award for exceptional contribution to OHS was presented to Ricardo San Martin of the School of Biological Sciences in the Faculty of Science. Ricardo developed a fieldwork safety assessment and management procedure, based on state-of-the-art software, which has provided a practical, efficient solution for the improvement of staff and student safety on field trips.

## Equity, access and diversity – students and staff

### Social inclusion

The Senior Management Team Social Inclusion (SMT-SI) continued to monitor the implementation of the Social Inclusion Strategy. The Strategy articulated the University’s commitment to providing opportunities for students and staff members from under-represented groups. Five-year targets were in place for the identified university wide priorities of providing greater access to and participation from low socio-economic status background students, increasing Indigenous student and staff numbers, improving the proportion of women occupying senior academic and professional positions, and continuing to create an accessible environment for students and staff with a disability.

The University facilitated the 2014 Diversity and Inclusion Week which provided opportunities for Monash staff, students and visitors to engage with and celebrate our commitment to social justice. There was a variety of events showcased across all Victorian campuses. Dr Tim Soutphommasane, Federal Race Discrimination Commissioner delivered a public address entitled ‘Challenging Racism: Every Day in Every Way’, Tania de Jong AM presented on Changing the world, one voice at a time, and the University launched the Ally Network at Monash, a proactive initiative to support lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) students and staff, and an Access Monash Seminar Engaging diversity in mathematics and science.

Monash University complies with relevant federal and state anti-discrimination legislation, including:

- Age Discrimination Act 2004 No. 68 (Cth)
- Australian Human Rights Commission Act 1986 No. 135 (Cth.)
- Charter of Human Rights and Responsibilities Act 2006 (Vic)
- Disability Discrimination Act 1992 No. 135 (Cth)
- Disability Discrimination Amendment (Education Standards) Act 2005 (Cwth.)
- Equal Opportunity Act 2010 No. 16 (Vic).
- Racial and Religious Tolerance Act 2001 No. 47 (Vic)
- Racial Discrimination Act 1975 No. 52 (Cth)
- Sex and Age Discrimination Legislation Amendment Act 2011 (Cth)
- Sex Discrimination Act 1984 No. 4 (Cth)
- Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act 2013 (Cth)
- Workplace Gender Equality Act 2012 1986 No 91 (Cth)

The University's Discrimination and Harassment Adviser Network met three times during 2014 to discuss changes to legislation and provided awareness-raising opportunities on individual rights and responsibilities with regard to federal and state anti-discrimination legislation. Discrimination and Harassment Grievance Advisers were volunteers who were trained and available to support staff and students across all Victorian campuses.

### Social inclusion awards

At the 2014 Vice-Chancellor's Social Inclusion Awards event, Dr Christine Nixon, University Deputy Chancellor and Chair Monash College, delivered an inspiring keynote address reflecting on the challenges and changing nature of diversity issues throughout her working life. The Vice-Chancellor Professor Ed Byrne presented awards to:

- Mr Chris Varney, Mr James Ong, Ms Penny Robinson and Ms Julia Pillai, founders of the I CAN Network for students on the autism spectrum
- Associate Professor David Campbell and Dr Jane Greacen, Faculty of Medicine, Nursing and Health Sciences for their work with the East Gippsland Aboriginal community
- Dr Liam Neame, Faculty of Arts, for leading the refugee/asylum seeker project with Wholefoods restaurant
- Professor Keryn Chalmers, Faculty of Business and Economics, for taking a leadership role on equity matters
- Ms Kristin Lo, Faculty of Medicine, Nursing and Health Sciences, for developing and implementing the Fitness to Practice strategy
- Dr Phillip Edwards, Faculty of Business and Economics for mentoring and coaching students with disability
- Mr Matthew den Hollander, student, for designing a stand-alone cubicle to address poor sanitation in the slums of India.

### Gender

In 2014, the University was awarded the *Employer of Choice for Gender Equality* citation by the federal government's Workplace Gender Equality Agency. Monash was one of only 76 organisations and the only Group of Eight University to be awarded this prestigious citation.

The Vice-Chancellor and the Provost (who co-chaired the Equal Opportunity for Women Committee) continued to strongly support workplace gender equality. In 2014, the Committee developed a new action plan based on the recommendations of a mid-term review of the University's Gender Equity Strategy 2011-2015. The action plan provides a framework for implementing additional initiatives designed to build a more gender inclusive culture and improve the representation of women in senior roles.

In 2014, Monash senior management endorsed the *United Nation's Women's Empowerment Principles*. This was a positive way of demonstrating the University's leadership towards gender equality in both the higher education sector and the community in general.

For the third year in a row, the University funded the *Advancing Women's Research Success Grant* program with a budget of \$300,000. A total of 24 early to mid-career academic women were awarded grants to support their career progression whilst undertaking significant carer responsibilities. This program highlights the University's substantial commitment to improving the representation of women in senior academic roles.

The 2014 *Senior Women's Shadowing Program* saw another cohort of senior women paired with members of the senior management team for six months of observational learning. This innovative program develops the leadership capacity of high potential female staff and supports the University in attaining a greater representation of women in leadership roles.

The representation of women in senior roles at Monash continued to improve, with 35 per cent of all senior academic and professional positions being held by women. This places Monash in the top three of the Group of Eight universities for women in senior positions.

### Monash as a safe space for people identifying as lesbian, gay,

### bisexual, transgender, intersex and queer (LGBTIQ)

In August 2014, Monash launched the ground-breaking Ally Network at Monash promoting Monash as a safe space for the people who identify as LGBTIQ. The launch included a panel discussion with:

- Sally Goldner, Executive Director, Transgender Victoria
- Jax Jacki Brown, Disability activist, writer and spoken-word performer
- Dr Paula Gerber, Associate Professor, Faculty of Law; Deputy Director, Castan Centre for Human Rights Law; and President, Kaleidoscope Australian Human Rights Foundation
- Dr Kirsten McLean, Senior Lecturer, School of Social Sciences whose research interests have included sexual diversity and the demographics of same-sex couples in Australia
- Dr Phoebe Hart, Director of award winning documentary *Orchids: My intersex adventure*; founder *hartflicker* moving pictures; and Lecturer, School of Media, Entertainment, Creative Arts, Film and Screen, Queensland University of Technology

The program included the training of Allies who are educated about, sensitive towards and understanding of LGBTIQ people and issues they might face in the workplace, learning environment and broader society. An Ally affirms the experience and rights of LGBTIQ people and speaks up against homophobic and/or heterosexist attitudes and behaviour. Allies helped cultivate a more inclusive campus environment and are available to meet with individuals to provide support, information and referral.

In May 2014, Monash observed International Day Against Homophobia and Transphobia (IDAHOT) which commemorates the World Health Organisation's decision in 1990 to declassify homosexuality as a mental disorder. Monash embraced this year's theme of *Freedom of Expression*, where more than 80 Monash staff and students celebrated with messages of support at the Caulfield, Clayton and Peninsula IDAHOT photo booths. During this week, the rainbow flag was flown at the entrance to all Australian campuses of the university.

A *Social Justice Plan: Diverse Genders and Sexualities* was developed to define goals and future directions for LGBTIQ inclusion across all Australian Monash campuses under three key objectives: Visibility and awareness raising, Training and education, and Staff and student support. The plan will be overseen and guided by the Social Justice Unit in collaboration with a steering committee. Promotional material including a new website with resource information, the list of Allies and FAQs was developed to complement the work of the Ally Network and inform the Monash community.

### Cultural inclusion and racism. *It Stops With Me*

Monash University has pledged formal support of the Australian Human Rights Commission's Racism. *It Stops With Me* campaign that invites organisations and individuals to reflect on what they can do to counter racism wherever it happens.

In support of this initiative, A Social Justice Plan: Cultural inclusion – Racism. *It Stops With Me* was developed to address three main objectives: showcase the University's commitment to cultural inclusion and anti-racism, build capacity and cultural competency among staff and students, and lead the Go8 in cultural inclusion and anti-racism initiatives. This plan will be overseen and guided by the Social Justice Unit, in collaboration with key University stakeholders.

During 2014, Monash:

- hosted a public lecture by Dr Tim Soutphommasane, Federal Race Discrimination Commissioner, on *Challenging racism: Every day in every way*, attended by more than 120 people
- delivered a series of Courageous conversations about race programs to staff and students
- hosted a Rant Against Racism competition, in line with the Australian Human Rights Commission competition
- engaged Dr Fiona Hill, a leading expert in Arab cultural competency to facilitate a workshop for staff and students. Promotional material including a new website with toolkit and resource information, training opportunities and event details was developed.

## Indigenous

In 2014, Monash University proudly celebrated 50 years of Indigenous programs, including support for Indigenous people to study and work at Monash and a diverse range of research and courses in Aboriginal history, anthropology, culture, identity and literature.

The Centre for Research into Aboriginal Affairs, established at Monash in 1964, was the first Centre of its kind in Australia. The sixth annual Elders Day, held at the Clayton campus this year, was a celebration of this historic milestone with more than 60 local Elders and Aboriginal and Torres Strait Islander community members, along with several of the former Directors and key contributors attending including the inaugural Director, Professor Colin Tatz, AO who was the guest speaker at the lunch. Other distinguished guests included former Directors Eve Fesl, OAM, Colin Bourke, AM and Eleanor Bourke and Helen Bnadz.

In 2014, the Yulendj Indigenous Engagement Unit, which is responsible for Indigenous student recruitment and support, employment, executive support for the Indigenous Advisory Council, and the Australian Indigenous Mentoring Experience (AIME), worked with faculties to increase Indigenous access, participation and success at Monash, with a particular focus on developing new pathways into Medicine and Law for Aboriginal and Torres Strait Islander students.

Monash was this year awarded a Wurreker Award for its highly successful pathways to University. The award acknowledged the University's commitment to community engagement, which has resulted in the successful transition of many students through its pathways to successful completion of their degree.

The Peninsula campus hosted, for the fourth consecutive year, The Bay Mob Indigenous Health and Education Expo, run in partnership with Peninsula Health. More than 400 local residents attended the event, with 40 local service providers, and local Indigenous arts and sporting organisations participating.

Two Yulendj staff were invited to present a workshop at the World Indigenous People's Conference on Education. The workshop presented Yulendj's highly successful approach to supporting excellent student outcomes, evidenced by consistently recording among the highest success and retention rates for Indigenous students in Australia. The workshop attracted strong interest from colleagues in Indigenous Education Units from around the world.

The Yulendj Indigenous Engagement Unit rolled out an online *Introduction to Cultural Safety* module to all students during orientation. The program is part of the University's commitment to ensuring a culturally safe environment for all people. Yulendj's *Introduction to Indigenous Cultural Safety* workshops also continued to deliver half-day face-to-face workshops to staff.

Yulendj, in collaboration with faculties, ran the third Indigenous Experience Monash Day in which nearly 200 Indigenous secondary students from across Victoria participated in activities at the University's Clayton campus, encouraging these students to consider tertiary education as a future option. As part of the inaugural early years Strengthening Engagement and Achievement in Maths and Science (SEAMS) Indigenous camp, 27 Indigenous year 8 and 9 students attended the Clayton campus for a two day experience which encouraged their continued pursuit of mathematics and science through senior secondary school. More than 40 senior secondary Indigenous students from across Victoria and interstate attended the fourth *Hands on Monash* camp in December 2014.

## Low socio-economic status (LSES) students

Monash is committed to improving the access and participation of students from LSES communities while ensuring the success of enrolled students and the quality of Monash graduates.

In 2014 key engagement achievements included:

- Expanding the courses participating in the guaranteed access scheme for students who are financially disadvantaged, from a Monash listed under-represented school or an Indigenous Australian. The scheme listed courses students could be offered if they achieved an Australian Tertiary Admission Rank (ATAR) of 84 (usual clearly ins of 88-94), and another list of courses they could be offered if they achieved an ATAR of 75 (usual clearly ins of 80-

88). This was in addition to guaranteed entry to any ATAR based entry course with an ATAR above 90 (except Law which was 94).

- Working in partnership with 40 under-represented secondary schools to engage students with the possibilities of higher education. This resulted in the delivery of 232 activities to over 12,600 students in Years 8-12 to inform their decision making and support their engagement and knowledge of university life. These activities included 535 instances of support by student ambassadors.
- Engaging 220 ambassadors to enthuse and inform secondary school students through outreach activities including mentoring, presentations and campus tours. Ambassadors were selected through a competitive process for their strong interpersonal and communication skills, understanding of educational challenges and ability to draw on personal experiences to connect with students and provide insight into university life. Through the program, ambassadors have developed advanced skills in planning and developing activities, facilitating group work and encouraging participation. To support their participation in the program, 169 students received a Community Leaders Scholarship.
- Providing intensive individual support to 300 Year 11 and 70 Year 12 students aspiring to university study through a mentoring program. The program connected students with current undergraduate students to help them: explore career and further study options, refine their study and career goals and gain a better understanding of what university is like.
- Implementing the Strengthening Engagement and Achievement in Mathematics and Science (SEAMS) project which is offered in partnership with the University of Melbourne to increase the participation and attainment in maths and science of secondary school students from under-represented schools and Indigenous Australians. The VCE camps held in January saw 112 students attend and 102 attend in July camps. In addition, 27 Year 8 and 9 students attended the Indigenous camp in July.
- Implementing the Monash Access Pathway (MAP) for mature age students who wanted to study at university but did not meet entrance requirements. MAP comprised four units to develop students' skills in university learning, academic writing and mathematics. Monash enrolled 24 students into the inaugural program with 19 students successfully completing.
- Enabling, through the Learn, Experience, Access Professions (LEAP) program, which encourages secondary students to consider higher education as a future option through a focus on the professions, more than 11,000 student attendances at over 295 events during the year where they experienced hands-on activities across six different professional areas. LEAP developed activities were delivered in collaboration with partner institutions and other professional bodies. Monash took the lead role in the delivery of health profession activities, running 54 events attended by over 2,600 students from 54 schools.

## Accessibility – Monash people with a disability

The number of students registered with Disability Services increased by seven per cent between 2013 and 2014, totalling 1191 registered students; 459 students registered with a mental health condition and 50 students registered with Autism Spectrum Disorder.

During semester 1 Orientation Week, 454 contacts were made during the Disability Services 'Open House'. During semester 2 Orientation Week, Disability Services hosted a one-day Open House for mid-year enrolments, when a further 296 contacts were made. As part of the PEERS student support program during orientation and online, 10 students registered with disability were matched with PEERS volunteers during 2014.

A new Disability Services website was launched to engage with students with disability by providing information on support services as well as sharing relevant news, events and employment and career opportunities.

From early 2014, Monash HR provided advice and support for staff with disability, including those seeking reasonable adjustments to their work environment. A network of Disability Contact Officers has been maintained to provide additional support and advice to staff with disability, where required.

## Social responsibility

Universities today are not only centres of knowledge, learning and research, but are also complex communities, in which people engage, live and collaborate. In achieving our goals, consideration of the rights and responsibilities we owe to each other, to Monash University, and to the many communities in which Monash operates is crucial.

Monash expects all staff to develop an understanding of the University's legal obligations and responsibilities relating to occupational health and safety, equal opportunity, privacy, and ethical behaviour. The University's mandatory online training that takes staff through all of these critical frameworks.

### Ethical conduct

The *Monash University Ethics Statement* has been developed by staff and students and details the high ethical values and principles expected of all members of the Monash community. It comprises general principles which guide individuals in their decision-making and considers:

- Monash as a place for people to work and study
- Monash as a learning, teaching and research institution
- Monash in society

This *Monash University Ethics Statement* underpins all of the University's policies and procedures and provides a decision-making framework for effectively resolving ethical issues. The University complies with all relevant state and federal legislation relating to these issues. It provides advice and support to its staff through Monash HR and to its students through a network of volunteer discrimination and harassment advisers.

### Human ethics in research

The Monash University Human Research Ethics Committee continued to assist the University in meeting the requirements of the National Statement on Ethical Conduct in Research Involving Humans by reviewing all new research proposals, ensuring they were planned and conducted with the highest ethical standards, thus mitigating any risks to participants and making sure benefits from the research activities were shared with the community.

### Animal welfare

Monash University operates six animal ethics committees registered under six Scientific Procedures Premises Licences issued by the Victorian Bureau of Animal Welfare. All activities of the six animal ethics committees complied with state law and the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes (2013). New staff and students continued to receive training in the care and use of laboratory animals.

### Community engagement

Working at multiple levels across the University during 2014, Monash engaged with communities locally, nationally and internationally, exchanging knowledge and learning, and creating cultural understanding for the benefit of society. At the University level, Monash interacted with its local community through its publicly accessible arts, culture and sport facilities and services and through staff sharing their expertise with local businesses, communities and organisations. University mentors were provided to international and local schools and communities and a number of programs supported international students studying in Australia. Local and international charities and organisations were supported through fundraising, volunteering and awareness campaigns.

During 2014, University-level activities included the Monash Minds Mumbai Project, in which participants in the leadership program for first-year Monash students volunteered in shelter homes in the slums of Mumbai. As part of a joint Monash Minds/Ancora Imparo, students undertook a mentoring experience with St Kilda Primary School and hosted the Evonne Goolagaong-Cawley National Indigenous Tennis Camp.

Team MONASH, the University's umbrella sporting organisation, supported local charities through fundraising, volunteering and

awareness campaigns such as with Ronald McDonald House – Clayton.

Community engagement was also undertaken at a campus level. At Clayton, activities included liaison with the City of Monash on international student support programs such as the Clayton Canvas initiative, an innovative anti-gambling program, and joint University/City of Monash student welcome events.

At Caulfield, community engagement activities ranged from the MonQuil Quilting Group and Sewing Group – staff and students who made quilts and garments for various local and international charities and organisations – to the Access Program, a health and fitness program whereby groups and individuals with disabilities came to the campus for structured, low-impact exercise. The Caulfield chapter of the student organisation, Monash University Student Union (MONSU), collected donations from staff and students for Berry Street's 'Berry Merry Christmas Appeal', which provides gifts to underprivileged children in the community. The Office of The Director – Caulfield Campus Community contributed funding to St John's, East Malvern to support Globe Café, which offered international students a place to make friends, undertake activities, learn about Australia, practise their English and share a free meal. Also at the Caulfield Campus, Monash University Museum of Art hosted community groups and members of the public for keynote lectures, workshops and forums, film and video screenings, performances, and floor talks by curators and artists. All events were designed to expand critical debate and participation in the contemporary visual arts.

The Berwick and Peninsula campuses partnered with local councils to deliver initiatives to provide pathways into higher education. For example, in 2014, Monash University Casey Challenge and Nossal High Challenge gave year nine and ten students from two City of Casey schools the opportunity to explore pathways into tertiary education by attending lectures, touring and working on assignments with University mentors. The Peninsula Campus also provided cash scholarships to four secondary colleges for eight students in the Peninsula Education Precinct.

Both campuses also worked with local councils, including Frankston City Council, Cardinia Shire Council and the City of Casey, to support local business breakfasts, which share the expertise of faculty with local business people and provide networking opportunities. They were also involved in the judging and sponsorship of the Casey Cardinia Business Awards, and the Frankston and Mornington Peninsula Excellence in Business Awards.

Monash Peninsula hosted an Indigenous Health and Education Day, a joint initiative with Peninsula Health and Medicare Local, that showcased all the services Monash and external health and social service providers have on offer to support and engage Indigenous communities.

Monash also worked closely with the Insight School at Monash Berwick Campus. The school caters for primary-school-aged blind and visually impaired students.

The Parkville campus, home of the Faculty of Pharmacy and Pharmaceutical Sciences, offered students an undergraduate community engagement unit, which provided students with an opportunity to gain a unique learning experience off-campus, based within a community organisation involved in the provision of clinical, health and social care to needy individuals. Parkville also provided free or subsidised access to its facilities to many community-based health and education based organisations.

### Human rights

Monash remained listed as a participant in the Academia category of the United Nations Global Compact (in the Academia category) and is committed to promoting equal opportunity in education and employment in recognition of global principles of equity and justice according to the United Nations and International Labour Organisation Conventions, Covenants and Declarations. Human rights issues regarding staff and students within Australia were implicit in the legislation the University complied with.

## Socially responsible economic considerations

### Loans

In 2014, Monash offered a student loan scheme where both domestic and international students could apply for an interest-free loan if their financial situation affected their ability to continue studying. The loans covered a wide range of study-related expenses such as books, computer, car and housing and were offered over favourable periods with a guarantee not required for loans of up to \$750 over a period of six months.

### Accounts payable

While the University generally applied a standard trading term on disbursements of 30 days from end of month of invoice date, shorter terms were applied when vendor circumstances warranted this. For example, the University generally agreed to rural vendors who requested shorter payment terms to ease cash flow burdens experienced in rural communities, and also catering/food vendors, as these businesses are predominantly sole proprietors and reliant on this income as their sole source.

### Accounts receivable

Monash University applied a general debtor payment due policy of 30 days net from the date of the generated and printed invoice. As with disbursements, discretion was applied in considering debtor circumstances especially in the case of students. Wherever possible, a negotiated arrangement was seen as preferential to placing the debt in the hands of collection agencies.

## Statements of compliance

### Statutes revocation and statute promulgation 2014

Title	Status
Statute 1.1 – Interpretation	Revoked – 28.05.14
Statute 1.2 – Meetings	Revoked – 28.05.14
Statute 1.3 – University Holidays	
Statute 1.4 – University Regulations	
Statute 2.1 – The Council	Revoked – 28.05.14
Statute 2.2 – The Academic Board	Revoked – 28.05.14
Statute 2.3 – The Faculties	
Statute 2.3.2 – Multi-Departmental Schools	
Statute 2.5 – Graduate Research Committee	
Statute 2.7 – Student Associations and Campus Service Councils	
Statute 2.8 – Students' Loan Fund	
Statute 2.13 – Special Provisions for the Governance of Monash University (Gippsland Campus)	
Statute 3.1 – The Chancellor and the Deputy Chancellors	Revoked – 28.05.14
Statute 3.2.1 – The Vice-Chancellor and President	
Statute 3.2.2 – Deputy Vice-Chancellor and Vice-President	
Statute 3.3 – Deans	
Statute 3.7 – Monash University Equity Fund	
Statute 4.1 – Student Discipline	Revoked – 28.05.14
Statute 5.1 – The University Library	Revoked – 28.05.14
Statute 6.1 – Awards of the University	Revoked – 28.05.14
Statute 6.1.1 – University Entrance and Admission to Course Work Courses and Units of Study	
Statute 6.1.4 – Credit towards a Degree or Award	
Statute 6.1.5 – Assessment	
Statute 6.2 – Exclusion for unsatisfactory progress or inability to progress	
Statute 6.3 – Exclusion for health reasons	
Statute 6.4 – Admission to degrees honoris causa	
Statute 7.1 – Academic and Ceremonial Dress	Revoked – 28.05.14
Statute 8.1 – The seal of the University	Revoked – 28.05.14

Title	Status
Statute 9.1 – Elections	Revoked – 28.05.14
Statute 9.2 – Election of members of the Council	Revoked – 28.05.14
Statute 10.1 – Affiliation	Revoked – 28.05.14
Statute 11.1 – Administration of trust and other property	Revoked – 28.05.14
Statute 11.2 – Intellectual Property	Revoked – 28.05.14
<i>Monash University Statute</i>	<i>Promulgated – 28.05.15</i>

## Freedom of information

Monash University processed 21 requests under the *Freedom of Information Act 1982* as against 27 in the previous year. In addition, there was one request for consultation under section 34 of the Act concerning release of University documents by other agencies.

Departments within the central administration maintain most vital records relating to institutional policy and administration. The principal hard copy records series are:

- student files (1961 to current)
- student record cards (1961 to 1990)
- administrative correspondence (1962 to current)
- staff files (1962 to current).

Files within these record series were held or processed in accordance with best practice and approved record-keeping policies.

Major electronic database record series (including archived systems) were:

- Monash archived accounting systems (MARS 1978–1999; ARIES 1983–1999)
- integrated human resources systems (ISIS 1981–1999; SAP 2000–current)
- Monash University student information systems (MUSIS 1982–2000; Callista 2000–current).
- accounting and funds management system (SAP 2000–current).

Reports from these systems were not accessible online by members of the public.

Monash University Council and Academic Board agendas and minutes, which were the most accessible records series reflecting policy and procedures, have long been available in near-complete form in the Sir Louis Matheson Library, Clayton campus, and may be consulted without notice during normal library hours (generally 9am to 5.30pm, Mondays to Fridays, during semester). These may also be accessed via the Monash University website. These and other principal University records series available were as follows:

- Monash University Council minutes (1961–2006)
- Academic Board minutes (1960–1996)
- Monash University Council Annual Reports (1961–current)
- annual examination papers (1961–current)
- faculty handbooks (1962–current).

The University has included material as set out in Part II of the *Freedom of Information Act 1982* on the website. Use of the search facility allowed access to the relevant information.

Monash produced a wide range of publications about the University's teaching, learning and research activities in print, online and video formats. These included undergraduate and postgraduate handbooks that described degree requirements, courses and units, a guide for international students on specific aspects of the University's key functions, and publications on research and research outcomes. The University also produced a range of brochures, booklets and information kits describing the activities and expertise of faculties, departments and research centres. The University's Advancement division produced a range of publications that were distributed throughout the University and to the media, secondary schools, the business sector, and community leaders. General guides to the University's activities and services were also available in print and video formats.



Should formal Freedom of Information (FOI) access to documents pursuant to the *Freedom of Information Act* be required, preliminary inquiries may be made to the FOI officer on +61 3 9905 5137. Formal FOI requests for access to University records under the *Freedom of Information Act 1982* must be made in writing, addressed to the FOI Officer and be accompanied by an application fee of \$25.70, as prescribed by the Act. Such requests for access should contain sufficient detail to enable the specific documents required to be identified.

Applicants would be notified in writing of the decision on a request as soon as possible but at maximum within 45 days of the application being received. If access were granted, the applicant would be advised at this time of the arrangements for gaining access to the requested documents.

Charges for access complied with the Freedom of Information (Access Charges) Regulations 2014.

Requests should be sent to:

Ms Fiona Hunt  
Freedom of Information Officer  
Executive Services  
Building 3A  
Monash University 3800 Victoria

Further information about FOI could be found at the Executive Services website at [www.adm.monash.edu/execserv](http://www.adm.monash.edu/execserv)

### **Compliance with the *Protected Disclosures Act 2012***

The Victorian Government *Protected Disclosure Act 2012* (the PD Act), the Independent Broad-Based Anti-Corruption Commission Act 2011 (the IBAC Act) and the *Ombudsman Act 1973* (the Ombudsman Act) aim to encourage and facilitate the making of disclosures of improper conduct or detrimental action, in contravention of those Acts, by public officers and public bodies. They provide protection to whistleblowers who make disclosures in accordance with the PD Act, and establish systems for the matters disclosed to be investigated and for remedial action to be taken.

Monash University is a public body under the IBAC Act. Employees at Monash University, as well as Council members of Monash University, are public officers under the IBAC Act.

It is the complainant's right and responsibility to elect to take a complaint of improper conduct or detrimental action in reprisal for a protected disclosure to IBAC or the Ombudsman.

Any person contemplating making a disclosure of improper conduct or detrimental action related to Monash University should contact IBAC in the first instance. Monash University's protected disclosure coordinator is not authorised under the PD Act and IBAC Act to receive or assess a disclosure.

Any person who chooses to make a complaint directly to Monash, rather than to IBAC or the Ombudsman, will have their complaint dealt with under Monash University's policies and procedures, unless Monash University is otherwise instructed by IBAC or the Ombudsman.

Monash University does not tolerate improper conduct by employees, Monash University Council members, or any person performing public services or public functions on behalf of Monash University. Monash University does not tolerate the taking of reprisals against those people who disclose such conduct.

Further information can be found at: <http://www.adm.monash.edu.au/workplace-policy/conduct-compliance/whistleblowers.html>

### **National competition policy**

The University continued to implement its established policies and practices consistent with its obligations in relation to the National Competition Policy. During 2014, the University was not the subject of any National Competition Policy-related action.

An online Australian Consumer Law Compliance Manual provides guidance for compliance with the *Competition and Consumer Act 2010* (C'th) (known as the Australian Consumer Law) (as amended from time to time). The Office of the General Counsel provides advice on the law of consumer law, trade practices and competition.

### **Privacy**

Monash is required to comply with the *Privacy and Data Protection Act 2014* (Vic), the *Health Records Act 2001* (Vic) and the *Freedom of Information Act 1982* (Vic).

Monash is committed to the protection of personal information and has established a privacy regimen that strives to:

- promote understanding and acceptance of the privacy principles and their objectives throughout the University community
- educate people within the University about information privacy
- handle any complaints received in an efficient and appropriate manner
- monitor privacy compliance and keep the University informed of updates to procedures.

Guidelines and advice on privacy regarding staff and students were provided to staff via the Monash intranet. Most faculties and divisions had privacy coordinators, and staff, students and members of the public were able to contact the University privacy officer if they had any questions or complaints.

### **Website address for current and previous annual reports**

Copies of the University's annual reports may be accessed at [www.monash.edu/pubs/ar](http://www.monash.edu/pubs/ar).

# Environmental performance

## Introduction and scope

Monash University seeks to improve the human condition through research and education that is framed by a commitment to social justice, human rights, sustainable progress and enduring wellbeing. Consistent with this goal, Monash has committed to improving the environmental sustainability of its operations in Australia and overseas.

The environmental performance section focuses mainly on Australian operations; with particular references to the Malaysian campus stated. With Laureate International Universities taking majority control of Monash South Africa in 2013, the campus is no longer included in this report. Results for the period 1 July 2013 to 30 June 2014 (financial year 2013/14) are referenced as such, where provided. References to 2014 are for the calendar year.

### 2013/14 environmental sustainability at a glance

- 710,460 gigajoules of energy used (electricity, gas and fuel).
- 504,860 kilolitres of potable water consumed.
- solar photovoltaic capacity increased by 135 kWp at Peninsula Campus to reach a University total of 563 kWp.
- 3523 tonnes of waste generated: of which 1080 tonnes (31 per cent) was recycled.
- 2013 carbon footprint inventory showed a reduction of 4,122 tonnes CO<sub>2</sub>-e (2 per cent).
- 70 per cent of the University's carbon emissions came from electricity, 15 per cent from air travel and 9 per cent from natural gas.
- 3884 students and staff 'liked' the Environment Sustainability Facebook page through a variety of campaigns.
- 69 per cent of staff and students used sustainable transport to get to campus which included public transport, carpooling, riding and walking.

### 2014 awards and acknowledgements

Monash was a finalist in two categories of the Banksia Awards in 2014:

- Monash Sustainability Institute's (MSI's) partnership program with the Yorta Yorta Nation Aboriginal Corporation – 'Indigenous voices in climate change adaptation' brought together Monash University research with indigenous leaders to study how the deep knowledge of Victoria's Yorta Yorta people could be used to help strengthen the community's participation in the decision-making processes governing their traditional lands in the Barmah-Millewa, and to respond to climate change.
- Monash University's sustainability plan to reduce its dependence on fossil fuels and to progress towards an economically viable transition to 100 per cent renewable energy through the development of energy neutral buildings and holistic asset replacement plans that achieve deep energy savings was also recognised.

MSI Sir Louis Matheson Fellow, Sir Bob Watson, received a 2014 United Nations Champions of the Earth Award for his services to science. Sir Bob leads MSI's highly-lauded Sustainable Development Solutions Program, and was awarded the prize for 'promoting the science behind ozone depletion, global warming and the impacts of biodiversity loss'.

MSI's Director, Professor Dave Griggs, won a William Morris Endeavor Leaders List 2014 award for inspiring leadership in sustainability.

The Monash Green Program for departments won the 'Skills for Sustainability' Green Gown award awarded by Australian Campuses Towards Sustainability.

## Commitments, governance and resources

### Public commitments

*Priority: To continually strive to lead the sector toward environmental sustainability*

The University's Environmental Sustainability Policy can be viewed at <http://fsd.monash.edu.au/environmental-sustainability/what-were-doing/environmental-documents>. It states: "the University acknowledges the adverse impacts that human activity can impose and takes actions to prevent degradation of our natural systems." In order to reduce its environmental impact in Australia, the University is committed to:

- advancing sustainability in line with the Talloires Declaration signed in 2007
- reducing energy (electricity and gas) consumption by 30 per cent by 2020 (from 2010 levels)
- reducing potable water consumption by 30 per cent by 2020 (from 2010 levels), and to zero consumption on grounds and ovals by 2015
- incorporating environmentally sustainable design aspects into all maintenance, refurbishment and capital works activities and projects
- reducing total waste to landfill by 30 per cent by 2020 (from 2010 levels) and increasing the proportion of waste recycled to 50 per cent of total waste (general and recycled)
- improving the use of sustainable transport so that 80 per cent of staff and students use sustainable transport options for travel to the University by 2020
- applying sustainability criteria to all major procurement contracts
- advancing fair trade in line with the Fair Trade University accreditation
- complying with government environmental reporting processes.

### Governance

*Priority: To increase and broaden stakeholder engagement in the University's strategic environmental directions and planning*

During 2013/14, SMT (Senior Management Team) (Property), a management committee of the Estates Committee, chaired by the Vice-Chancellor and with senior management representation, had responsibility for monitoring the environmental performance and legislative responsibilities of the University. Following review by SMT (Property), environmental matters were considered by the Estates Committee, a committee of Council chaired by the Chancellor and attended by the Vice-Chancellor, external stakeholders and senior University management. A number of sub-committees continued to focus on a broad range of environmental issues with four committees reporting to SMT(Property), two to relevant University departments/divisions and two committees to the Facilities and Services Executive.

Other committees with environmental responsibility included the Occupational Health, Safety and Environment committees based in faculties and divisions. All committees were supported by the Facilities and Services Division (FSD) team to ensure a consistent and coordinated approach. This governance structure brought together more than 200 academic and professional staff and students to drive environmental sustainability planning and activities across teaching, research and campus operations.

## Staff resources

*Priority: To provide staff resources to support University environmental improvements, sustainable behaviour, public commitments and compliance requirements*

In addition to the many activities dedicated to sustainability taking place throughout the University, there were three distinct groups dedicated to environmental sustainability: Facilities and Services Division (FSD), the Monash Sustainability Institute (MSI) and ClimateWorks Australia.

FSD was responsible for supporting operational, infrastructural and sustainable behaviour to improve environmental sustainability within the University. Environmental Sustainability within FSD has been in operation for nine years and draws on the expertise of 11 staff from a number of areas within FSD. In the 2014 calendar year, University funding of \$1.9 million was provided for environmental improvements, projects and compliance programs. Further information on the work of FSD can be found at <http://www.fsd.monash.edu.au/environmental-sustainability>.

## Monash Sustainability Institute

Creating a sustainable future is one of the most complex issues facing society today. Monash, through the Monash Sustainability Institute (MSI) is tackling the major sustainability challenges head-on with a distinctive interdisciplinary approach. MSI boasts over 50 staff, working across 14 interdisciplinary programs. MSI has built extensive relationships with over 180 industry, government and academic partners around the world, and its work is driven by a passion for sustainability research and education that makes a practical difference. Further information on MSI's work can be found at [www.monash.edu/sustainability-institute](http://www.monash.edu/sustainability-institute).

The Monash Sustainability Institute's Sustainable Development Program continued to make headlines in 2014, with the second of two workshops held in Australia in May and the second of two regional workshops held in Indonesia in November. The Australian workshop drew together senior leaders from academia, government, business and civil society to consider what sustainable development goals Australia should aim for and the interlinkages between them.

MSI also hosted a visit by world-renowned economist and Director of the UN Sustainable Development Solutions Network, Professor Jeffrey D Sachs. Professor Sachs met with key government ministers during his trip to Australia. He spoke to an enthusiastic audience of over 1100 people in the Melbourne Town Hall about the sustainability challenges facing the world and Australia's place in ensuring a safer planet.

In June, MSI Director Dave Griggs also represented the Science and Technology Major Group in New York during the UN Open Working Group's deliberations on the international Sustainable Development Goals. MSI's work on Sustainable Development Goals was credited with directly impacting the group's deliberations by Hungary's permanent representative to the United Nations and Co-Chair of the UN Open Working Group.

In September, ClimateWorks Australia launched the 'Pathways to Deep Decarbonisation in 2050: How Australia can prosper in a low carbon world' report in New York. The report presents an illustrative deep decarbonisation pathway for Australia, showing how Australia can achieve net zero emissions by 2050 while maintaining economic prosperity. The work was conducted in partnership with the Australian National University as part of the UN Sustainable Development Solutions Network global Deep Decarbonisation Pathways Project.

In October the first successful customer led rule change to reform the National Energy Market for connecting cleaner energy went into operation. The rule change was led by ClimateWorks Australia, in partnership with the Property Council of Australia and Seed Advisory. The reforms will make it cheaper and faster to connect co/trigeneration plants and renewable energy to the electricity distribution grid.

MSI's Green Steps program was one of six successful projects to receive a grant from Monash inaugural 'Dragon's Den' initiative. The grant will go towards 'gamifying' Green Steps, helping embed learning on sustainability to more Monash students as part of our Green Steps @ Uni program. Green Steps will be developing online learning games that challenge participants to think about their role as a sustainability change agent.

MSI's Professor Carol Adams was the only woman named by the Australian Financial Review in October 2014 as a person 'changing accounting's DNA' for her work in corporate sustainability.

## Staff and student engagement

*Priority: To engage staff and students to embed sustainability within their work, study and on-campus activities*

Staff and students continued to be an integral part of environmental programs across the University. Engagement with the University community about waste, energy, water, procurement, food, and transport underpinned the environmental work for 2014. A restructure of the Green Program saw Environmental Officers and Green Representatives merge into the single role of Sustainability Representative. The network of 249 staff and student volunteer Sustainability Representatives remained the strength of Monash environmental programs.

'Do One Thing' was the University-wide message for environmental sustainability this year. The message encouraged students and staff to adopt a single sustainable behaviour and contribute to campus sustainability. Communication of this message occurred primarily through electronic newsletters, web site information, social media, displays and emails. Face-to-face communication occurred through meetings, information sessions and participation in events. Posters and videos were used as visual communication.

The University continued to support its relationships with student representatives, clubs, societies and non-government organisations such as the Environment and Social Justice Collective, V Gen, Oxfam Australia, Engineers without Borders, and Fair Trade Australia and New Zealand.

Program highlights for 2014 year were:

- The Monash University Green Program expanded with 41 departments registering to participate. The Green Program supported and inspired the network of Sustainability Representatives. The program is structured in tiered levels comprised of a number of activities for completion. Tasks included audits, assessments, events, implementing new strategies to save energy and water, changing purchasing arrangements, rewarding environmentally sustainable behaviour, networking and communication.
- As Australia's fourth Fairtrade University, efforts to promote fair trade continued. Fair trade products were embedded through procurement practices, student activities and on-campus retail support.
- Facebook continued to be a prominent tool to communicate events and initiatives to students. At the end of the 2013/14 financial year, Facebook posts reached an audience of 7654 Facebook users: an increase of 3884 from the previous year.
- A self-guided sustainability walking map of Clayton campus was released. The map features a 3.8 km walking loop that highlights more than 20 sustainability initiatives across campus, from share bikes to solar power to stormwater capture. The walk also includes biodiversity features of the campus such as the Aboriginal garden, Rainforest Walk and the oldest tree on campus, a River Red Gum, estimated to be more than 400 years old.
- Environmental sustainability was showcased at a significant range of events throughout the 2013/14 period, often supported by student associations. These events included enrolments, Orientation Week, Open Day, Ride to Work Day and the Race for Sustainability.

Integration of student environmental coursework and campus sustainability continued. FSD staff members provided a range of lectures to various courses and co-coordinated the Energy and the Environment unit. Students audited and reviewed a number of buildings, identifying a range of significant energy saving opportunities. In addition, a group of final year engineering students conducted a detailed energy review of the Clayton campus to determine the potential for energy savings and onsite renewable energy generation. From this study, a ten-year deployment plan was developed to achieve potential energy savings of greater than 50 per cent and significant ongoing financial savings. Students participating in MSI's Green Steps

program undertook projects in FSD to investigate recycling of organic waste, sustainable orientation activities and energy use in offices.

Monash Residential Services (MRS), with support from student environment coordinators, ran a range of events for residents, including Earth Hour and Clean up Australia Day. Halls of residence held challenges to reduce energy and water consumption, and for the design, maintenance and innovation of community gardens. A student-based environmental committee was active in facilitating positive environmental change. MRS continued to expand vegetable gardens, tree plantings and infrastructure improvements, such as installation of a shower timers and water-efficient washing machines.

Monash University participated in the Australasian Campuses Toward Sustainability Conference, presenting on the findings of research into the drivers, barriers, and key success factors for the integration of environmental sustainability into universities.

## Education for sustainability

A number of new sustainability-related education programs were developed this year with effort directed at both program design and individual unit development. This has included work on a Master of Education for Sustainability, which is being developed by the Faculty of Education, as well as cross faculty programs on sustainability at both the undergraduate and postgraduate levels.

The Education for Sustainability Advisory Group met this year and provided valuable feedback on current and proposed initiatives. As part of a multi-year evaluation of the outcomes from the initiative to embed sustainability into first year engineering, a further survey of first year engineering students was undertaken and interviews conducted with academic staff who teach in the engineering program. This research is providing insight into implications for the new first year engineering program which will launch in 2015. The role of transformative learning in Education for Sustainability is being explored through a research project involving staff from the Faculty of Education. These research initiatives are designed to provide insight that may be transferable to other Faculties where efforts are being directed at embedding sustainability in the curriculum.

## Biodiversity

FSD undertook a comprehensive tree inventory during 2014. Over 11,000 trees across all campuses were assessed and a report produced detailing the overall environmental value of these trees. The assessment was undertaken using a tool developed by the US Forestry Service, and Victorian climate information. In addition to attributing a value to Monash's tree inventory, the total species diversity was assessed and can be used to inform landscape planning in the future.

## Carbon management

The Monash University carbon footprint has been measured for each calendar year since 2005. Since the 2009 calendar year, the carbon footprint has included the greenhouse gas (GHG) emissions associated with Australian activities over which the University has operational control as defined by the *National Greenhouse and Energy Reporting Act 2007*. This definition expanded the University boundary to include all properties occupied by Monash staff and students, whether owned or leased by Monash from a third party, including those located outside campus boundaries.

In 2013, gross total emissions for the University decreased by two per cent when compared to the 2012 carbon footprint (see Table 1). The GHG emissions arising from gas used for heating and cooling (included in scope 1 emissions) decreased by 1.4 per cent, with the emissions from electricity consumption (scope 2 emissions) increased by 0.2 per cent, compared to the previous year. The decrease in GHG emissions was the result of a reduction in the electricity emission factor for Victoria (1.5 per cent) and a decrease in the emissions associated with international air travel (14 per cent). Since 2009 the University's carbon footprint has increased by 7.5 per cent, which is four per cent below 'business as usual' growth of the University. Data for 2014 was not available when this report was prepared.

**Table 1: Monash University's carbon footprints (tonnes CO<sub>2</sub>-e emitted/year) 2009 – 2013 calendar years**

	2009	2010	2011	2012	2013
<b>Scope 1</b> (On-site emissions arising from combustion of gas and fuels and the use of refrigerants and livestock)	20,922	19,053	18,387	19,759	19,958
<b>Scope 2</b> (Indirect emissions arising from the generation of imported electricity)	120,128	122,172	118,749	121,177	119,060
<b>Scope 3</b> (Indirect emissions arising from the extraction, production and transport of gas, fuels and electricity; electricity lost in delivery; waste disposal; embodied energy in paper and water; business travel by staff, and transport)	43,814	52,569	57,775	56,625	57,453
<b>Additional estimate for small facilities</b>	N/A	2,354	2,367	2,435	2,386
<b>Total</b>	184,865	196,148	197,278	202,980	198,858
<b>Emissions offsets (tonnes CO<sub>2</sub>-emitted/year)</b>	14,286	13,980	20,371	21,035	20,693
<b>Net total of all emissions after including offsets (tonnes CO<sub>2</sub>-e emitted/year)</b>	170,579	182,168	176,907	181,945	178,165

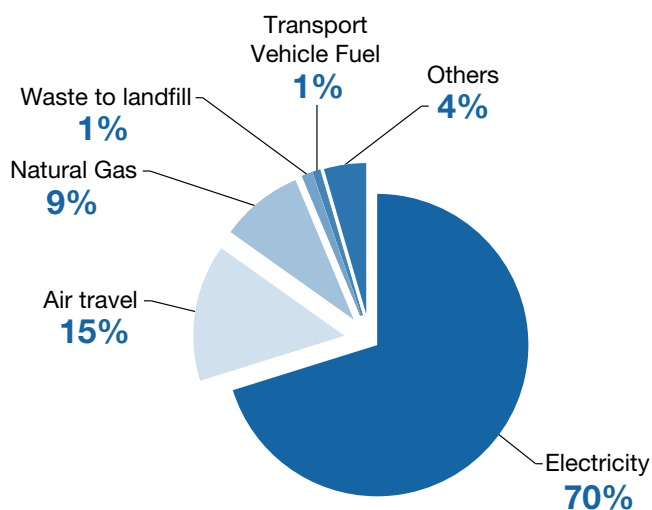
### Notes:

1. Data is collected and calculated according to the *National Greenhouse and Energy Reporting (Measurement) Determination 2008*, the *National Greenhouse Accounts (NGA) Factors*, July 2012 workbook and the *Australian Standard 14064.1-2006*.
2. Data from previous years has been recalculated as more accurate data became available.

Electricity (70 per cent) and gas (nine per cent) consumption and air travel (15 per cent) continued to be the major contributors to the footprint (see Figure 1). Approximately 14 per cent of the University's electricity consumption was accredited GreenPower supplied from wind generation. Solar photovoltaic arrays at the Berwick, Caulfield, Clayton, Gippsland and Parkville campuses generated 585,869 kWh of electricity (0.6 per cent). Car fleet fuel consumption was offset with permanent biodiverse native forests planted by a Greenhouse Friendly approved abatement provider.



Figure 1: Major contributors to the 2013 Carbon footprint Size of numbers\*



Source: Carbon footprint calculation, FSD.

## Energy consumption

Total energy (electricity, gas and fuel) used in 2013/14 was 710,460 gigajoules (GJ; see Table 2), an increase of 0.1 per cent from that used in 2011/12 and two per cent from that used in 2010/11. Electricity and gas represent more than 95 per cent of this energy use.

Table 2: Energy consumption (gas, electricity and fuel use; GJ) by site as reported under the National Greenhouse and Energy Reporting Act 2007

Facility	Total energy (GJ)	Total energy (GJ)	Total energy (GJ)	Total energy (GJ)	Change in energy 2012/13 to 2013/14
	2010/11	2011/12	2012/13	2013/14	
Berwick	9,402	8,450	8,247	7,477	-9.3%
Caulfield	79,330	73,230	81,812	82,706	1.1%
Clayton	470,348	452,162	458,403	476,869	4.0%
Gippsland	32,682	35,032	32,619	21,249	
Parkville	20,560	32,775	36,690	39,314	7.2%
Peninsula	20,295	21,120	20,292	21,417	5.5%
Alfred Hospital	17,637	19,764	20,448	21,029	2.8%
Monash Accommodation Services		4,927	17,740	14,127	-20.4%
Monash Medical Centre	32,276	28,226	14,872	7,000	-52.9%
Monash University Foundation	4,952	9,197	8,575	7,387	-13.9%
Small rural and city sites	8,748	9,116	10,072	11,885	18.0%
<b>Total</b>	<b>696,230</b>	<b>693,989</b>	<b>709,770</b>	<b>710,460</b>	<b>0.1%</b>

### Notes:

- Data from the following facilities/properties/buildings has not been included:
  - Building 220 (770 Blackburn Road) from 1 July 2012
  - Gippsland campus (excluding MARP facility), transferred to Federation University on 1 January 2014
  - Monash Institute of Medical Research (MIMR), transferred to the MIMR-PHI Institute of Medical Research on 1 January 2014.
- Monash Accommodation Services was not occupied for all of 2011/12.
- Data has been extracted from invoices by Facilities and Services and includes use by Monash Residential Services.

## Energy conservation

Energy conservation remained a major component of infrastructural and sustainable behaviour initiatives. Improvements in the energy efficiency of heating, ventilation and air conditioning (HVAC) systems continued to be a major focus in 2013/14, together with continuing roll out of light-emitting diode (LED) lighting upgrades.

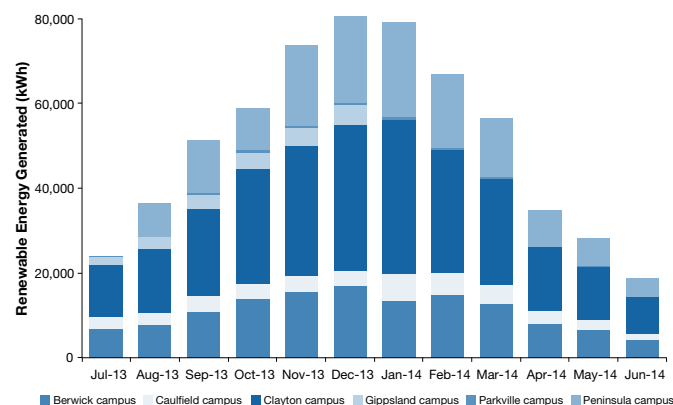
Energy conservation projects included:

- implementation of fresh air, heating, cooling and lighting control into the majority of lecture theatres at the Clayton campus
- continuation of a building re-commissioning program targeting the University's top energy-consuming buildings on Clayton campus resulted in reductions in monthly electricity consumption in individual buildings when compared to the same period in the previous year
- upgrades of HVAC control systems in two buildings on Clayton campus and one building on the Parkville campus
- reduction of off-peak mechanical power consumption by up to 20-30 per cent in a number of buildings on Clayton campus when compared to the same period in the previous year
- upgrading lighting in the book stacks of the Matheson Library to LED lamps with a 60-70 per cent expected reduction in lighting electricity consumption

## Renewable energy

A 135 kW (peak; kWp) solar photovoltaic array was installed at Peninsula campus increasing the total installed capacity of solar photovoltaic at Monash University to 563 kWp (excluding Gippsland solar system), which generated over 609,468 kWh of renewable energy in 2013/14 (see Figure 2).

Figure 2: Renewable energy generated in 2013/14



### Notes:

- Data from Gippsland campus not included from 1 January 2014; transferred to Federation University.
- Source: Solar management and monitoring web system.

## Water consumption

The total potable water consumed by Monash University in 2013/14 was 504,860 kilolitres (kL), a two per cent increase compared to 2012/13 and 22 per cent increase from that used in 2010/11. Table 3 shows the total potable water consumed by each campus.

Table 3: Potable water consumed per campus (2013/14) in comparison to levels in previous years

Campus	Total Kilolitres (kL) 2010/11	Total Kilolitres (kL) 2011/12	Total Kilolitres (kL) 2012/13	Total Kilolitres (kL) 2013/14	Change in Water Consumption 2012/13 to 2013/14
Berwick	12,265	11,451	8,698	9,816	13%
Caulfield	58,231	57,646	56,459	61,568	9%
Clayton	285,118	315,923	366,951	391,602	7%
Gippsland	31,755	29,493	30,320	13,757	

Campus	Total Kilolitres (kL) 2010/11	Total Kilolitres (kL) 2011/12	Total Kilolitres (kL) 2012/13	Total Kilolitres (kL) 2013/14	Change in Water Consumption 2012/13 to 2013/14
Parkville	7,542	7,751	9,551	9,791	3%
Peninsula	18,585	20,334	22,181	18,426	-17%
Total	413,496	442,597	494,164	504,860	2%

**Notes:**

1. Data from Gippsland campus not included from 1 January 2014; transferred to Federation University.
2. Data has been extracted from invoices by Facilities and Services and includes use by Monash Residential Services.
3. Past figures are updated as actual data becomes available and as such historically reported values may not equal currently reported values.

The University focused on water conservation, water harvesting and community awareness as the main strategies in its water management plan. Key water management projects undertaken in 2013/14 were:

- installation of the Rain Forest Walk water harvesting and use system in the courtyard of South 1 lecture theatre
- introduction of alarms on water meters to assist with the rapid identifications of leaks
- optimisation of existing grey water and water harvesting systems across Clayton campus, resulting in all systems operating as designed
- integration of 3-4 star water efficient toilets and fittings into amenities upgrades across all campuses
- preparation of voluntary Water Management Action Plans for Caulfield, Clayton, Parkville and Peninsula campuses for submission to local water authorities.

**Waste**

The University produced 3523 tonnes of waste in 2013/14, a two per cent decrease compared to 2012/13. A total of 1080 tonnes of waste was recycled. The amount of waste recycled decreased from 33 per cent in 2012/13 to 31 per cent of total waste generated (general and recycled waste) in 2013/14 (see Table 4).

**Table 4: Total waste generated, waste recycled and percentage of waste recycled (2010/11 to 2013/14)**

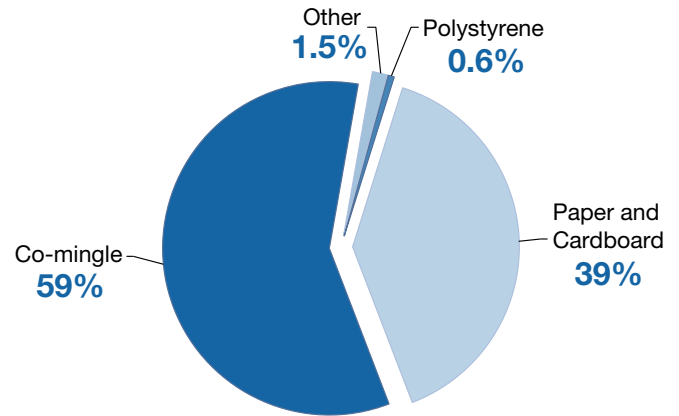
Year	Total Waste Generated (Tonnes)	Waste Recycled (Tonnes)	Percentage of Waste Recycled
2010/11	3,695	1,006	27%
2011/12	3,440	1,052	31%
2012/13	3,610	1,180	33%
2013/14	3,523	1,080	31%

**Notes:**

1. Data from Gippsland campus not included from 1 January 2014; transferred to Federation University.
2. Source: Based on data provided by Monash University's waste collection companies.

The contributions to recycled waste are shown in Figure 3.

**Figure 3: Contributions to recycled waste, by weight in 2013/14**



**Source:**

1. Based on data provided by Monash University's waste collection companies.
2. Conversion factors are from Appendix C of the National Greenhouse and Energy Reporting System Measurement Technical Guidelines for the Estimation of Greenhouse Gas Emissions by facilities in Australia, July 2012.

The University's waste management strategy continued to focus on communication and education, as well as improving waste and recycling infrastructure. Some of the key programs in 2013/14 included the following:

- Continuation of the office bin replacement program at Clayton campus. This program replaced an additional 1573 conventional under-desk bins with small desktop bins. Previous audits have shown this program consistently reduces the mass of recyclable material placed in landfill bins by 20 to 25 per cent.
- The Furniture Re-use Program, which continued to redistribute the University's surplus furniture to other departments within the University, diverting furniture from landfill. In 2013/14 this program redistributed more than 2622 individual items weighing over 69 tonnes, including furniture donated to charities and community groups.
- A comprehensive audit of the waste generated by students and staff at the Clayton campus was undertaken. The audit identified opportunities to increase the recycling rates and reduce the overall waste produced on campus.

**Sustainable transport**

**Priority: For 80 per cent of staff and students to travel to Monash campuses using sustainable transport options by 2020**

The Monash Transport Strategy aimed to reduce GHG emissions associated with travelling to University campuses through a shift away from single occupancy vehicles towards sustainable alternatives, such as public transport, carpooling, walking and cycling, while reducing the overall need for travel in general.

The 601 shuttle bus service, a high frequency express route from Huntingdale Railway Station to Clayton campus, was the most highly patronised bus route in Victoria with more than 5700 passengers per day. The University continued to advocate for public transport improvements to campuses in 2013/14, including high frequency express buses to Clayton campus and an upgrade of Huntingdale Railway Station. A free weekday bus service for students travelling between Mornington Peninsula Shire and Peninsula and Clayton campuses commenced in August 2013 and saw strong demand throughout 2014.

Several projects were undertaken during 2013/14 to improve the infrastructure supporting bike use and to create a culture of bike riding, including the installation of additional bike hoops outside key buildings. In March 2014 the Bike Arrival Station reached its maximum capacity of 100 riders for the first time.

The number of free parking spaces for carpool vehicles was maintained at 527, with innovative ID card activated boom gate access operating successfully at Clayton campus carpool car parks. Carpooling was actively promoted to staff and students. The membership and usage of the car share program at Monash Residential Services continued to increase, achieving a 20 per cent utilisation rate. Each car sharing vehicle replaces an average of 15 private vehicles and is associated with reduced GHG emissions.

Sustainable transport options were highlighted during the Race for Sustainability, Ride to Uni and Ride to Work Day events conducted during the year.

## Motor vehicles

Between the 2013 and 2014 calendar years, the number of vehicles in the fleet decreased by 14 per cent. The number of four-cylinder, six-cylinder and 4WD vehicles in the car fleet decreased (4, 24 and 37 per cent respectively) with diesel and five-cylinder vehicles increasing (1 and 33 per cent, respectively). Total fleet vehicle fuel use increased by 0.8 per cent in 2013/14, when compared to 2012/13.

The majority of vehicles purchased by Monash were sourced from companies with Australian-based manufacturing plants.

## Green information technology

**Priority:** To reduce the environmental impacts of information and communication technologies and to leverage information technology (IT) to deliver more sustainable outcomes

The Monash Green IT Committee focussed on the reduction of resources associated with IT in 2013/14:

- the migration of staff and student personal computers (~15,000) to Windows 7 has been completed, enabling the embedding of standard and managed power saving settings, resulting in electricity savings
- a significant number of servers and associated services were migrated from Clayton campus data centre to a highly efficient off-campus facility. Continued efforts in server consolidation have resulted in over 240 physical servers and disks decommissioned in 2014
- the automatic power down of HVAC, lighting and audiovisual equipment in teaching spaces based on presence detection technology has been deployed to over 19 lecture theatres

## Procurement

**Priority:** To include consideration of sustainability in all University purchases

The Procurement Framework implemented in 2012 continued to ensure environmental and social sustainability, value for money and probity were included in all procurement processes and categories. This framework ensured there was consideration of environmental and social criteria for tenders greater than \$200,000. Practical guidelines were developed for staff to use when scoring sustainability criteria in tenders.

## Office supplies

**Priority:** To increase the percentage of EarthSaver purchases to 50 per cent of office supply purchases

The University continued to work closely with the provider of office supplies to increase the purchase of EarthSaver products in place of non-sustainable goods. The percentage of EarthSaver products purchased decreased by 1.3 per cent for 2013/2014, comprising 37 per cent of total expenditure of all Monash University purchases from the supplier.

## Paper

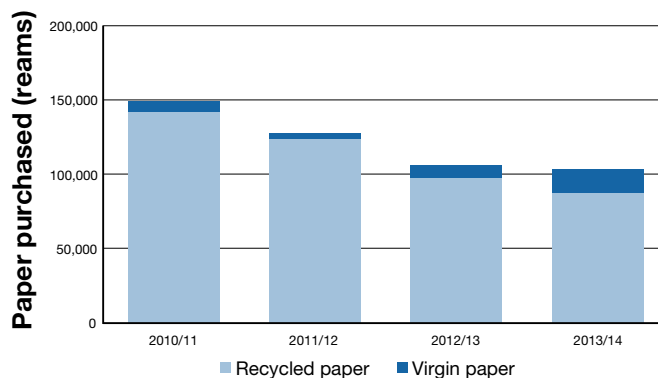
**Priorities:** To decrease overall volume of paper purchased

To increase percentage of recycled content (more than 80 per cent) paper purchased

Monash has achieved a progressive reduction in paper use through automation and online delivery, with a 31 per cent decrease since the

2010/11 financial year (see Figure 4). The volume of paper consumed from the main paper providers (Monash Print Services, Gippsland campus and Staples) decreased by 2447 reams (two per cent) in 2013/14, compared to 2012/13. Of the paper purchased in 2013/14, 84.4 per cent was recycled content paper with 84.3 per cent of that having more than 80 per cent recycled content. Carbon neutral paper purchased increased from 36 per cent in 2012/13 to 72 per cent in 2013/14

**Figure 4: Paper purchased (virgin and recycled content) by major users from 2010/11 to 2013/14**



Notes:

1. Data from Gippsland campus not included from 1 January 2014; transferred to Federation University.
2. Source: Based on data provided by Monash University's main paper providers.

## The built environment and landscape

**Priority:** To incorporate ecologically sustainable development (ESD) into all new buildings and refurbishments

Two buildings achieved Green Star Certification during 2014. The Monash Peninsula Activity and Recreation Centre achieved a 5-star As-built certification with a number of ESD initiatives, including connection to a campus-wide rainwater harvesting system that significantly reduces the demand for potable water on the campus. The new Green Chemical Futures building at Clayton campus achieved a 5-Star Design rating that is expected to translate into a similar level As-built rating.

The Peninsula Campus Library underwent a number of retrofit actions in an effort to make the building Monash's first electricity-neutral building. With a 135kWp solar array, energy reduction efforts focussed on a complete LED lighting and control retrofit, and high engagement with occupants to exhibit best-practice in operation.

The Monash University EcoAccord was updated to Version 3 for use as a design guide for ESD in all projects, setting all-inclusive performance requirements in an easy-to-understand format. With increased compliance to the EcoAccord, the sustainability performance of new works improved.

## Legislative compliance

**Priority:** To be fully compliant with federal and state environmental legislative and reporting requirements

The University complied with the legislative requirements outlined in the following state and federal legislation:

- Environment Protection Act 1970 (Vic)
- Environment Protection (Industrial Waste Resource) Regulations 2009 (Vic)
- Environment Protection (Prescribed Waste) Regulations 1998 (Vic)
- Environment Protection and Biodiversity Conservation Act 1999 (Cth)
- National Greenhouse and Energy Reporting Act 2007 (Cth)
- National Greenhouse and Energy Reporting Regulations 2008 (Cth)
- National Greenhouse and Energy Reporting (Measurement) Determination 2008 (Cth)

- *National Measurement Act 1960 (Cth)*
- *Water Act 1989 (Vic)*
- *Water (Resource Management) Regulations 2007 (Vic)*

During 2014 Commonwealth legislation enabling the Energy Efficiency Opportunities Program was repealed and the University was exempted from relevant provisions of the Victorian Environment Protection (Environment and Resource Efficiency Plans) Regulations 2007, reducing the University's environmental regulatory requirements. Compliance with current legislation and achievement of environmental best practice is managed through risk and compliance strategies, contractor engagement, auditing and waste discharge monitoring.

## Monash University Malaysia

Monash University Malaysia implemented the Monash Sustainability Institute's Green Steps programme for students in 2013/14. Fifteen students – undergraduate and postgraduate – participated, and carried out five projects that analysed University operations and proposed sustainable alternatives. This programme acted as a pilot for a Green Steps at Work programme to be conducted in 2015, which will see a group of staff members attending a training programme on sustainability at work.

The campus established a butterfly garden and, through the Green Representatives Network, also participated in a tree planting effort in the state of Selangor, which was organised by a local environmental non-governmental organisation.

## Statements of compliance

### Compliance with the building and maintenance provisions of the *Building Act 1993*

The Facilities and Services Division was responsible for all buildings, grounds and service infrastructure at Victorian campuses, including refurbishment and maintenance of existing buildings and construction of new buildings. Monash University continued the development and maintenance of its infrastructure with an emphasis on efficient, low-maintenance, safe and environmentally sound facilities.

The University engaged independent registered building surveyors to ensure all works requiring building approval had building permits issued, plans certified, and on completion had Certificates of Occupancy/Certificates of Final Inspection issued in compliance with the *Building Act 1993*.

### Compliance – major works 2014

A summary of the development of new buildings and major refurbishments is provided below.

#### Caulfield campus

A major re-development to enhance the Library in Building A commenced with a project budget of \$37.3 million, with a further \$2.0 million spend for sub-station and electrical infrastructure works. Provisional and early enabling works required existing occupants to be relocated from the building with the electrical infrastructure works well underway.

The adjacent \$6.5 million Caulfield Campus Green is the first stage of major landscape works associated with the development, and incorporates a \$700,000 soundshell for student use.

A major refurbishment totalling \$7.4 million to Level 1 of Buildings B and C commenced to house the Monash Connect 'front of house', Monash Residential Services, Employment and Careers Development, the Caulfield Campus Community Development offices, informal study spaces and a small café.

The \$2.25 million Journalism Laboratory in level 5 of Building B is under design, with works to commence in the first quarter of 2015 and aiming for completion in time for semester two teaching.

The Office of Future Students was successfully relocated to Level 8 of Building H mid 2014 at a cost of \$850,000.

#### Clayton campus

The \$79.56 million Green Chemistry Futures building and associated landscape works was completed, with gross floor area of 9,306m<sup>2</sup>. It received a five star Education Design rating and is expected to achieve a five star As Built rating. The building houses research and teaching laboratories, offices, as well as meeting and collaborative spaces. The Education Investment Fund DIIRTE contributed funding of \$29.12 million.

Construction commenced on the \$165 million stage one residential project. The development comprises 1,000 single bed units, increasing the on-campus residential population and supporting the campus aspiration as a morning-to-midnight activated and inviting campus that attracts enriches and fully engages with the surrounding community. The works include services infrastructure upgrades in the eastern precinct to service potential future developments, landscape works and some ground floor occupation for University use.

Major landscape works completed included the \$4.4 million north-west precinct works (including areas of College Walk west and Campus Walk central), the \$2.3 million Campus Walk north and the \$2.9 million Campus Walk south. Design was progressed on the eastern precinct landscape works, estimated at \$18 million, and will be completed concurrently with the stage one residential project. Similarly the \$6.5 million western landscape design was progressed for tender early 2015, with a \$500,000 early works package let and works undertaken late 2014.

Architects were appointed for the design of the proposed \$180 million Teaching and Learning Building in the southern precinct. The building will showcase and reinforce Monash University's commitment to innovative learning and teaching practices and provide a new front-door experience for visitors at the University's Wellington Road entrance. The scope also includes an additional \$5 million for enhancements to the existing Transport Interchange, currently at capacity and in need of expansion and improvement to be a highly integrated, multi-modal regional hub. The project is planned for completion by end 2017.

A major re-development to enhance the Matheson Library began with stage one works totalling \$2 million commencing in late 2014. The total project cost is estimated at \$25 million with the stage two design progressing to tender in the second quarter of 2015, with works to commence in earnest shortly after.

The provision of comfort cooling to a number of levels in the Menzies building was designed and tendered with works to commence in early 2015. The project requires associated new mechanical plant and is expected to cost \$6.6 million.

The \$5.2 million re-development of Building 56 was completed to consolidate the Facilities and Services Division personnel, and entailed the first Passivhaus designed and constructed facility, providing a highly efficient building envelope to achieve significant energy savings and a favourable tenant environment.

The \$2.75 million new Centre for Structural Cryo-EM Facility was completed and forms part of the Medicine Biological Imaging Research Platform, with the 240m<sup>2</sup> PC2-equivalent labs housing laboratory operations and SEM/TEM microscopes.

The \$5.43 million Sports Building Pool Hall works involved replacement of the failing roof, acoustic works, a new mechanical services system, new roof-mounted thermal water heating system and other infrastructure services upgrades and façade treatments. Planning commenced for the \$700,000 replacement of the failed variable floor buoyancy panels to the east variable floor pool with work scheduled for mid-2015.

The \$8.5 million Maths Building 28 project commenced and entails laboratory, major office, amenities and teaching space refurbishments on levels one and three, as well as associated infrastructure services (new mechanical plant, vertical risers and two passenger lift replacements) to reposition the building into the future for flexible planning of accommodation.

The \$4.55 million University Club refurbishment and associated landscape works was completed, achieving a high quality, multi-purpose meeting place for staff and guests to relax, meet, dine and work temporarily, bringing the club to a level commensurate with Monash's overall ambitions for staff amenity.

The \$3.3 million refurbishment of the 400-seat S1 lecture theatre and break-out spaces, including high-tech AV equipment, was completed, and a \$2.7 million renewal of the 400-seat C1 lecture theatre commenced with completion anticipated in late February 2015.

\$3.25 million was spent on a 510m<sup>2</sup> University Health Services refurbishment in the Campus Centre, including a 150m<sup>2</sup> fitout for optometry and pharmacy tenancies, achieving the 'Super Clinic' concept service delivery model, consolidating medical and counselling services into a holistic health service delivery precinct.

Biology Building 17 works entails a \$5.42 million refurbishment to the ground floor to achieve PC2 and QC2 certified laboratories for evolution physiology research, to be completed in April 2015. Design for the major façade rectification and infrastructure services works totalling \$14.0 million commenced with construction works likely to start mid-2015.

Design progressed on the \$4.4 million Astrophysics levels one and two refurbishment of Building 27, entailing a mix of office and open-plan accommodation, 3rd Year Teaching Laboratories, flat-floor teaching laboratories in highly transparent spaces and associated BCA and infrastructure services.

Infrastructure works included a new \$350,000 lift to the Law Building completed early 2014, a \$700,000 high temperature hot water pipe upgrade required for the Green Chemical Futures Building, and a third high voltage ring main at a cost of \$4.4 million that is underway and will be complete in readiness for the stage one residential buildings commissioning from the third quarter of 2015.

#### **Parkville campus**

The \$2.1 million Nano Medicine Lab fit-out on level four of Building 404 was completed, creating a 660m<sup>2</sup> state-of-the-art, world leading aggregated polymer chemistry research facility and is part of the Monash University and Warwick University alliance.

#### **Peninsula campus**

A \$740,000, 290m<sup>2</sup> refurbishment of Building U was completed in late November. The refurbishment of the University Health Services aligns with the 'Super Clinic' concept service delivery model being rolled out in the general community, consolidating both medical and counselling services into a holistic health service delivery precinct.



# Financial performance

## Report on financial operations

In 2014 the University operating result is \$161.8 million (2013, \$35.0 million) and the consolidated result is \$213.2 million (2013, \$56.6 million). The transition to a new investment portfolio structure completed in early November 2014 resulted in a significant positive impact on revenue. As a result of selling out of the old investment structure the University's revenue includes a reversal of previous impairments and realised gains on the transition totalling \$51.6 million. The total impact included in the consolidated result is \$74.6 million (2013 consolidated impairment reversal \$10.2 million), which was a non-cash impact. Costs of transition were not material.

Student revenue, both domestic CSP and international fee-paying, had a large increase in 2014, particularly international fee revenue which was up by \$72.1 million.

The University operating margin is 8.6% (2013 4.7% from continuing operations) and 10.7% on a consolidated basis (2013 6.2% from continuing operations). Excluding the impact of the change in investment structure, the ratios would be 6.0% for the University and 7.2% for the group.

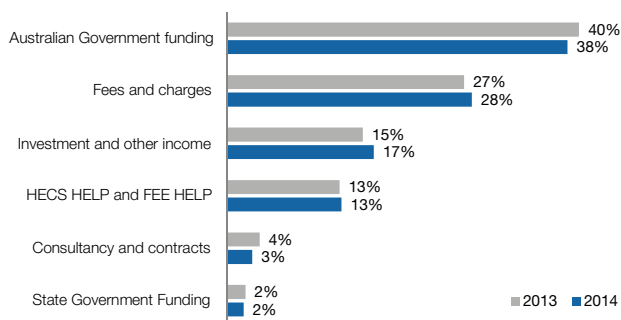
Under a methodology broadly agreed between the Go8 universities, the consolidated underlying result is \$49.4 million, which excludes net investment revenue in excess of borrowing costs, capital grants and unspent research and other specific grants. The 2013 consolidated underlying result was \$53.6 million, which also excluded the impact of discontinued operations at Gippsland and South Africa.

Other comments on the comparison of 2013 and 2014 group revenue and expenses:

- Investment revenue excluding the transitional impacts has increased significantly (by \$16.0 million);
- Non-government research grants increased by \$15.9 million;
- Staff numbers were sensibly contained with the staff salaries expense (excluding on costs and leave provisions) increasing by less than 1%, an effective decrease when taking into account a 2.25% annualised EBA increase;
- Scholarships and prizes increased by \$18.2 million or 17%;
- Impairment on asset values of \$11.4 million in 2014 mainly related to the library collection due to obsolescence and the impending major refurbishment works commencing in 2015; and
- Payments under shared grant arrangements increased by \$26.3 million.

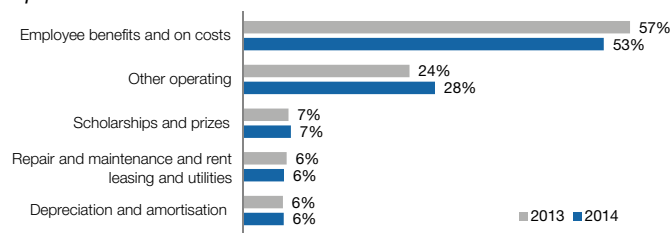
On the Balance Sheet, net assets increased by 6.0%, largely due to the increase in value of investments and capital expenditure. Total drawn borrowings decreased by \$11.9 million to \$281.1 million.

### Revenues\*



\* Percentages based on revenue excluding discontinued operations and investment restructure

### Expenses\*



\* Percentages based on expenses excluding discontinued operations

## Statement of consolidated financial performance for the year ended 31 December 2014

	2010 \$million	2011 \$million	2012 \$million	2013 \$million	2014 \$million
<b>Revenue from continuing and discontinued operations:</b>					
Australian Government funding	572.6	646.4	731.5	674.4	734.1
HECS HELP and FEE HELP	168.5	206.4	223.3	215.1	246.6
State Government funding	40.0	35.1	37.9	34.7	35.1
Consultancy and contracts	54.0	55.1	61.9	61.8	54.0
Fees and charges	446.9	462.8	470.1	454.3	527.8
Investment income	37.1	46.2	31.7	43.5	63.3
Other revenue	185.8	146.3	165.0	216.6	252.5
<b>Subtotal</b>	<b>1,504.9</b>	<b>1,598.3</b>	<b>1,721.4</b>	<b>1,700.3</b>	<b>1,913.4</b>
Realised gain on transition to new investment structure	-	-	-	-	74.6
<b>Total revenue from continuing and discontinued operations</b>	<b>1,504.9</b>	<b>1,598.3</b>	<b>1,721.4</b>	<b>1,700.3</b>	<b>1,988.0</b>
<b>Expenses from continuing and discontinued operations:</b>					
Employee benefits and on costs	841.3	841.3	931.9	901.6	934.3
Depreciation and amortisation	78.6	86.5	90.4	94.0	106.7
Repair and maintenance and rent, leasing and utilities	83.4	94.4	95.5	102.7	107.1
Scholarships and prizes	89.2	95.2	99.7	107.1	125.3
Other operating	379.5	383.9	411.4	388.3	498.2
<b>Total expenses from continuing and discontinued operations</b>	<b>1,472.1</b>	<b>1,501.3</b>	<b>1,628.9</b>	<b>1,593.7</b>	<b>1,771.6</b>
Operating result from continuing and discontinued operations before income tax	32.8	97.0	92.5	106.6	216.4
Income tax	-	0.3	(1.0)	1.0	3.2
<b>Net operating result from continuing and discontinued operations</b>	<b>32.8</b>	<b>96.7</b>	<b>93.5</b>	<b>105.6</b>	<b>213.2</b>
Net result from discontinued operations	-	-	-	(49.20)	-
Net result from discontinued operations	-	-	-	-	(74.6)
<b>Net operating result from continuing operations</b>	<b>32.8</b>	<b>96.7</b>	<b>93.5</b>	<b>56.4</b>	<b>138.6</b>
Net operating margin (including discontinued operations and investment restructure)	2.2%	6.0%	5.4%	3.3%	10.7%
Net operating margin (excluding discontinued operations and investment restructure)	2.2%	6.0%	5.4%	6.2%	7.2%

## Statement of consolidated financial position as at 31 December 2014

	2010 \$million	2011 \$million	2012 \$million	2013 \$million	2014 \$million
<b>Assets</b>					
Property, Plant and Equipment	1,823.5	1,953.6	2,221.4	2,115.0	2,197.0
Available-for-sale financial assets	320.1	305.3	352.7	430.1	495.9
Deferred Government Superannuation Contributions	184.9	183.8	231.9	166.5	161.0
Other	355.4	328.8	376.8	406.6	421.6
	<b>2,683.9</b>	<b>2,771.5</b>	<b>3,182.8</b>	<b>3,118.2</b>	<b>3,275.5</b>
<b>Liabilities</b>					
Borrowings	320.2	325.5	313.8	293.1	281.1
Provisions	146.2	159.2	169.6	187.4	198.1
Deferred Employee Benefits for Superannuation	184.9	183.8	231.9	166.5	161.0
Other	128.6	133.4	173.5	184.7	210.8
	<b>779.9</b>	<b>801.9</b>	<b>888.8</b>	<b>831.7</b>	<b>851.0</b>
<b>Net Assets</b>	<b>1,904.0</b>	<b>1,969.6</b>	<b>2,294.0</b>	<b>2,286.5</b>	<b>2,424.5</b>

## Statement of consolidated cashflows for the year ended 31 december 2014

	2010 \$million	2011 \$million	2012 \$million	2013 \$million	2014 \$million
Net cash inflows from operating activities	102.4	181.5	200.6	155.3	212.2
Net cash outflows from investing activities	(109.4)	(210.3)	(156.6)	(148.2)	(207.6)
Net cash inflows/ (outflows) from financing activities	(6.5)	9.5	(8.2)	(19.4)	(16.0)
<b>Net increase/ (decrease) in cash assets held</b>	<b>(13.5)</b>	<b>(19.3)</b>	<b>35.8</b>	<b>(12.3)</b>	<b>(11.4)</b>

## Statement on ex-gratia payments

There were no ex-gratia payments made by the University during the year. Fees and sundry receivable amounts forgiven during the year are disclosed as bad debts in Note 15 to the financial statements.

## Statement on risk management

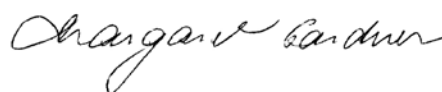
The University Council's risk management strategy centralises the co-ordination of risk management and devolves the responsibility for the management of risk using the lines of defence model.

The University's Enterprise Risk Management framework supports the University Council's delegation of responsibility for risk management. The framework is designed to ensure effective management of risks in the following areas: strategic, operational, regulatory and project. The Audit and Risk Committee monitors the adequacy of arrangements in place to ensure that risks are effectively managed across the University.

The University's key risk profile is reviewed by the University's executive management, Audit and Risk Committee and Council at least twice a year.

## Attestation

I, Professor Margaret Gardner, certify that Monash University has risk management processes in place to enable the University to manage its key risk exposures in accordance with Australian/New Zealand Risk Management Standard: AS/NZS ISO 31000: 2009 (Australian Standard). The Audit and Risk Committee verifies this assurance. The key risk profile of Monash University has been reviewed within the last 12 months.



Professor Margaret Gardner, AO  
Vice-Chancellor and President, Monash University  
March 2015

## Risk analysis – subsidiaries

The following table is an indicative summary of the risk related to subsidiaries of the University where Monash has a capital investment in excess of \$100,000 or where the entity has revenue of more than \$500,000.

Controlled Entity	Objects	Investment \$'000	Turnover \$'000
Monash Accommodation Services Pty Ltd	Construction and supply of affordable rental accommodation.	11,963	13,820
Monash College Pty Ltd	Education activities on behalf of Monash University or in its own right.	500	90,160
Monash Investment Trust	Manage investments on behalf of Monash University.	10	2,936
Monash University Foundation Trust	Generation of investment income for the future benefit of Monash University.	–	59,581

All companies had some exposure to risk, but in the context of Monash University's asset base the level of financial and reputational risk was modest.

Monash University and its subsidiaries had a suite of policies designed to mitigate risk. These included:

- regular monitoring of subsidiaries' performance and outlook;
- crisis management and recovery processes;
- occupational health and safety policies;
- business continuity strategic plan;
- physical security;
- good staff management, training and development practices with a sound staff selection process;
- segregation of duties; and
- financial delegation policy.

## Statement on allocation of public funds

Public funds allocated to the University were allocated to the purposes specified by the government or other funding body.

## Major financial and performance statistics

	2010 \$'000	2011 \$'000	2012 \$'000	2013 \$'000	2014 \$'000
Net result*	32,825	96,622	93,505	56,588	213,238
Revenue	1,531,298	1,597,175	1,769,529	1,700,303	1,988,012
Expenses	1,498,473	1,500,250	1,676,997	1,593,675	1,771,553
Assets	2,683,850	2,771,451	3,182,852	3,118,205	3,275,500
Liabilities	779,888	801,892	888,820	831,672	850,983
Equity	1,903,962	1,969,559	2,294,032	2,286,533	2,424,517

\* After tax and non-controlling interests. 2014 includes the impact of transition to new investment structure (2013 includes the impact of discontinued operations).

## Consultants

The University engaged a wide range of consultants to assist in the implementation of new systems, and to provide advisory services and information for business developments and a variety of research projects. The table below lists the consultants used by the University and the fees paid for their services during the year ended 31 December 2014.

Name / Description of services	\$	Commitments
<b>Price Waterhouse Coopers</b> Business advisory services	2,420,221	1,246,095
<b>Strategic Project Partners Pty Ltd</b> Planning and advising services	1,869,383	285,384
<b>The Nous Group</b> Management consulting services	1,835,330	1,280,937
<b>Squiz Australia Pty Ltd</b> Web related services	1,015,435	47,830
<b>Moore Stephens</b> Taxation, accounting and business consulting services	988,753	374,236
<b>Exiron (Aust) Pty Ltd</b> Web related services	839,600	497,600
<b>Precedent Communications Australia</b> IT system services	772,744	423,151
<b>Netspot Pty Ltd</b> IT system services	709,375	2,000
<b>Presence Of It</b> Payroll consulting services	423,780	190,553
<b>Donald Cant Watts Corke</b> Project management services	422,500	496,000
<b>Cortell Australia Pty Ltd</b> IT system services	419,260	279,365
<b>Bmc Software Asia Pacific Pte Ltd</b> Software services	402,650	–
<b>Deloitte Touche Tohmatsu</b> Business advisory services	364,754	–
<b>Sms Consulting Group Limited</b> Project consultation services	257,761	332,489
<b>Magellan Consulting Pty Ltd</b> Workplace relations advice	257,602	37,398
<b>Mcgauran Giannini Soon Pty Ltd</b> Architectural and urban design advice	257,462	328,885
<b>Vincent Chrisp Architects</b> Architectural services	222,450	66,550
<b>So I.R. Pty Ltd</b> Employment relations advice	209,295	85,705
<b>Solutions At Work Pty Ltd</b> Industrial relations advice	205,140	4,860
<b>Miller Consulting Group Pty Ltd</b> Management consulting services	203,040	260,250
<b>Offor Sharp Family Trust</b> Specialist advice on research project	178,232	19,614
<b>Ian Thorp Consulting Pty Ltd</b> Architectural services	163,900	136,125

Name / Description of services	\$	Commitments
<b>John Charleson Advisory</b> HR strategic advice	154,400	25,600
<b>Dunlop International Pty Ltd</b> Project management services	152,016	116,555
<b>Unisolve Pty Ltd</b> IT service development	132,980	242,407
<b>Woods Bagot Pty Ltd</b> Architectural services	130,000	–
<b>Peter Elliott Pty Ltd</b> Project feasibility consulting	121,465	59,360
<b>Dim Investments (Aust) Pty Ltd</b> Mechanical engineering advice	119,175	82,865
<b>Pitt &amp; Sherry (Operations) Pty Ltd</b> Energy Productivity Improvement consulting	117,750	–
<b>Worklogic Pty Ltd</b> Employment relations advice	116,189	68,899
<b>Focus Energy Solutions</b> Building construction and commissioning services	112,576	274,986
<b>Sustainable Melbourne Fund</b> Environmental advisory services	110,244	61,471
<b>Stephen Bambery Pty Ltd</b> Occupational health advice	107,550	43,450
<b>Subtotal &gt; \$100,000</b>	<b>15,813,012</b>	<b>7,370,619</b>
<b>241 Consultancies &lt; \$ 100,000</b>	<b>5,571,871</b>	<b>–</b>
<b>Total Consultancies</b>	<b>21,384,883</b>	<b>7,370,619</b>

## Statement on compulsory non-academic fees

The Higher Education Legislation Amendment (Student Services and Amenities) Bill 2011 was passed by the Parliament on October 2011 and allows higher education providers to charge a Student Services and Amenities Fee from 1 January 2012. The Student Services and Amenities Fee (SSAF) in 2014 is calculated and charged based on a student's enrolment, mode (off or on campus) and study load (full or part time) for the entire calendar year. The maximum SSAF amount a student could pay in 2014 is \$281 and eligible students were able to defer their SSAF to the government loan scheme, SA-HELP. Revenue from the fee was spent in accordance with the *Higher Education Support Act 2003*.

## Statement on private provision of public infrastructure

The University has not entered into any arrangement that has resulted in the private provision of public infrastructure.

## Disclosure index

The Annual Report of Monash University was prepared in accordance with:

FMA	Financial Management Act 1994
FRD	Financial Reporting Directions
SD	Directions of the Minister for Finance issued under section 8 of the Financial Management Act 1994
AAS	Australian Accounting Standards
AASB	Australian Accounting Standards Board
ETRA 2006	Education and Training Reform Act 2006
PAEC	Decision of Public Accounts and Estimates Committee of Parliament

This index was prepared to facilitate identification of compliance with statutory disclosure requirements.

Clause	Disclosure	Page
SD 4.2(g)	Report of Operations contains general information about the entity and its activities, highlights for reporting period and future initiatives and is prepared on a basis consistent with financial statements pursuant to the Financial Management Act 1994.	1–112
SD 4.2(h)	Report of Operations is prepared in accordance with Financial Reporting Directions.	1–112
SD 4.2(j)	Letter of Transmittal is signed and dated by Chancellor or equivalent and includes date of Council Meeting at which Annual Report was approved.	2
SD 4.2(a)	Financial Statements are prepared in accordance with: <ul style="list-style-type: none"> <li>Australian Accounting Standards (AAS and AASB standards) and other mandatory professional reporting requirements;</li> <li>Financial Reporting Directions; and</li> <li>Business Rules.</li> </ul>	51 51 51
SD 4.2(b)	Financial Statements available, including: <ul style="list-style-type: none"> <li>Income statement and balance sheet;</li> <li>Statement of Recognised Income and Expense;</li> <li>Cash Flows Statement; and</li> <li>Notes to the financial statements.</li> </ul>	44–45 44 50 51–111
SD 4.2(c)	Signed and dated statement by Accountable Officer stating that financial statements: <ul style="list-style-type: none"> <li>Present fairly the financial transactions during reporting period and the financial position at end of the period;</li> <li>Were prepared in accordance with Standing Direction 4.2(c) and applicable Financial Reporting Directions; and</li> <li>Comply with applicable Australian Accounting Standards (AAS and AASB standards) and other mandatory professional reporting requirements.</li> </ul>	112 112 112
SD 4.2(d)	Financial Statements are expressed in the nearest dollar except where the total assets, or revenue, or expenses of the institution are greater than: <ul style="list-style-type: none"> <li>\$10,000,000, the amounts shown in the financial statements may be expressed by reference to the nearest \$1,000.</li> </ul>	51
SD 4.2(e)	Declaration by authorised officers that the financial statements have been reviewed by Monash University Council.	112
SD 4.5.5	Attestation on compliance with the Australian/ New Zealand Risk Management Standard.	39
FRD 03A	Accounting for Dividends	N/A
FRD 07A	Early Adoption of Authoritative Accounting Pronouncements	51 58–59
FRD 9A	Administered assets and liabilities	NA
FRD 10	Disclosure Index	41
FRD 11A	Disclosure of Ex-gratia Payments	39
FRD 17B	Long Service Leave Wage Inflation and Discount Rates	57
FRD 19	Private Provision of Public Infrastructure	40

Clause	Disclosure	Page
FRD 21B	Responsible Person and Executive Officer Disclosure in the Financial Report	85–87
FRD 22E	Consultants: Report of Operations includes a statement disclosing each of the following <ol style="list-style-type: none"> <li>Full details of consultancies over \$100,000</li> <li>Total number of consultancies individually valued at less than \$100,000 and the total expenditure for the reporting period.</li> </ol>	40
FRD 22E	Manner of establishment and the relevant Minister	4
FRD 22E	Objectives, functions, powers and duties	4
FRD 22E	Nature and range of services provided including communities served	4
FRD 22E	Organisational structure and chart, including accountabilities	7–8
FRD 22E	Names of Council members	4–5
FRD22E	Operational and budgetary objectives, performance against objectives and achievements	1–112
FRD 22E	Occupational health and safety statement including performance indicators, performance against those indicators, and how they affected outputs	21–22
FRD 22E	Workforce data for current and previous reporting period including a statement on employment and conduct principles	17–25
FRD 22E	Summary of the financial results for the year including previous 4 year comparisons	38–39
FRD 22E	Significant changes in financial position during the year	38–39
FRD 22E	Major changes or factors affecting performance	2, 3, 10–15
FRD 22E	Post-balance sheet date events likely to significantly affect subsequent reporting periods	88
FRD 22E	Summary of application and operation of the Freedom of Information Act 1982	26
FRD 22E	Statement of compliance with building and maintenance provisions of the Building Act 1993	35–36
FRD 22E	Statement on National Competition Policy	27
FRD 22E	Summary of application and operation of the Protected Disclosure Act 2012	27
FRD 22E	Statement, to the extent applicable, on the application and operation of the Carers Recognition Act 2012 (Carers Act), and the actions that were taken during the year to comply with the Carers Act	NA
FRD 22E	Summary of Environmental Performance	29–35
FRD 22E	List of other information available on request from the Accountable Officer, and which must be retained by the Accountable Officer (refer to list at (a) – (l) in the FRD))	42
FRD 24C	Reporting of office based environmental impacts	34
FRD 25B	Victorian Industry Participation Policy in the Report of Operations	NA
FRD 26A	Accounting for VicFleet Motor Vehicle Lease Arrangements on or after 1 February 2004	NA
FRD 101	First time adoption	NA
FRD 102	Inventories	53, 69
FRD 103E	Non-current physical assets	NA
FRD 104	Foreign currency	52, 53
FRD 105A	Borrowing Costs	55, 65
FRD 106	Impairment of assets	53, 64
FRD 107A	Investment properties	56, 72, 103
FRD 109	Intangible assets	54–55, 77–78
FRD 110	Cash Flow Statements	50
FRD 112D	Defined benefit superannuation obligations	87, 88
FRD 113	Investments in Subsidiaries, Jointly Controlled Associates and Entities	51, 70–71, 93–95
FRD 119A	Transfers through contributed capital	NA



Clause	Disclosure	Page
FRD 120H	Accounting and reporting pronouncements applicable to the reporting period	58–59
FMA 1994	Financial Statements:	
49 (a)	• Contain such information as required by the Minister;	51
49 (b)	• Are prepared in a manner and form approved by the Minister;	51
49 (c)	• Present fairly the financial transactions of the university during the relevant financial year to which they relate;	112
49 (d)	• Present fairly the financial position of the university as at the end of that year; and	112
49 (e)	• Are certified by the accountable officer in the manner approved by the Minister.	112
ETRA, s. 3.2.8	Statement on compulsory non-academic fees, subscriptions and charges payable in 2014	40
PAEC	Financial and other information relating to the university's international operations	12–14, 60, 70–71, 94–95
UNIVERSITY COMMERCIAL ACTIVITY GUIDELINES	Summary of the university commercial activities If the university has a controlled entity, include the accounts of that entity in the university's Annual Report	93 94–95

## Other relevant information available on request

Additional information is available on request about the following topics, subject to the provisions of the *Freedom of Information Act 1982*:

- FRD 22E – Statement regarding declaration of pecuniary interest: contact Ms Karen Haywood, Divisional Director – Human Resources Division, telephone +61 3 9902 9675, karen.haywood@monash.edu
- FRD 22E – Shares held by senior officers: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@monash.edu
- FRD 22E – Publications: contact Ms Margot Burke, Director – Marketing, telephone +61 3 9903 4819, margot.burke@monash.edu or visit [www.monash.edu/pubs](http://www.monash.edu/pubs)
- FRD 22E – Changes in prices, fees, charges, rates and levies: contact Ms Jessica Lightfoot, Divisional Director – Financial Resources Management Division, telephone +61 3 9905 6356, Jessica.lightfoot@monash.edu
- FRD 22E – Major external reviews: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@monash.edu
- FRD 22E – Major research and development activities: contact Professor Edwina Cornish, Office of the Senior Vice President and Provost edwina.cornish@monash.edu, telephone +61 3 9902 9468
- FRD 22E – Overseas visits: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@monash.edu
- FRD 22E – Major promotional, public relations and marketing activities: contact Ms Margot Burke, Director – Marketing, telephone +61 3 9903 4819, margot.burke@monash.edu
- FRD 22E – General statement on industrial relations and details of time lost due to industrial disputes and accidents: contact Ms Karen Haywood, Divisional Director – Human Resources Division, telephone +61 3 9902 9675, karen.haywood@monash.edu
- FRD 22E – Major committees: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@monash.edu or visit [www.adm.monash.edu/execserv](http://www.adm.monash.edu/execserv)

# Financial statements

## STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2014

	Notes	Consolidated		Monash University	
		2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
<b>Revenue from continuing operations</b>					
Australian Government financial assistance					
Australian Government Grants	3	734,066	674,484	729,330	669,820
HECS-HELP - Australian Government payments	3	196,675	171,286	196,675	171,286
FEE-HELP	3	49,938	43,782	49,433	42,922
State and Local Government financial assistance	4	35,084	34,701	33,505	33,147
Non-Government financial assistance	5	92,191	64,075	92,195	64,102
HECS-HELP student payments		33,250	32,680	33,250	32,680
Fees and charges	6	527,815	454,270	431,865	379,872
Investment revenue	7	137,910	43,386	105,208	38,400
Royalties, trademarks and licences	8	20,227	17,461	27,420	16,754
Consultancy and contracts	9	53,987	61,837	53,988	61,837
Other revenue	10	106,731	101,189	122,195	111,617
Share of net results of associates and joint venture entities accounted for using the equity method	23	138	1,152	-	-
<b>Total revenue from continuing operations</b>		<b>1,988,012</b>	<b>1,700,303</b>	<b>1,875,064</b>	<b>1,622,437</b>
<b>Expenses from continuing operations</b>					
Employee benefits and on costs	11	934,282	901,550	895,543	870,911
Depreciation, amortisation and impairment	12	106,701	93,979	103,114	89,118
Repairs and maintenance	13	41,570	40,477	40,234	39,117
Finance costs	14	16,662	16,726	17,540	17,373
Bad and impaired receivables	15	1,059	946	857	851
Assurance and other services	16	458	564	347	447
Other expenses	17	670,821	539,433	655,677	528,624
<b>Total expenses from continuing operations</b>		<b>1,771,553</b>	<b>1,593,675</b>	<b>1,713,312</b>	<b>1,546,441</b>
<b>Net result from continuing operations before income tax</b>		<b>216,459</b>	<b>106,628</b>	<b>161,752</b>	<b>75,996</b>
Income tax expense	18	3,221	890	-	-
<b>Net result from continuing operations after tax</b>		<b>213,238</b>	<b>105,738</b>	<b>161,752</b>	<b>75,996</b>
Net result from discontinued operations	19	-	(49,150)	-	(40,967)
<b>Net result attributable to members of the parent entity</b>		<b>213,238</b>	<b>56,588</b>	<b>161,752</b>	<b>35,029</b>
<b>Other comprehensive income</b>					
<b>Items that will not be reclassified to profit or loss:</b>					
Gain / (loss) on revaluation of land and buildings, net of tax	27,35	(1,200)	(117,343)	(2,471)	(116,593)
Gain on revaluation of cultural assets	27,35	330	5,835	330	5,835
(Decrease) / increase in deferred government superannuation contributions	40(b)	(5,549)	(65,355)	(5,549)	(65,355)
Decrease / (increase) in deferred employee benefits for superannuation	40(b)	5,549	65,355	5,549	65,355
<b>Items that may be reclassified subsequently to profit or loss:</b>					
Change in fair value of available for sale financial assets, net of tax	35	6,349	55,060	4,784	36,753
Exchange differences on translation of foreign operations, net of tax	35	3,363	2,604	-	-
Currency and interest rate contract	35	(6,658)	-	(6,658)	-
<b>Total other comprehensive income</b>		<b>2,184</b>	<b>(53,844)</b>	<b>(4,015)</b>	<b>(74,005)</b>
<b>Total comprehensive income</b>		<b>215,422</b>	<b>2,744</b>	<b>157,737</b>	<b>(38,976)</b>
Total comprehensive income for the year is attributable to:					
Members of the parent entity		215,422	2,744	157,737	(38,976)
Non-controlling interests		-	-	-	-

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

## STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2014

	Notes	Consolidated		Monash University	
		2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
<b>ASSETS</b>					
<b>CURRENT ASSETS</b>					
Cash and cash equivalents	20	62,979	72,770	48,189	51,776
Receivables	21	78,277	74,740	70,229	66,217
Inventories	22	493	370	493	370
Other financial assets	25	-	7,425	-	-
Available-for-sale financial assets	24	70	101	-	-
Other assets	29	17,071	13,109	16,334	12,445
<b>TOTAL CURRENT ASSETS</b>		<b>158,890</b>	<b>168,515</b>	<b>135,245</b>	<b>130,808</b>
<b>NON-CURRENT ASSETS</b>					
Receivables	21	27,781	27,595	59,530	19,708
Investments accounted for using the equity method	23	30,351	29,868	16,539	16,539
Available-for-sale financial assets	24	495,916	430,051	316,526	281,753
Other financial assets	25	13,572	13,385	25,924	37,430
Investment properties	26	88,971	68,830	51,471	34,930
Property, plant and equipment	27	2,197,016	2,114,962	2,094,211	2,049,168
Intangible assets	28	91,670	87,706	89,430	84,929
Other assets	29	10,347	10,758	10,347	10,758
Deferred Government superannuation contributions	40	160,986	166,535	160,986	166,535
<b>TOTAL NON-CURRENT ASSETS</b>		<b>3,116,610</b>	<b>2,949,690</b>	<b>2,824,964</b>	<b>2,701,750</b>
<b>TOTAL ASSETS</b>		<b>3,275,500</b>	<b>3,118,205</b>	<b>2,960,209</b>	<b>2,832,558</b>
<b>LIABILITIES</b>					
<b>CURRENT LIABILITIES</b>					
Payables	30	149,862	142,611	165,195	154,185
Borrowings	31	18,291	47,054	18,278	47,037
Provisions	32	171,673	149,812	166,547	142,329
Other liabilities	33	51,310	36,095	42,806	30,335
<b>TOTAL CURRENT LIABILITIES</b>		<b>391,136</b>	<b>375,572</b>	<b>392,826</b>	<b>373,886</b>
<b>NON-CURRENT LIABILITIES</b>					
Payables	30	2,930	5,947	2,930	5,947
Borrowings	31	262,844	246,001	262,844	246,001
Provisions	32	26,429	37,617	25,707	36,870
Other financial liabilities	33	6,658	-	6,658	-
Deferred employee benefits for superannuation	40	160,986	166,535	160,986	166,535
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>459,847</b>	<b>456,100</b>	<b>459,125</b>	<b>455,353</b>
<b>TOTAL LIABILITIES</b>		<b>850,983</b>	<b>831,672</b>	<b>851,951</b>	<b>829,239</b>
<b>NET ASSETS</b>		<b>2,424,517</b>	<b>2,286,533</b>	<b>2,108,258</b>	<b>2,003,319</b>
<b>EQUITY</b>					
<b>Parent entity interest</b>					
Capital	34	234,509	232,269	83,102	83,102
Reserves	35	997,076	1,072,330	994,501	1,051,314
Retained earnings	36	1,192,932	981,934	1,030,655	868,903
<b>TOTAL EQUITY</b>		<b>2,424,517</b>	<b>2,286,533</b>	<b>2,108,258</b>	<b>2,003,319</b>

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

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**2014 Consolidated**

	Notes	Capital \$000's	Retained Earnings \$000's	Asset Revaluation Reserve \$000's	Foreign Currency Translation Reserve \$000's	Available-for-sale Investment Revaluation Reserve \$000's	Hedge Reserve \$000's	Total \$000's
<b>Balance at 1 January 2014</b>		232,269	981,934	1,018,094	(26,867)	81,103	-	2,286,533
Preservation of capital	36	2,240	-	-	-	-	-	2,240
Net result for the year	36	-	213,238	-	-	-	-	213,238
Transfer to original capital	34	-	(2,240)	-	-	-	-	(2,240)
Gain / (loss) on revaluation of land and buildings	27,35	-	-	(2,471)	-	-	-	(2,471)
Gain on revaluation of cultural assets	27,35	-	-	330	-	-	-	330
Deferred tax on other comprehensive income	32(c),35	-	-	1,271	559	-	-	1,830
Currency translation differences arising during the year	35	-	-	-	2,804	-	-	2,804
Change in fair value of available for sale financial assets, net of tax	24	-	-	-	-	6,349	-	6,349
Realised gain on sale of investments - transfer to net profit	35(b)	-	-	-	-	(23,070)	-	(23,070)
Realised gain on previously impaired investments - transfer to net profit	7	-	-	-	-	(54,368)	-	(54,368)
Remeasurement of deferred government superannuation contributions	36	-	(5,549)	-	-	-	-	(5,549)
Remeasurement of deferred employee benefits for superannuation	36	-	5,549	-	-	-	-	5,549
Currency and interest rate contract	35	-	-	-	-	-	(6,658)	(6,658)
<b>Balance at 31 December 2014</b>		<b>234,509</b>	<b>1,192,932</b>	<b>1,017,224</b>	<b>(23,504)</b>	<b>10,014</b>	<b>(6,658)</b>	<b>2,424,517</b>

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



**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2014**

2013 Consolidated

	Notes	Capital \$000's	Retained Earnings \$000's	Asset Revaluation Reserve \$000's	Foreign Currency Translation Reserve \$000's	Available-for-sale Investment Revaluation Reserve \$000's	Hedge Reserve \$000's	Total \$000's
<b>Balance at 1 January 2013</b>		228,806	928,809	1,129,602	(29,471)	36,286	-	2,294,032
Preservation of capital	36	3,463	-	-	-	-	-	3,463
Net result for the year	36	-	56,588	-	-	-	-	56,588
Transfer to original capital	34	-	(3,463)	-	-	-	-	(3,463)
Gain / (loss) on revaluation of land and buildings	19, 35	-	-	(118,107)	-	-	-	(118,107)
Gain on revaluation of cultural assets	19, 35	-	-	5,835	-	-	-	5,835
Deferred tax on other comprehensive income	32(c), 35	-	-	-	-	-	-	-
Currency translation differences arising during the year	35	-	-	764	(161)	-	-	603
Change in fair value of available for sale financial assets, net of tax	24	-	-	-	2,765	-	-	2,765
Realised gain on previously impaired investments - transfer to net profit	7	-	-	-	-	55,060	-	55,060
Remeasurement of deferred government superannuation contributions	36	-	-	-	-	(10,243)	-	(10,243)
Remeasurement of deferred employee benefits for superannuation	36	-	(65,355)	-	-	-	-	(65,355)
		-	65,355	-	-	-	-	65,355
<b>Balance at 31 December 2013</b>		<b>232,269</b>	<b>981,934</b>	<b>1,018,094</b>	<b>(26,867)</b>	<b>81,103</b>	<b>-</b>	<b>2,286,533</b>

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

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2014**

2014 Monash University

	Notes	Capital \$000's	Retained Earnings \$000's	Asset Revaluation Reserve \$000's	Foreign Currency Translation Reserve \$000's	Available-for-sale Investment Revaluation Reserve \$000's	Hedge Reserve \$000's	Total \$000's
<b>Balance at 1 January 2014</b>		83,102	868,903	999,199	-	52,115	-	2,003,319
Net result for the year	36	-	161,752	-	-	-	-	161,752
Gain / (loss) on revaluation of land and buildings	27,35	-	-	(2,471)	-	-	-	(2,471)
Gain on revaluation of cultural assets	27,35	-	-	330	-	-	-	330
Change in fair value of available for sale financial assets	24	-	-	-	-	4,784	-	4,784
Realised gain on sale of investments - transfer to net profit	35(b)	-	-	-	-	(12,160)	-	(12,160)
Realised gain on previously impaired investments - transfer to net profit	7	-	-	-	-	(40,638)	-	(40,638)
Remeasurement of deferred government superannuation contributions	36	-	(5,549)	-	-	-	-	(5,549)
Remeasurement of deferred employee benefits for superannuation	36	-	5,549	-	-	-	-	5,549
Currency and interest rate contract	35	-	-	-	-	-	(6,658)	(6,658)
<b>Balance at 31 December 2014</b>		<b>83,102</b>	<b>1,030,655</b>	<b>997,058</b>	<b>-</b>	<b>4,101</b>	<b>(6,658)</b>	<b>2,108,258</b>

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

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**2013 Monash University**

	Notes	Capital \$000's	Retained Earnings \$000's	Asset Revaluation Reserve \$000's	Foreign Currency Translation Reserve \$000's	Available-for-sale Investment Revaluation Reserve \$000's	Hedge Reserve \$000's	Total \$000's
<b>Balance at 1 January 2013</b>		83,102	833,874	1,109,957	-	21,738	-	2,048,671
Net result for the year	36	-	35,029	-	-	-	-	35,029
Gain / (loss) on revaluation of land and buildings	27,35	-	-	(116,593)	-	-	-	(116,593)
Gain on revaluation of cultural assets	27,35	-	-	5,835	-	-	-	5,835
Change in fair value of available for sale financial assets	24	-	-	-	-	36,753	-	36,753
Realised gain on previously impaired investments - transfer to net profit	7	-	-	-	-	(6,376)	-	(6,376)
Remeasurement of deferred government superannuation contributions	36	-	(65,355)	-	-	-	-	(65,355)
Remeasurement of deferred employee benefits for superannuation	36	-	65,355	-	-	-	-	65,355
<b>Balance at 31 December 2013</b>		<b>83,102</b>	<b>868,903</b>	<b>999,199</b>	<b>-</b>	<b>52,115</b>	<b>-</b>	<b>2,003,319</b>

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

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2014

	Notes	Consolidated		Monash University	
		2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
<b>Cash from operating activities:</b>					
Australian Government Financial Assistance	49				
CGS and Other EDUCATION Grants	(a)	332,620	323,837	332,620	323,837
Higher Education Loan Programs		247,086	229,566	246,581	228,706
Scholarships	(c)	23,282	21,179	23,282	21,179
EDUCATION Research	(d)	118,043	112,557	118,043	112,557
Other Capital Funding	(e)	8,546	5,900	8,546	5,900
ARC grants - Discovery	(f)(i)	51,832	48,647	51,832	48,647
ARC grants - Linkages	(f)(ii)	14,069	14,491	14,069	14,491
ARC grants - Networks and Centres	(f)(iii)	10,891	4,335	10,891	4,335
Other Australian Government Grants		178,119	167,864	173,383	163,200
State and Local Government Grants		35,084	35,813	33,505	34,259
HECS-HELP - Student payments		33,250	34,589	33,250	34,589
Receipts from student fees and other customers		868,745	770,404	801,555	692,546
Dividends received		4,246	4,479	3,210	3,630
Distributions received		412	385	-	-
Interest received		5,432	4,092	4,714	3,693
Payments to suppliers and employees (inclusive of goods and services tax)		(1,696,854)	(1,602,772)	(1,638,812)	(1,550,528)
Finance costs		(21,076)	(19,947)	(21,954)	(20,496)
Income taxes paid		(1,522)	(160)	-	-
<b>Net cash provided by operating activities</b>	45	<b>212,205</b>	<b>155,259</b>	<b>194,715</b>	<b>120,545</b>
<b>Cash flows from investing activities:</b>					
Proceeds from sale of property, plant and equipment		5,997	1,660	750	1,660
Repayment of loans received from related parties		2,245	-	2,245	1,280
Proceeds from investments		107,111	7,085	109,062	13,948
Payments for property, plant and equipment		(211,206)	(147,734)	(172,014)	(146,083)
Loans provided to related parties		-	(2,794)	(31,749)	(3,965)
Cash disposed on discontinued subsidiary operations		-	(3,592)	-	-
Payments for investments		(111,735)	(2,777)	(100,418)	(2,750)
<b>Net cash used in investing activities</b>		<b>(207,588)</b>	<b>(148,152)</b>	<b>(192,124)</b>	<b>(135,910)</b>
<b>Cash flows from financing activities:</b>					
Proceeds from borrowings		93,300	192,943	93,300	192,800
Distribution from related parties		-	-	8,226	9,523
Repayment of borrowings		(109,304)	(212,299)	(109,300)	(211,800)
<b>Net cash provided by / (used in) financing activities</b>		<b>(16,004)</b>	<b>(19,356)</b>	<b>(7,774)</b>	<b>(9,477)</b>
<b>Net cash increase / (decrease) in cash and cash equivalents</b>		<b>(11,387)</b>	<b>(12,249)</b>	<b>(5,183)</b>	<b>(24,842)</b>
Cash and cash equivalents at beginning of year		72,770	83,833	51,776	75,432
Effects of exchange rate changes on cash and cash equivalents		(1,812)	1,186	(1,812)	1,186
<b>Cash and cash equivalents at end of year</b>	20	<b>59,571</b>	<b>72,770</b>	<b>44,781</b>	<b>51,776</b>

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

## NOTES TO THE FINANCIAL STATEMENTS

### 1 STATEMENT OF 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 financial statements for Monash University as the parent entity and the consolidated entity consisting of Monash University and its subsidiaries.

#### (a) Basis of Preparation

The general purpose financial reports have been prepared on an accruals basis in accordance with:

- Australian Accounting Standards;
- other authoritative pronouncements of the Australian Accounting Standards Board
- the *Higher Education Support Act 2003*;
- the disclosure requirements of the Victorian *Financial Management Act 1994*;
- applicable directions from the Minister of Finance of the Parliament of Victoria; and
- the requirements of the *Australian Charities and Not-for-Profits Commission Act 2012*.

There was no early adoption of authoritative accounting pronouncements.

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

#### *Historical cost convention*

These financial statements have been prepared on the basis of historical cost unless otherwise stated, except for the revaluation of available-for-sale financial assets, land and buildings, investment properties and cultural assets which are at fair value. Fair value includes market value or depreciated replacement cost.

#### (b) Principles of consolidation

##### *Subsidiaries:*

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of the University as at 31 December 2014 and the results of all subsidiaries for the year then ended. The effects of all transactions between entities incorporated in the consolidated financial report are eliminated in full.

A subsidiary is an entity, including an unincorporated entity such as a partnership, which is controlled by the University. Control exists where the University has power over the investee, exposure or rights to variable returns from its involvement with the investee and the ability to use its power over the investee to affect the amount of the investor's returns. Subsidiaries consolidated into this financial report are outlined in Note 46.

The financial statements of subsidiaries are included from the date control commences and are de-consolidated from the date control ceases.

Inter-company transactions, balances and unrealised gains on transactions within the consolidated group are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the assets transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the consolidated entity.

##### *Associates:*

Associates are those entities over which the consolidated entity exercises significant influence, but not control. Investments in associated entities are accounted for in the parent entity financial statements using the cost method and in the consolidated financial statements using the equity method of accounting, after initially being recognised at cost. The Group's investment in associates includes goodwill (net of any accumulated impairment loss) identified on acquisition (refer to Note 23). Under the equity method, the consolidated entity's share of the post-acquisition profits or losses of the associate are recognised in the consolidated Statement of Comprehensive Income, and its share of post-acquisition movements in reserves are recognised in Consolidated Reserves. The post-acquisition movements are adjusted against the cost of the investment.

When the Group's share of losses in an associate equals or exceeds its interest in the associate, including any other unsecured receivables, the Group does not recognise further losses, unless it has incurred obligations or made payments on behalf of the associate.

##### *Joint ventures:*

The interest in a joint venture entity is accounted for in the consolidated financial statements using the equity method and is carried at cost by the parent entity. Under the equity method, the share of the profits or losses of the entity is recognised in the statement of comprehensive income, and the share of movements in reserves is recognised in reserves in the statement of comprehensive income and the statement of changes in equity. Details relating to joint ventures are set out in Note 23.

#### (c) Rounding

All values in these financial statements are expressed in rounded thousands with the exception of directors' and executives' remuneration.

#### (d) Revenue Recognition

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

- Grants received from Australian Government entities are recognised as income in the year of receipt, or when the right to receive the grant has been established.
- Revenues received from other sources in respect of future years are treated as income in the year they are received where the financial assistance is considered non-reciprocal in nature.



## NOTES TO THE FINANCIAL STATEMENTS

### 1 STATEMENT OF ACCOUNTING POLICIES (continued)

#### (d) Revenue Recognition (continued)

- Donations and bequests are recognised as income in the year of receipt, or when the right to receive the funds has been established.
- Fees and charges revenue is recognised over the period of tuition. Where revenue is received in advance for courses or programs to be delivered in the following year the fees relating to the future year are treated as fees in advance under other liabilities.
- Revenue from sale of goods is recognised upon delivery to the customer.
- Revenue from rendering services is recognised in accordance with the percentage completion method.
- Interest revenue is recognised on a proportional basis taking into account the interest rates appropriate to the financial assets.
- Dividend revenue is recognised when the right to receive a dividend has been established.
- Revenue received from royalties, trademarks and licences is recognised as income when earned.

#### (e) Taxation

The University and certain subsidiaries are exempt from income tax under Part 50.1 of the *Income Tax Assessment Act 1997*. The controlled entities subject to income tax adopt the following method of tax effect accounting.

The income tax expense or revenue for the year is the tax payable/receivable on the current year's taxable income based on the notional income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences between the tax bases of assets and liabilities and their carrying amounts in the financial statements, and to unused tax losses.

Deferred tax assets and liabilities are recognised for temporary differences at the tax rates expected to apply when the assets are recovered or liabilities are settled, based on those tax rates which are enacted or substantially enacted for each jurisdiction. The relevant tax rates are applied to the cumulative amounts of deductible and taxable temporary differences to measure the deferred tax asset or liability. No deferred tax asset or liability is recognised in relation to these temporary differences if they arose in a transaction, other than a business combination, that at the time of the transaction did not affect either accounting profit or taxable profit or loss.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Deferred tax liabilities and assets are not recognised for temporary differences between the carrying amount and tax bases of investments in controlled entities where the parent entity is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future.

Current and deferred tax balances attributable to amounts recognised directly in equity are also recognised directly in equity.

#### (f) Segment Reporting

A business segment is a group of assets and operations engaged in providing products or services that are subject to risks and returns that are different to those of other business segments. A geographical segment is engaged in providing products or services within a particular economic environment and is subject to risks and returns that are different from those of segments operating in other economic environments.

#### (g) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Tax Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

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

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the Statement of Financial Position.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to the ATO are classified as operating cash flows.

Capital and lease commitments reported are GST exclusive.

#### (h) Foreign Currency

##### 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 operates ('the functional currency'). The consolidated financial statements are presented in Australian dollars, which is the University's functional and presentation currency.

##### Transaction and balances

Foreign currency transactions in the parent entity are converted to Australian dollars at the date of the transaction using the rate of exchange applicable on that day.

Amounts receivable (monetary assets) and payable (monetary liabilities) denominated in foreign currencies at the end of the year are translated at the rates of exchange ruling at balance date.

Exchange differences relating to amounts payable and receivable in foreign currencies are brought to account as exchange gains or losses in the Statement of Comprehensive Income in the financial year in which the exchange rates change.

## NOTES TO THE FINANCIAL STATEMENTS

### 1 STATEMENT OF ACCOUNTING POLICIES (continued)

#### (h) Foreign Currency (continued)

##### Translation of Foreign Subsidiaries

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 date of that Statement of Financial Position;
- income and expenses for each Statement of Comprehensive Income are translated at average exchange rates;
- all resulting exchange differences are recognised as a separate component of equity; and
- non-monetary assets and liabilities and components of shareholders' equity remain translated at exchange rates current at the transaction date, or where a non-monetary item has been revalued, assets and liabilities are translated at the rates used to translate the associated asset or liability.

#### (i) Impairment of Assets

At each reporting date, all assets except for those held at fair value including inventories and financial assets are assessed to determine whether there is any indication of impairment. Goodwill and intangible assets that have an indefinite useful life are tested more frequently if events or changes in circumstances indicate that they might be impaired.

If there is an indication of impairment, the assets concerned are tested as to whether their carrying amount exceeds the recoverable amount. Any difference is written-off by a charge to the Statement of Comprehensive Income except to the extent that the write-down can be debited to an asset revaluation reserve applicable to that class of asset.

At each reporting date, assets previously determined to be impaired are assessed for circumstances indicating that an impairment loss recognised in prior periods no longer exists or may have decreased. If there is an indication that the impairment loss has been reversed, the assets concerned are tested as to whether the recoverable amount exceeds the carrying amount. The difference not exceeding the original impairment is credited to the Statement of Comprehensive Income, except for:

- Revalued assets - which are credited to an asset revaluation reserve, and
- Available-for-sale financial assets - for which impairment expenses are only reversed on sale.

Policies relating to impairment of available-for-sale financial assets are disclosed in Note 1(m).

#### (j) Cash and Cash Equivalents

Cash and cash equivalents include 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.

#### (k) Receivables

Receivables represent debts on invoiced student fee income, sundry and student loan debtors.

Receivables are recognised initially at fair value and subsequently measured at amortised cost less provision for impairment. The collectability of all debts is assessed at balance date and provision is made for any impaired debt.

Student debts are written off after being outstanding for a period of 2 years. Sundry debts are assessed individually for collectability and are written off when the debt is considered to be unrecoverable.

Receivables from related entities resulting from commercial dealings, are made on commercial terms and conditions, and are settled regularly.

#### (l) Inventories

Inventories include books and retail, central building maintenance stores, stationery, academic services, laboratory and departmental supplies and other inventories.

Stock on hand is valued using the lower of cost and net realisable value and stocktakes were completed at year end. Cost is measured on the basis of weighted average cost.

#### (m) Available-for-sale financial assets

The Group classifies its investments as available-for-sale financial assets. Management determines the classification of its investments at initial recognition.

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

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

## NOTES TO THE FINANCIAL STATEMENTS

### 1 STATEMENT OF ACCOUNTING POLICIES (continued)

#### (m) Available-for-sale financial assets (continued)

Available-for-sale financial assets are subsequently carried at fair value. Unrealised gains and losses arising from changes in the fair value of non monetary securities classified as available-for-sale are recognised in equity in the available-for-sale investments revaluation reserve. When securities classified as available-for-sale are sold or impaired, the accumulated fair value adjustments are included in the Statement of Comprehensive Income as gains and losses from investment securities.

The fair values of investments (excluding unlisted investments, refer note 48) and other financial assets are based on quoted market prices in an active market. If the market for a financial asset is not active, the Group establishes fair value by using valuation techniques that maximise the use of relevant data.

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

The Group impairs a financial asset or group of financial assets if its decline in value is considered to be significant or prolonged.

The Group has determined that a downturn will be considered significant when the fair value of the financial asset or group of financial assets is below cost by an amount exceeding 20% of its original cost.

The Group has determined that a down turn will be considered prolonged when the fair value of the financial asset or group of financial assets is below cost for a period of twelve consecutive months.

#### (n) Derivative financial instruments

A derivative is a financial instrument whose value changes in response to an underlying variable, requires little or no initial investment and is settled at a future date. Derivatives are initially recognised at fair value and remeasured subsequently at fair value. Fair values are obtained from quoted market prices.

All derivative instruments of the group are included in the statement of financial position as derivatives held for risk management. Realised and unrealised gains or losses for derivatives used for cash flow hedging are recognised in other comprehensive income within cash flow hedges.

The method of recognising the resulting gain or loss on the derivative depends on whether the derivative is designated as a hedging instrument and, if so, the nature of the item being hedged.

Derivatives can be designated as:

- hedges of the fair value of recognised liabilities and assets (fair value hedge)
- hedges of particular risk associated with a recognised liability, asset or a highly probable forecast transaction (cash flow hedge)
- hedges of a net investment in a foreign operation (net investment hedge).

Monash University applies only cash flow hedge accounting.

Monash University documents, at the inception of the transaction, the relationship between hedging instruments and hedged items, as well as its risk management objectives and strategy for undertaking various hedging transactions. Monash University also documents its assessment, both at hedge inception and on an ongoing basis, of whether the derivatives that are used in hedging transactions are highly effective in offsetting changes in fair values or cash flows of hedged items.

Movements on the hedging reserve are shown in other comprehensive income within cash flow hedges. The full fair value of a hedging derivative is classified as a non-current asset or liability when the remaining period of the hedged item is more than 12 months; it is classified as a current asset or liability when the remaining period of the hedged item is less than 12 months. Trading derivatives are classified as current assets or liabilities.

#### (o) Fair value measurement

The fair value of assets and liabilities must be measured for recognition and disclosure purposes. The Group classifies fair value measurements using a fair value hierarchy that reflects the significance of the inputs used in making the measurements.

The carrying value less impairment provision of trade receivables and payables are assumed to approximate their fair values due to their short-term nature.

#### (p) Loans receivable

Loans receivable are non derivative assets with fixed or determinable payments that are not quoted in an active market. They arise when the Group provides money, goods or services directly to a debtor with no intention of selling the receivable. They are included in current assets, except for those with maturities greater than 12 months after the Statement of Financial Position date which are classified as non-current assets. Loans and receivables are included as other non-financial assets in the Statement of Financial Position and are carried at amortised cost using the effective interest method.

#### (q) Intangible Assets

##### Intellectual Property

Intellectual property is valued in the accounts at cost of acquisition and is amortised over the period in which its benefits are expected to be realised.

## NOTES TO THE FINANCIAL STATEMENTS

### 1 STATEMENT OF ACCOUNTING POLICIES (continued)

#### (q) Intangible Assets (continued)

##### Software Development

Internal use of software is capitalised and amortised where the expected useful life is 3 years or greater and the costs to be capitalised exceed \$0.5M. Where costs do not exceed \$0.5M, they are expensed as incurred. Software capitalised to date has a useful life of 7 years (2013, 7 years).

Web development costs are expensed as incurred. Where web development costs are significant, they are capitalised in line with Software Development guidelines. Software development included capitalised borrowing costs of \$0.1M (2013, \$0.1M).

##### Goodwill

Goodwill represents the excess of the cost of an acquisition over the fair value of the Group's share of the net identifiable assets of the acquired subsidiary / associate at the date of acquisition. Goodwill on acquisitions of subsidiaries is included in intangible assets. Goodwill on acquisitions of associates is included in investments in associates. Goodwill acquired in business combinations is not amortised. Instead, goodwill is tested for impairment annually or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses. Gains and losses on the disposal of an entity include the carrying amount of goodwill relating to the entity sold.

##### Electronic Publications

Electronic publications are split into perpetual access and annual subscription based access to database licences. Perpetual access based publications are capitalised and amortised over a period of 30 years. Annual subscription based publications are expensed as incurred.

#### (r) Property, Plant and Equipment

##### Acquisitions

Assets are initially recorded at cost to the economic entity. Constructed building and equipment values include labour, materials, professional fees and borrowing costs. Expenditure is only recognised as an asset when the entity controls future economic benefits as a result of the costs incurred, it is probable those future economic benefits will eventuate, and the costs can be measured reliably.

##### Revaluations

Subsequent to initial recognition as assets, land, buildings and cultural assets are measured at fair value being the amounts for which the assets could be exchanged between willing parties in an arms length transaction. Revaluations are made with sufficient regularity to ensure that the carrying amount of these classes of assets does not differ materially from its fair value at the reporting date. Annual assessments are made of the values of land and buildings, and formal revaluations are carried out at least every 3 years.

Increases in the carrying amounts arising on revaluation of each class of land and buildings are recognised, net of tax, in other comprehensive income and accumulated in equity. 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.

##### Borrowing Costs

Borrowing costs are expensed as incurred unless they relate to a qualifying asset. Qualifying assets are assets which take more than 12 months to develop and are for internal use. Borrowing costs are capitalised when the qualifying asset is greater than \$0.5M, the expected useful life of the asset is 3 years or greater, and the period of construction or development of the qualifying assets is 12 months or more. As the University's borrowings support the general capital program, interest is capitalised at a weighted average rate. Borrowing costs not capitalised are expensed in the year in which they are incurred.

Borrowing costs have been recognised as part of the carrying value of property and software development assets (where relevant). The capitalisation rate used to determine the amount of capitalised borrowing costs is 6.85% (2013, 6.96%).

##### Depreciation / Amortisation

Depreciation on property, plant and equipment is included in the Statement of Comprehensive Income as an expense item. Depreciation is computed using the straight line method over the useful life of the asset to the economic entity. Rates are outlined in each of the following asset categories.

##### Property

The fair value of land and buildings was established by formal valuation by certified practicing valuers of Urbis Valuations Pty Ltd as at 31 December 2012. A full external valuation is undertaken every 3 years with independent desktop valuations conducted in the intervening years. Campus buildings have been valued using a depreciated replacement cost approach. Land has been valued using the direct comparison approach. There is a market based approach whereby the subject property is compared to sales of comparable development sites and an appropriate rate per square metre of land area is selected. Land values assume highest and best use of the land after consideration of the current zoning.

Land and building projects are capitalised when asset related expenditure exceeds \$0.25M. To capitalise additions to existing buildings, expenditure must meet this threshold on a project basis or increase the area or useful life of the building. In 2014, property includes capitalised borrowing costs of \$4.3M (2013, \$1.2M).

Land is not depreciated.

## NOTES TO THE FINANCIAL STATEMENTS

### 1 STATEMENT OF ACCOUNTING POLICIES (continued)

#### (r) Property, Plant and Equipment (continued)

Depreciation on buildings completed during the year is calculated from the date of completion of the building. The Group's portfolio of buildings have an average useful life of 33 years (2013, 33 years). Refer Note 48.

#### Equipment

Equipment is capitalised where the cost is greater than \$5,000. Items less than this threshold are expensed. Useful lives to the economic entity of equipment range from 2 years to 20 years.

#### Library Books

Library books are valued at cost and depreciated over their estimated useful lives, which are 30 years for serials and 20 years for monographs (no change from 2013).

#### Cultural Assets

Cultural assets include artworks and rare books. These assets are valued at 'fair value'.

The fair value of the University's artworks was assessed through formal valuation by Dwyer Fine Art at 31 December 2013. These items are not depreciated as they generally appreciate in value. A full external valuation is undertaken every 3 years, with an internal review completed in intervening years by expert Monash University staff with regard to market values of comparative items.

The fair value of the University's rare book collection is assessed annually by expert Monash University staff with regard to market values of comparable items. These items are not depreciated as they generally appreciate in value.

#### Leased Assets

Leases of property, plant and equipment where the Group has substantially all the risks and rewards incidental to 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 long term payables. Each lease payment is allocated between the liability and finance charges so as to achieve a constant rate on the finance balance outstanding. The interest element of the finance cost is charged to the Statement of Comprehensive Income over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each year. The property, plant and equipment acquired under finance lease is depreciated over the shorter of the asset's useful life and the lease term.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases (Note 43). Payments made under operating leases are charged to the Statement of Comprehensive Income on a straight-line basis over the period in which they are incurred, as this represents the pattern of benefits derived from the leased assets.

#### Leasehold Improvements

Leasehold improvements are carried at cost or formal valuation and amortised over the term of the lease to which the improvements relate. Leasehold improvements are capitalised in line with the property capitalisation policy. This policy is consistent with the prior year.

#### (s) Investment Properties

Investment properties represent properties held to earn rentals or for capital appreciation or both.

Investment properties exclude properties held to meet the service delivery objectives of the University.

Investment properties are initially recognised at cost. Costs incurred subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the original assessed performance of the asset will flow to the entity. Where an investment property is acquired at no cost or for nominal consideration, its cost shall be deemed to be its fair value as at the date of acquisition.

Subsequent to initial recognition at cost, investment properties are re-valued to fair value with changes recognised as revenues or expenses in the year that they arise. The properties are not depreciated. The fair value of investment properties was established by formal valuation by certified practicing valuers of Urbis Valuations Pty Ltd as at 31 December 2014.

Rental revenue from the leasing of investment properties is recognised in the Statement of Comprehensive Income in the year in which it is receivable, as this represents the pattern of services rendered through the provision of properties.

#### (t) Interest in Cooperative Research Centres

The University has an interest in 12 Cooperative Research Centres. The University has previously provided funding to the Cooperative Research Centres through cash contributions and continues to provide research resources (in-kind support).

#### (u) Payables

Payables are recognised for amounts to be paid in the future for goods or services received. Trade accounts payable are normally settled within 30 days from the month of billing.

#### (v) Borrowings

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the income statement over the period of the borrowings using the effective interest method.



## NOTES TO THE FINANCIAL STATEMENTS

### 1 STATEMENT OF ACCOUNTING POLICIES (continued)

#### (w) Employee Benefits

##### Annual Leave

Annual leave has been calculated on an individual liability basis based on salary rates when the leave is expected to be taken as per AASB 119 'Employee Benefits' and includes related on-costs.

Provision made in respect of annual leave expected to be wholly settled within 12 months are measured at their nominal values using the salary rate and related on-cost expected to apply at the time of settlement.

Provisions made in respect of annual leave which are not expected to be wholly settled within 12 months are measured at their present value of the estimated future cash outflows to be made by the University in respect of services provided by employees up to the reporting date.

##### Long Service Leave

The provision for employee entitlements to long service leave represents the present value of the estimated future cash outflows to be made by the employer resulting from employees' services provided up to the reporting date.

Provisions for employee entitlements which are not expected to be wholly settled within twelve months are discounted using interest rates applicable to Australian Government Securities at reporting date of 2.83% (2013, 4.28%), which most closely match the terms of maturity of the related liabilities.

In determining the provision for employee entitlements, consideration has been given to future increases in wage and salary rates (including performance based increases) of 4.33% (2013, 4.00%), and the consolidated entity's experience with staff departures. Related on-costs have also been included in the liability.

Where an employee is presently entitled to payment of their long service leave entitlement and the group has no right to defer payment, the provision is shown as a current liability.

##### Other Employee Benefits

The other employee benefits provisions include remuneration withheld until termination of employment contracts and bonus payments.

##### Superannuation

Employee contributory superannuation funds exist to provide benefits for the University's employees and their dependants on retirement, disability or death. The contributions that are made to these funds by the University are recorded in the Statement of Comprehensive Income. Further details are provided in Note 40.

#### 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 termination benefits when it can no longer withdraw the offer of those benefits.

#### (x) Unfunded superannuation

The unfunded superannuation liabilities recorded in the statement of financial position have been determined by an actuarial valuation. For details refer to Note 40.

#### (y) Comparative amounts

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

The disclosure of the impact of realised gains on previously impaired investments have been removed from other comprehensive income in the Statement of Comprehensive Income as these realised gains are already accounted for in Profit or Loss under Investment Revenue. Comparative figures for total comprehensive income have been adjusted accordingly.

There has been a reclassification from other financial assets to cash and cash equivalents in the consolidated entity. The statement of cash flows disclosure has been updated accordingly.

The Group has previously recognised the net units sold in the externally managed portfolio (available-for-sale assets) each month rather than the gross movement. No change has been made to the comparative figures as it is impractical given impairment dates back to 2008. The impact of this would affect the retained earnings and reserves balances. During the year the Group restructured its investment portfolio and realised substantially all of the previously impaired investments in 2014, which would result in equity balances as at 31 December 2014 being correct.

#### (z) Cash Flow

For the purposes of the Statement of Cash Flows, cash and cash equivalents include cash on hand, in banks and at call deposits.

#### (aa) Discontinued Operations

A discontinued operation is a component of the Group's business, the operations and cash flows of which can be clearly distinguished from the rest of the Group and which:

- represents a separate major line of business or geographical area of operations; or
- is part of a single co-ordinated plan to dispose of a separate major line of business or geographical area of operations.

Refer Note 19.

## NOTES TO THE FINANCIAL STATEMENTS

### 1 STATEMENT OF ACCOUNTING POLICIES (continued)

#### (ab) New Accounting Standards and Interpretations issued but not yet effective

As at balance date, the following standards and interpretations had been issued but were not mandatory for the financial year. Monash University Group has not, and does not intend to, adopt these standards early.

Standard / Interpretation	Summary	Standard applicable for annual reporting periods:	Applicable date for Monash University Group	Impact on Monash University Consolidated financial statements
AASB 9 Financial instruments	This standard simplifies requirements for the classification and measurement of financial assets resulting from Phase 1 of the IASB's project to replace IAS 39 Financial instruments: recognition and measurement (AASB 139 Financial Instruments: recognition and measurement).	Beginning 1 Jan 2018	1 Jan 2018	Detail of impact is still being assessed.
AASB 15 Revenue from Contracts with Customers	This standard establishes principles for reporting useful information to users of financial statements about the nature, amounts, timing and uncertainty of revenue and cash flows arising from an entity's contracts with customers. It also includes a cohesive set of disclosure requirements that provide users of financial statements with comprehensive information about the nature, amount, timing and uncertainty of revenue and cash flows arising from the entity's contracts with customers.	Beginning 1 Jan 2017	1 Jan 2017	Detail of impact is still being assessed.
AASB 2010-7 Amendments to Australian Accounting Standards arising from AASB 9 (December 2010) [AASB 1, 3, 4, 5, 7, 101, 102, 108, 112, 118, 120, 121, 127, 128, 131, 132, 136, 137, 139, 1023 & 1038 and Interpretations 2, 5, 10, 12, 19 & 127]	These amendments are in relation to the introduction of AASB 9.	Beginning 1 Jan 2018	1 Jan 2018	This amendment may have an impact on departments and public sector bodies as AASB 9 is a new standard and it changes the requirements of numerous standards. Detail of impact is still being assessed.
AASB 2014-1 Amendments to Australian Accounting Standards [Part E Financial Instruments]	Amends various Australian Accounting standards to defer the mandatory application date of AASB 9 to annual reporting periods beginning on or after 1 January 2018 and to amend reduced disclosure requirements.	Beginning 1 Jul 2014	1 Jan 2015	As above for AASB 9
AASB 2014-3 Amendments to AASB 1 & 11 Acquisitions of investments in Joint Operations	Amends this disclosure requirements in AASB 136 Impairment of Assets. The amendments include the requirement to disclose the additional information about the fair value measurement when the recoverable amount of impaired assets is based on fair value less costs of disposal.	Beginning 1 Jan 2016	1 Jan 2016	No significant impact is expected from these consequential amendments on Group reporting.
AASB 2014-4 Amendments to Australian Accounting Standards - Clarification of Acceptable Methods of Depreciation and Amortisation	These amendments amend AASB 116 Property, Plant & Equipment and AASB 138 Intangible Assets to limit the use of revenue based depreciation and amortisation methods. The changes flow from the IASB's decision that revenue based methods are not appropriate as they do not reflect the underlying principle that depreciation/amortisation should be based on the 'consumption of the expected future economic benefits embodied in the asset'.	Beginning 1 Jan 2016	1 Jan 2016	No significant impact is expected from these consequential amendments on Group reporting.

**NOTES TO THE FINANCIAL STATEMENTS**

**1 STATEMENT OF ACCOUNTING POLICIES (continued)**

**(ab) New Accounting Standards and Interpretations issued but not yet effective (continued)**

<b>Standard / Interpretation</b>	<b>Summary</b>	<b>Standard applicable for annual reporting periods:</b>	<b>Applicable date for Monash University Group</b>	<b>Impact on Monash University Consolidated financial statements</b>
AASB 2014-5 Amendments to Australian Accounting Standards arising from AASB 15	These amendments incorporate the consequential amendments arising from the issuance of AASB 15.	Beginning 1 Jan 2017	1 Jan 2017	Detail of impact is still being assessed.
AASB 2014-7 Amendments to Australian Accounting Standards arising from AASB 9 (December 2014)	These amendments incorporate the consequential amendments arising from the issuance of AASB 9.	Beginning 1 Jan 2018	1 Jan 2018	No significant impact is expected from these consequential amendments on Group reporting.
AASB 2014-8 Amendments to Australian Accounting Standards arising from AASB 9 (December 2014) – Application of AASB 9 (December 2009) and AASB 9 (December 2010) [AASB 9 (2009 & 2010)]	This Standard limits the application of the existing versions of AASB 9 (December 2009) and AASB 9 (December 2010) such that for annual reporting periods beginning on or after 1 January 2015, an entity may apply AASB 9 (December 2009) or AASB 9 (December 2010) if, and only if, the entity's date of initial application is before 1 February 2015.	Beginning 1 Jan 2015	1 Jan 2015	No significant impact is expected from these consequential amendments on Group reporting.
2014-9 Amendments to Australian Accounting Standards – Equity Method in Separate Financial Statements [AASB 1, 127 & 128]	This Standard amends AASB 127, AASB 1 and AASB 128 to allow entities to use the equity method of accounting for investments in subsidiaries, joint ventures and associates in their separate financial statements.	Beginning 1 Jan 2016	1 Jan 2016	Detail of impact is still being assessed.
AASB 2014-10 Amendments to Australian Accounting Standards – Sale or Contribution of Assets between an Investor and its Associate or Joint Venture [AASB 10 & AASB 128]	This Standard amends AASB 10 and AASB 128 to address an inconsistency in dealing with the sale or contribution of assets between an investor and its associate or joint venture.	Beginning 1 Jan 2016	1 Jan 2016	Detail of impact is still being assessed.

## NOTES TO THE FINANCIAL STATEMENTS

### 2. Disaggregated information

	Revenue		Results		Assets	
	2014	2013	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's
<b>Geographical</b>						
Australia	1,985,797	1,683,060	216,600	63,972	3,262,683	3,084,438
Malaysia	26,816	24,128	138	1,152	21,280	20,592
South Africa	6,582	25,473	(1,313)	10,671	5,380	42,345

### 3 AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS-HELP AND OTHER AUSTRALIAN GOVERNMENT LOAN PROGRAMS

#### (a) Commonwealth Grants Scheme and Other Grants

	Consolidated		Monash University	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
Commonwealth grants scheme #1	313,252	284,989	313,252	284,989
Indigenous support fund	613	581	613	581
Equity programs #2	212	204	212	204
Superannuation program	11,117	10,515	11,117	10,515
Higher Education Participation Program	4,951	5,552	4,951	5,552
Promotion of Excellence in Learning and Teaching	1,573	1,348	1,573	1,348
<b>Total Commonwealth Grants Scheme and Other Grants</b>	<b>331,718</b>	<b>303,189</b>	<b>331,718</b>	<b>303,189</b>

#### (b) Higher Education Loan Program

HECS-HELP	196,675	171,286	196,675	171,286
FEE-HELP	49,938	43,782	49,433	42,922
<b>Total Higher Education Loan Program</b>	<b>246,613</b>	<b>215,068</b>	<b>246,108</b>	<b>214,208</b>

#### (c) Scholarships

Australian postgraduate awards	21,205	19,943	21,205	19,943
International postgraduate research	1,715	1,681	1,715	1,681
Commonwealth educational cost #3	114	(173)	114	(173)
Commonwealth accommodation #3	145	(247)	145	(247)
Indigenous access	103	(25)	103	(25)
<b>Total Scholarships</b>	<b>23,282</b>	<b>21,179</b>	<b>23,282</b>	<b>21,179</b>

#### (d) EDUCATION Research

Research training scheme	52,800	49,806	52,800	49,806
Research infrastructure block grants	22,487	20,388	22,487	20,388
Commercialisation Training Scheme	(384)	-	(384)	-
Joint research engagement program	27,363	25,521	27,363	25,521
Sustainable research excellence	15,777	14,972	15,777	14,972
<b>Total EDUCATION Research Grants</b>	<b>118,043</b>	<b>110,687</b>	<b>118,043</b>	<b>110,687</b>

#1 Includes the basic CGS grant amount, CGS-Regional loading, CGS-Facilitation Funding, Science and Maths Transition Loading, Medical Student Loading, Allocated Place Advance, Non-designated Courses Advance.

#2 Includes amounts for Students with Disabilities Program and Regional Disability Liaison Officer Initiative.

#3 Includes National Priority Scholarships.

## NOTES TO THE FINANCIAL STATEMENTS

### 3 AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS-HELP AND OTHER AUSTRALIAN GOVERNMENT LOAN PROGRAMS (continued)

#### (e) Other Capital Funding

	Consolidated		Monash University	
	2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
Education investment fund	8,546	5,900	8,546	5,900
<b>Total Other Capital Funding</b>	<b>8,546</b>	<b>5,900</b>	<b>8,546</b>	<b>5,900</b>

#### (f) Australian Research Council

##### (i) Discovery

Projects	34,478	32,929	34,478	32,929
Fellowships	17,867	14,023	17,867	14,023
<b>Total Discovery</b>	<b>52,345</b>	<b>46,952</b>	<b>52,345</b>	<b>46,952</b>

##### (ii) Linkages

Infrastructure	1,551	2,952	1,551	2,952
Projects	9,185	9,676	9,185	9,676
Special research initiatives	5,146	2,967	5,146	2,967
<b>Total Linkages</b>	<b>15,882</b>	<b>15,595</b>	<b>15,882</b>	<b>15,595</b>

##### (iii) Networks and Centres

Centres	6,131	3,913	6,131	3,913
<b>Total networks and centres</b>	<b>6,131</b>	<b>3,913</b>	<b>6,131</b>	<b>3,913</b>

#### Total Australian Research Council Grants

	<b>74,358</b>	66,460	<b>74,358</b>	66,460
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#### (g) Other Australian Government financial assistance

##### Non-capital

National Health and Medical Research Council	91,780	80,448	91,780	80,448
Other Australian government financial assistance	81,241	77,668	76,505	73,004
<b>Total non-capital other Australian Government financial assistance</b>	<b>173,021</b>	158,116	<b>168,285</b>	153,452

##### Capital

National Health and Medical Research Council	700	796	700	796
Other Australian government financial assistance	4,398	8,157	4,398	8,157
<b>Total capital other Australian Government financial assistance</b>	<b>5,098</b>	8,953	<b>5,098</b>	8,953

#### Total other Australian Government financial assistance

	<b>178,119</b>	167,069	<b>173,383</b>	162,405
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#### Total Australian Government financial assistance

	<b>980,679</b>	889,552	<b>975,438</b>	884,028
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##### Reconciliation

Australian Government grants (a+c+d+e+f+g)	734,066	674,484	729,330	669,820
HECS-HELP - Australian Government payments	196,675	171,286	196,675	171,286
Other Australian Government loan programs (FEE-HELP)	49,938	43,782	49,433	42,922
<b>Total Australian Government financial assistance</b>	<b>980,679</b>	889,552	<b>975,438</b>	884,028



## NOTES TO THE FINANCIAL STATEMENTS

### 4 STATE AND LOCAL GOVERNMENT FINANCIAL ASSISTANCE

	Consolidated		Monash University	
	2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
<b>State Government financial assistance</b>				
<b>Non-capital</b>				
Operating	1,965	2,168	386	614
Research	29,323	27,046	29,323	27,046
Non-research	1,623	3,621	1,623	3,621
<b>Total non-capital</b>	<b>32,911</b>	<b>32,835</b>	<b>31,332</b>	<b>31,281</b>
<b>Capital</b>				
Research	385	-	385	-
Non-research	-	327	-	327
<b>Total capital</b>	<b>385</b>	<b>327</b>	<b>385</b>	<b>327</b>
<b>Total State Government financial assistance</b>	<b>33,296</b>	<b>33,162</b>	<b>31,717</b>	<b>31,608</b>
<b>Local Government financial assistance</b>				
<b>Non-capital</b>				
Research	99	554	99	554
Non-research	1,689	985	1,689	985
<b>Total Non-capital</b>	<b>1,788</b>	<b>1,539</b>	<b>1,788</b>	<b>1,539</b>
<b>Total Local Government financial assistance</b>	<b>1,788</b>	<b>1,539</b>	<b>1,788</b>	<b>1,539</b>
<b>Total State and Local Government financial assistance</b>	<b>35,084</b>	<b>34,701</b>	<b>33,505</b>	<b>33,147</b>

### 5 NON-GOVERNMENT FINANCIAL ASSISTANCE

Research	68,189	52,288	68,189	52,288
Non-research	24,002	11,787	24,006	11,814
<b>Total Non-Government financial assistance</b>	<b>92,191</b>	<b>64,075</b>	<b>92,195</b>	<b>64,102</b>

### 6 FEES AND CHARGES

#### Course fees and charges

Fee paying overseas students	432,094	360,021	369,433	312,189
Fee paying domestic postgraduate students	17,008	15,329	17,008	15,329
Fee paying domestic undergraduate students	1,556	1,823	1,556	1,823
Fee paying domestic non-award students	811	1,158	811	1,158
Fee offshore programs	4,861	3,243	4,861	3,243
Other domestic course fees and charges	28,301	23,592	8,720	8,971

#### Total course fees and charges

<b>484,631</b>	<b>405,166</b>	<b>402,389</b>	<b>342,713</b>
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#### Other fees and charges

Amenities and service fees	4,631	5,333	4,631	5,333
Parking fees	6,014	5,752	6,023	5,758
Student accommodation	24,714	25,129	12,913	14,662
Other fees and charges	7,825	12,890	5,909	11,406

#### Total other fees and charges

<b>43,184</b>	<b>49,104</b>	<b>29,476</b>	<b>37,159</b>
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#### Total fees and charges

<b>527,815</b>	<b>454,270</b>	<b>431,865</b>	<b>379,872</b>
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## NOTES TO THE FINANCIAL STATEMENTS

### 7 INVESTMENT REVENUE

	Consolidated		Monash University	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
Dividends	26,124	16,553	25,088	15,703
Interest	5,996	3,492	5,669	4,299
Fair value gain on investment properties	5,975	500	2,375	-
Trust distributions	15,255	8,682	12,156	9,523
Realised profit on sale of investments	30,192	3,916	19,282	2,499
Realised gain on previously impaired investments - transfer from investment revaluation reserve	54,368	10,243	40,638	6,376
<b>Total investment revenue</b>	<b>137,910</b>	<b>43,386</b>	<b>105,208</b>	<b>38,400</b>

### 8 ROYALTIES, TRADEMARKS AND LICENCES

#### Student related

Enrolment royalties	12,635	11,506	21,651	11,506
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#### Total student related royalties, trademarks and licences

	12,635	11,506	21,651	11,506
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#### Intellectual property related

Patents and licences	7,592	5,955	5,769	5,248
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#### Total intellectual property related royalties, trademarks and licences

	7,592	5,955	5,769	5,248
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#### Total royalties, trademarks and licences

	20,227	17,461	27,420	16,754
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### 9 CONSULTANCY AND CONTRACTS

Consultancy	17,201	28,402	17,202	28,402
Contract research	36,786	33,435	36,786	33,435

#### Total consultancy and contracts

	53,987	61,837	53,988	61,837
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### 10 OTHER REVENUE

Donations and bequests	9,136	8,133	9,127	11,123
Scholarships and prizes	6,040	6,260	6,040	6,260
Commercial operations	19,695	21,947	21,900	24,067
Rentals and hirings	24,135	22,990	23,589	22,571
Sale of goods and services	5,055	5,635	5,062	5,709
Secondment recoveries	7,902	7,534	8,890	8,535
Administration recoveries	7,905	6,985	13,269	12,111
Foreign exchange gains (net)	-	1,186	-	1,186
Other revenue	26,863	20,519	34,318	20,055

#### Total other revenue

	106,731	101,189	122,195	111,617
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#### (a) Net foreign exchange gains

Net foreign exchange gains included in other income for the year	-	1,186	-	1,186
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#### Net foreign exchange gains / (losses) recognised in operating result before income tax for the year (as either other revenue or other expenses)

	(1,815)	1,186	(1,812)	1,186
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## NOTES TO THE FINANCIAL STATEMENTS

### 11 EMPLOYEE BENEFITS AND ON COSTS

	Consolidated		Monash University	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
<b>Academic</b>				
Staff salaries	392,880	383,343	362,308	359,552
Contribution to superannuation and pension schemes:				
Funded	52,215	51,655	48,309	48,361
Payroll tax	21,527	21,122	19,781	19,706
Workers compensation	1,153	836	911	660
Fringe benefits tax	1,442	1,527	1,442	1,527
Long service leave provision	9,633	(438)	9,055	(989)
Recreation leave provision	1,365	818	(162)	(399)
Recreation leave loading	2,910	2,982	2,910	2,982
<b>Total academic</b>	<b>483,125</b>	<b>461,845</b>	<b>444,554</b>	<b>431,400</b>
<b>Non-academic</b>				
Staff salaries	363,275	365,766	363,107	365,572
Contribution to superannuation and pension schemes:				
Funded	49,667	49,920	49,667	49,920
Payroll tax	20,025	19,768	20,025	19,768
Workers compensation	1,366	1,180	1,366	1,180
Fringe benefits tax	1,442	1,527	1,442	1,527
Long service leave provision	10,877	(1,732)	10,877	(1,732)
Recreation leave provision	1,208	(58)	1,208	(58)
Recreation leave loading	3,297	3,334	3,297	3,334
<b>Total non-academic</b>	<b>451,157</b>	<b>439,705</b>	<b>450,989</b>	<b>439,511</b>
<b>Total employee benefits and on costs</b>	<b>934,282</b>	<b>901,550</b>	<b>895,543</b>	<b>870,911</b>

### 12 DEPRECIATION, AMORTISATION AND IMPAIRMENT

<b>Depreciation</b>				
Buildings	44,278	41,298	42,374	39,062
Equipment	31,527	31,810	31,218	31,532
Library books	5,016	5,215	5,016	5,215
<b>Total depreciation</b>	<b>80,821</b>	<b>78,323</b>	<b>78,608</b>	<b>75,809</b>
<b>Amortisation</b>				
Leasehold improvements	7,318	6,947	6,556	6,293
Software development	4,271	5,265	3,659	4,473
Electronic publications	2,854	2,543	2,854	2,543
<b>Total amortisation</b>	<b>14,443</b>	<b>14,755</b>	<b>13,069</b>	<b>13,309</b>
<b>Impairment</b>				
Equipment	118	-	118	-
Library books	10,993	-	10,993	-
Software	326	-	326	-
Goodwill	-	901	-	-
<b>Total impairment</b>	<b>11,437</b>	<b>901</b>	<b>11,437</b>	<b>-</b>
<b>Total depreciation, amortisation and impairment</b>	<b>106,701</b>	<b>93,979</b>	<b>103,114</b>	<b>89,118</b>

### 13 REPAIRS AND MAINTENANCE

Buildings	41,570	40,477	40,234	39,117
<b>Total repairs and maintenance</b>	<b>41,570</b>	<b>40,477</b>	<b>40,234</b>	<b>39,117</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 14 FINANCE COSTS

	Consolidated		Monash University	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
Loans from banks and other non-related sources	21,076	19,849	21,954	20,496
<b>Less:</b>				
Amounts included in the cost of qualifying assets	(4,414)	(3,123)	(4,414)	(3,123)
<b>Total finance costs</b>	<b>16,662</b>	<b>16,726</b>	<b>17,540</b>	<b>17,373</b>

### 15 BAD AND IMPAIRED RECEIVABLES

Bad debts	328	988	191	872
Doubtful debts	731	(42)	666	(21)
<b>Total bad and impaired receivables</b>	<b>1,059</b>	<b>946</b>	<b>857</b>	<b>851</b>

### 16 ASSURANCE AND OTHER SERVICES

Assurance and other services	458	564	347	447
<b>Total assurance and other services</b>	<b>458</b>	<b>564</b>	<b>347</b>	<b>447</b>

### 17 OTHER EXPENSES

Scholarships and prizes	125,282	107,112	125,282	107,111
Advertising, marketing and promotional	11,808	15,047	10,485	8,920
Rent, leasing and utilities	65,570	62,266	60,965	61,534
Motor vehicle expenses	10,059	10,178	10,048	10,168
Student related	26,434	11,981	21,762	8,216
Laboratory	42,707	43,446	42,707	43,446
Other equipment	13,359	12,196	13,175	12,113
Communication	13,641	13,660	13,217	12,899
Information technology	34,008	28,803	33,780	28,620
Printing and stationery	8,062	8,107	7,826	7,928
Books and library	13,494	10,086	13,481	10,076
Travel	44,787	41,855	44,386	41,383
Financial and administration	97,598	49,252	96,443	48,042
Staff related	53,080	48,362	47,712	43,242
Fair value adjustment on loans to Monash South Africa Limited	-	(921)	-	193
Foreign exchange losses (net)	1,815	-	1,812	-
Net loss on disposal of property, plant and equipment	3,748	278	3,748	278
Unrealised foreign exchange losses on translation of transactions and balances with foreign subsidiaries	-	(6)	-	531
Grant payments	84,822	58,536	91,596	67,061
Restructuring expenses	760	2,010	760	2,010
Other expenses	19,787	17,185	16,492	14,853
<b>Total other expenses</b>	<b>670,821</b>	<b>539,433</b>	<b>655,677</b>	<b>528,624</b>

### 18 INCOME TAX EXPENSE

The income tax expense for the financial year differs from the amount calculated on the profit.

Australian income tax	(a)	1,406	-	-	-
Australian deferred tax		225	341	-	-
South African provisional income tax		1,522	15	-	-
South African deferred tax		68	534	-	-
<b>Total income tax expense</b>		<b>3,221</b>	<b>890</b>	<b>-</b>	<b>-</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 18 INCOME TAX EXPENSE (continued)

#### (a) Reconciliation of income tax

The prima facie tax on profit for ordinary activities before income tax is reconciled to income tax as follows:

	Consolidated		Monash University	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
Profit from ordinary activities before income tax expense	(283)	537	-	-
Prima facie tax payable on profit from ordinary activities before income tax at 30% (2013: 30%)	(85)	161	-	-
Add / (deduct) tax effect of timing differences	2,105	242	-	-
Tax losses brought to account	(614)	(403)	-	-
<b>Income tax expense</b>	<b>1,406</b>	<b>-</b>	<b>-</b>	<b>-</b>

### 19 DISCONTINUED OPERATIONS

In 2013, the transfer of the Gippsland Campus from Monash University to Federation University and the sale of the Monash South Africa (MSA) Campus to Laureate International B.V. (which has resulted in a loss of control over the MSA subsidiary) were both regarded as discontinued operations. Refer Note 1(aa) and Note 23. The impacts of these discontinued operations are disclosed below.

#### Results from discontinued operations

Revenue	-	69,398	-	52,615
Expenses	-	(75,710)	-	(59,074)
<b>Operating result from discontinued operations</b>	<b>-</b>	<b>(6,312)</b>	<b>-</b>	<b>(6,459)</b>
Impairment of library and equipment	-	(6,122)	-	(6,122)
Restructuring expenses *	-	(26,923)	-	(26,923)
Accrued unspent grants, bequests, prizes and awards	-	(1,463)	-	(1,463)
<b>Results from operating activities</b>	<b>-</b>	<b>(40,820)</b>	<b>-</b>	<b>(40,967)</b>
Loss on deconsolidation of Monash South Africa Limited	-	(8,330)	-	-
<b>Net result from discontinued operations</b>	<b>-</b>	<b>(49,150)</b>	<b>-</b>	<b>(40,967)</b>

\* The above restructuring expenses relate to the provision for future payout of leave provision balances for staff transferred at the transition date and other restructuring support payments to assist Federation University over the next two to three year transition period.

Impairment of land and buildings through the Asset Revaluation Reserve	-	(108,949)	-	(108,949)
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#### Cash flows from discontinued operations

Net cash from / (used in) operating activities	-	(1,619)	-	(4,102)
Net cash from / (used in) investing activities	-	(1,004)	-	(520)
Net cash from / (used in) financing activities	-	(268)	-	-
<b>Net cash flows generated by discontinued operations</b>	<b>-</b>	<b>(2,891)</b>	<b>-</b>	<b>(4,622)</b>

#### Carrying amounts of assets and liabilities

Property, plant and equipment	-	118,846	-	115,071
Trade and other receivables	-	7,925	-	-
Cash and cash equivalents	-	3,592	-	-
Trade and other payables	-	(9,368)	-	-
Borrowings and provisions	-	(1,477)	-	-
<b>Net assets and liabilities</b>	<b>-</b>	<b>119,518</b>	<b>-</b>	<b>115,071</b>

## NOTES TO THE FINANCIAL STATEMENTS

Below is a breakdown of the various categories of income, expenses and other comprehensive income related to discontinued operations. These amounts are excluded in the total value of the related category as presented on the face of the Statement of Comprehensive Income and in the related income and expense note disclosures.

	Note	Consolidated		Monash University	
		2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
<b>Revenue from discontinued operations</b>					
<b>Australian Government financial assistance</b>					
Australian Government Grants		-	23,572	-	23,572
HECS-HELP - Australian Government payments		-	11,670	-	11,670
FEE-HELP		-	1,588	-	1,588
State and Local Government financial assistance		-	1,112	-	1,112
Non-Government financial assistance		-	536	-	211
HECS-HELP student payments		-	1,909	-	1,909
Fees and charges		-	26,852	-	10,940
Investment revenue		-	103	-	46
Royalties, trademarks and licences		-	329	-	329
Consultancy and contracts		-	209	-	209
Other revenue		-	1,518	-	1,029
<b>Total revenue from discontinued operations</b>		-	<b>69,398</b>	-	<b>52,615</b>
<b>Expenses from discontinued operations</b>					
Employee benefits and on-costs		-	32,929	-	26,272
Depreciation, amortisation and impairment		-	4,443	-	3,686
Repairs and maintenance		-	1,415	-	1,415
Finance costs		-	99	-	-
Bad and impaired receivables and investments		-	323	-	-
Assurance and other services		-	114	-	-
Other expenses		-	36,387	-	27,701
<b>Total expenses from discontinued operations</b>		-	<b>75,710</b>	-	<b>59,074</b>
<b>Net operating result from discontinued operations</b>		-	<b>(6,312)</b>	-	<b>(6,459)</b>
<b>Other comprehensive income</b>					
Gain / (loss) on revaluation of land and buildings, net of tax		-	(108,949)	-	(108,949)
Exchange differences on translation of foreign operations, net of tax		-	(3,390)	-	-
<b>Total comprehensive income from discontinued operations</b>		-	<b>(112,339)</b>	-	<b>(108,949)</b>

## 20 CASH AND CASH EQUIVALENTS

Cash at bank and on hand	(a)	<b>2,734</b>	7,176	<b>112</b>	2,894
Managed funds	(b)	<b>48,077</b>	48,882	<b>48,077</b>	48,882
Short-term deposits	(b)	<b>12,168</b>	16,712	-	-
<b>Total cash and cash equivalents</b>		<b>62,979</b>	<b>72,770</b>	<b>48,189</b>	<b>51,776</b>

### Reconciliation to cash at the end of the year

The above figures are reconciled to cash at the end of the year as shown in the Statement of Cash Flows as follows:

Balances as above		<b>62,979</b>	72,770	<b>48,189</b>	51,776
Bank overdraft	31	<b>(3,408)</b>	-	<b>(3,408)</b>	-
<b>Balance per Statement of Cash Flows</b>		<b>59,571</b>	<b>72,770</b>	<b>44,781</b>	<b>51,776</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 20 CASH AND CASH EQUIVALENTS (continued)

#### (a) Cash at bank

Cash at bank had floating interest rates between 2.25% and 2.66% (2013: 2.15% and 2.54%).

#### (b) Managed funds and short-term deposits

This includes short-term deposits and those held in managed funds and had floating interest rates between 2.83% and 3.43% (2013: 2.94% and 3.77%). Managed funds had an average maturity of 59 days (2013: 62 days).

### 21 RECEIVABLES

	Consolidated		Monash University	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
<b>Current</b>				
<b>External</b>				
Sundry receivables	46,721	42,622	43,789	38,913
Provision for impaired sundry receivables	(2,040)	(1,404)	(2,009)	(1,336)
Student fees	3,144	3,516	3,144	3,516
Provision for impaired student fees	(289)	(270)	(263)	(270)
Other amounts receivable	20,445	18,425	13,352	13,345
GST refundable (net)	10,296	5,631	9,880	5,603
<b>Total external receivables</b>	<b>78,277</b>	<b>68,520</b>	<b>67,893</b>	<b>59,771</b>
<b>Amounts receivable from related parties</b>				
Monash Property South Africa Pty Ltd	-	-	7	511
Monash College Pty Ltd	-	-	2,329	4,677
Monash University Foundation Trust	-	-	-	38
Monash South Africa Ltd	-	1,220	-	1,220
Other related party receivables	-	5,000	-	-
<b>Total amounts receivable from related parties</b>	<b>-</b>	<b>6,220</b>	<b>2,336</b>	<b>6,446</b>
<b>Total current receivables</b>	<b>78,277</b>	<b>74,740</b>	<b>70,229</b>	<b>66,217</b>
<b>Non-current</b>				
<b>External</b>				
Non-current receivables	75	100	75	100
<b>Total external receivables</b>	<b>75</b>	<b>100</b>	<b>75</b>	<b>100</b>
<b>Loans receivable from related parties:</b>				
Monash Property South Africa Pty Ltd	-	-	-	17,113
Monash Accommodation Services Pty Ltd	-	-	31,750	-
Monash South Africa Ltd	2,590	2,495	2,589	2,495
Other related party receivables	25,116	25,000	25,116	-
<b>Total loans receivable from related parties</b>	<b>27,706</b>	<b>27,495</b>	<b>59,455</b>	<b>19,608</b>
<b>Total non-current receivables</b>	<b>27,781</b>	<b>27,595</b>	<b>59,530</b>	<b>19,708</b>
<b>Total receivables</b>	<b>106,058</b>	<b>102,335</b>	<b>129,759</b>	<b>85,925</b>



## NOTES TO THE FINANCIAL STATEMENTS

### 21 RECEIVABLES (continued)

#### (a) Provision for impaired sundry and student receivables

The ageing of these receivables is as follows:

	Consolidated		Monash University	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
Less than 30 days	243	1	243	1
30 - 60 days	49	28	34	15
60 - 90 days	329	55	326	55
90 - 120 days	189	217	189	172
120 days +	1,519	1,373	1,480	1,363
	<b>2,329</b>	<b>1,674</b>	<b>2,272</b>	<b>1,606</b>

#### (b) Sundry and student receivables

The following is an ageing of the Group's sundry and student receivables that are due at the reporting date for which the Group has not provided as there has not been a significant change in credit quality and the Group believes that the amounts are still considered recoverable. The Group does not hold any securities over these balances.

Less than 30 days	24,665	22,991	21,896	19,706
30 - 60 days	9,577	7,282	9,542	7,076
60 - 90 days	5,428	8,424	5,389	8,371
90 - 120 days	4,000	1,769	3,983	1,763
120 days +	3,866	3,998	3,851	3,907
	<b>47,536</b>	<b>44,464</b>	<b>44,661</b>	<b>40,823</b>

#### (c) Movements in provision for impaired receivables are as follows:

At 1 January	1,674	4,119	1,606	1,627
Provision for impaired receivables recognised during the year	970	(2,351)	857	(21)
Receivables written off during the year as uncollectable	(315)	(94)	(191)	-
<b>At 31 December</b>	<b>2,329</b>	<b>1,674</b>	<b>2,272</b>	<b>1,606</b>

The creation and release of the provision for impaired receivables has been included in Note 15 to the Statement of Comprehensive Income. Amounts charged to the provision account are generally written off where there is no expectation of recovery. The other amounts within receivables do not contain impaired assets and are not past due. Based on credit history, it is expected that these amounts will be received when due.

### 22 INVENTORIES

Books, retail, laboratory and other	493	370	493	370
<b>Total current inventories</b>	<b>493</b>	<b>370</b>	<b>493</b>	<b>370</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 23 INVESTMENTS ACCOUNTED FOR USING THE EQUITY METHOD

	Consolidated		Monash University	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
Shares in associates	30,351	29,868	16,539	16,539
<b>Total investments accounted for using the equity method</b>	<b>30,351</b>	<b>29,868</b>	<b>16,539</b>	<b>16,539</b>

#### Interest in Associates

##### Ownership / membership Interest

	Monash University	
	2014	2013
	%	%
Monash University Malaysia Sdn Bhd (formally known as Monash University Sunway Campus Malaysia Sdn Bhd)	45	45
Prince Henry's Institute of Medical Research (Business name: MIMR-PHI Institute of Medical Research)	50	-

##### Fair value of listed investments in associates

There are no listed investments in associates.

##### Summarised financial information of associates

	Monash University Malaysia		MIMR-PHI	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
<b>Financial Position</b>				
Current assets	29,401	31,332	16,616	-
Non-current assets	17,887	14,427	18,528	-
<b>Total assets</b>	<b>47,288</b>	<b>45,759</b>	<b>35,144</b>	<b>-</b>
Current liabilities	14,157	13,806	15,532	-
Non-current liabilities	573	470	504	-
<b>Total liabilities</b>	<b>14,730</b>	<b>14,276</b>	<b>16,036</b>	<b>-</b>
Net assets	32,558	31,483	19,108	-
Share of associates' net assets	14,651	14,167	9,554	-

##### Reconciliation of carrying amounts

Balance at 1 January	29,868	27,696	-	-
Share of profits after income tax	138	1,152	-	-
Share of foreign currency gain / (loss) on translation	345	1,020	-	-
<b>Balance at 31 December</b>	<b>30,351</b>	<b>29,868</b>	<b>-</b>	<b>-</b>

##### Financial Performance

Income	59,591	53,617	45,238	-
Profit / (loss) from continuing operations	502	2,632	(30)	-
Share of associates' profit / (loss)	138	1,152	(15)	-

## NOTES TO THE FINANCIAL STATEMENTS

### 23 INVESTMENTS ACCOUNTED FOR USING THE EQUITY METHOD (continued)

#### Investments in jointly controlled entities

##### Ownership interest

	Monash University	
	2014	2013
	%	%
GNUCO Pty Ltd (sole member of Monash South Africa Ltd)	25	75

On 23 August 2013 Monash University (MU) entered into a partnership arrangement with Laureate International B.V. (Laureate) over its South African campus operations. The partnership was structured and effected through the creation of a 100% MU owned holding company GNUCO Pty Ltd (sole member of the campus operating company Monash South Africa Ltd), with MU selling 25% of its shares to Laureate. The arrangement requires joint decision making by the respective parties on major matters affecting the campus operations. As a result Monash University is deemed to have joint control of Monash South Africa Ltd (MSA) via GNUCO Pty Ltd. The financial impact of the loss of full control over the operations of MSA has been disclosed in Note 19.

On 14 February 2014 Monash University under the partnership agreement sold an additional 50% of shares in GNUCO Pty Ltd to Laureate, taking the shareholding of parties to Monash University 25% and Laureate 75%. The share sale agreement has a future performance consideration component. Refer Note 39.

##### Summarised financial information of jointly controlled entities

	GNUCO Pty Ltd	
	2014	2013
	\$000's	\$000's
<b>Financial Position</b>		
Current assets	2,498	4,889
Cash and cash equivalents	4,542	2,443
Non-current assets	3,831	4,063
<b>Total assets</b>	<b>10,871</b>	<b>11,395</b>
Current financial liabilities	7,198	7,004
Non-current financial liabilities	10,620	6,138
<b>Total liabilities</b>	<b>17,818</b>	<b>13,142</b>
Net assets	(6,947)	(1,747)
Share of joint ventures' net assets	(1,737)	(1,310)
<b>Financial Performance</b>		
Income	24,952	7,103
Interest income	310	20
Expenses	28,661	9,920
Interest expense	544	47
Profit / (loss) from continuing operations	(3,943)	(2,844)
Share of joint ventures' profit / (loss)	(986)	(2,133)

## NOTES TO THE FINANCIAL STATEMENTS

### 24 AVAILABLE-FOR-SALE FINANCIAL ASSETS

	Notes	Consolidated		Monash University	
		2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
At beginning of year		430,152	352,694	281,753	231,045
Additions		428,640	21,955	274,472	14,824
Disposals (sale and redemption)		(369,155)	(869)	(244,483)	(869)
Revaluation surplus / (deficit) transferred to equity	35(b)	6,349	55,060	4,784	36,753
Net loss on disposal of available-for-sale financial assets		-	1,312	-	-
<b>At end of year</b>		<b>495,986</b>	<b>430,152</b>	<b>316,526</b>	<b>281,753</b>

#### Listed securities and managed funds

##### Current

Listed securities		70	101	-	-
<b>Total current</b>		<b>70</b>	<b>101</b>	<b>-</b>	<b>-</b>

##### Non-current

Listed securities		2,162	2,553	797	803
Managed funds		493,754	427,498	315,729	280,950
<b>Total non-current</b>		<b>495,916</b>	<b>430,051</b>	<b>316,526</b>	<b>281,753</b>
<b>Total available-for-sale financial assets</b>	48	<b>495,986</b>	<b>430,152</b>	<b>316,526</b>	<b>281,753</b>

### 25 OTHER FINANCIAL ASSETS

##### Current

Other financial assets		-	7,425	-	-
<b>Total current other financial assets</b>	48	<b>-</b>	<b>7,425</b>	<b>-</b>	<b>-</b>

##### Non-current

Shares in subsidiaries	46	-	-	24,436	36,080
Provision for non-recovery of investments		-	-	(11,962)	(11,962)
Unlisted securities	48	13,572	13,385	13,450	13,312
<b>Total non-current other financial assets</b>		<b>13,572</b>	<b>13,385</b>	<b>25,924</b>	<b>37,430</b>
<b>Total other financial assets</b>		<b>13,572</b>	<b>20,810</b>	<b>25,924</b>	<b>37,430</b>

### 26 INVESTMENT PROPERTIES

##### Land

Valuation as at 1 January		45,061	42,774	33,626	32,306
Additions		9,000	-	9,000	-
Net fair value gain / (loss)		9,910	967	3,030	-
Transfer from another class		2,180	1,320	2,180	1,320
<b>Valuation as at 31 December</b>		<b>66,151</b>	<b>45,061</b>	<b>47,836</b>	<b>33,626</b>

##### Buildings

Valuation as at 1 January		23,769	23,854	1,304	922
Additions		1,900	-	1,900	-
Net fair value gain / (loss)		(3,935)	(467)	(655)	-
Transfer from another class		1,086	382	1,086	382
<b>Valuation as at 31 December</b>		<b>22,820</b>	<b>23,769</b>	<b>3,635</b>	<b>1,304</b>
<b>Total investment properties</b>		<b>88,971</b>	<b>68,830</b>	<b>51,471</b>	<b>34,930</b>

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

Rental income		3,274	3,123	1,430	1,327
Direct operating expenses		388	454	67	188
<b>Total recognised in profit or loss</b>		<b>2,886</b>	<b>2,669</b>	<b>1,363</b>	<b>1,139</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 27 PROPERTY, PLANT AND EQUIPMENT

Land, buildings and cultural assets are held at fair value. Refer note 48.

#### Movements in Carrying Amounts

	Equipment \$000's	Library books \$000's	Cultural Assets \$000's	Land \$000's	Buildings \$000's	Buildings under Construction \$000's	Leasehold Improvements \$000's	Total \$000's
<b>Consolidated 2014</b>								
<b>At 1 January 2014</b>								
Cost	361,054	118,471	5,402	3,194	423,585	71,245	103,728	1,086,679
Valuation	-	-	58,637	316,282	1,118,420	-	630	1,493,969
Accumulated depreciation / amortisation	(244,599)	(37,339)	-	-	(144,245)	-	(39,503)	(465,686)
<b>Net book amount</b>	<b>116,455</b>	<b>81,132</b>	<b>64,039</b>	<b>319,476</b>	<b>1,397,760</b>	<b>71,245</b>	<b>64,855</b>	<b>2,114,962</b>
<b>Year ended 31 December 2014</b>								
Opening net book amount	116,455	81,132	64,039	319,476	1,397,760	71,245	64,855	2,114,962
Revaluation increment / (decrement)	-	-	330	-	(2,471)	-	-	(2,141)
Additions	39,753	3,226	636	-	79,246	67,588	(186)	190,263
Disposals - written down value	(1,120)	(1,871)	(6)	-	-	(265)	(289)	(3,551)
Depreciation / amortisation	(31,527)	(5,016)	-	-	(44,278)	-	(7,318)	(88,139)
Transfer (to) / from another class	(6)	-	8	(2,180)	68,997	(71,677)	1,591	(3,267)
Impairment	(118)	(10,993)	-	-	-	-	-	(11,111)
<b>Closing net book amount</b>	<b>123,437</b>	<b>66,478</b>	<b>65,007</b>	<b>317,296</b>	<b>1,499,254</b>	<b>66,891</b>	<b>58,653</b>	<b>2,197,016</b>
<b>At 31 December 2014</b>								
Cost	382,337	93,861	6,040	1,676	508,694	66,891	104,237	1,163,736
Valuation	-	-	58,967	315,620	1,178,776	-	630	1,553,993
Accumulated depreciation / amortisation	(258,900)	(27,383)	-	-	(188,216)	-	(46,214)	(520,713)
<b>Net book amount</b>	<b>123,437</b>	<b>66,478</b>	<b>65,007</b>	<b>317,296</b>	<b>1,499,254</b>	<b>66,891</b>	<b>58,653</b>	<b>2,197,016</b>

NOTES TO THE FINANCIAL STATEMENTS

27 PROPERTY, PLANT AND EQUIPMENT (continued)

Movements in Carrying Amounts (continued)

	Equipment \$000's	Library books \$000's	Cultural Assets \$000's	Land \$000's	Buildings \$000's	Buildings under Construction \$000's	Leasehold Improvements \$000's	Total \$000's
<b>Consolidated 2013</b>								
<b>At 1 January 2013</b>								
Cost	350,824	124,905	3,574	9,518	255,066	173,560	102,411	1,019,858
Valuation	-	-	52,802	318,854	1,234,296	-	630	1,606,582
Accumulated depreciation / amortisation	(230,731)	(36,070)	-	-	(103,530)	-	(34,701)	(405,032)
<b>Net book amount</b>	<b>120,093</b>	<b>88,835</b>	<b>56,376</b>	<b>328,372</b>	<b>1,385,832</b>	<b>173,560</b>	<b>68,340</b>	<b>2,221,408</b>
<b>Year ended 31 December 2013</b>								
Opening net book amount	120,093	88,835	56,376	328,372	1,385,832	173,560	68,340	2,221,408
Revaluation increment / (decrement)	-	-	5,835	(2,919)	(115,188)	-	-	(112,272)
Additions	35,043	3,912	1,833	1,820	30,040	64,746	3,413	140,807
Disposals	(1,862)	(171)	(5)	(6,158)	(23,673)	(287)	(222)	(32,378)
Depreciation / amortisation	(32,713)	(5,408)	-	-	(44,588)	-	(7,050)	(89,759)
Transfer (to) / from another class	(230)	-	-	(1,320)	166,622	(166,774)	374	(1,328)
Impairment	(1,223)	(4,899)	-	-	-	-	-	(6,122)
Foreign currency translation	(143)	(55)	-	(319)	(1,285)	-	-	(1,802)
Deconsolidation of subsidiary	(2,510)	(1,082)	-	-	-	-	-	(3,592)
<b>Closing net book amount</b>	<b>116,455</b>	<b>81,132</b>	<b>64,039</b>	<b>319,476</b>	<b>1,397,760</b>	<b>71,245</b>	<b>64,855</b>	<b>2,114,962</b>
<b>At 31 December 2013</b>								
Cost	361,054	118,471	5,402	3,194	423,585	71,245	103,728	1,086,679
Valuation	-	-	58,637	316,282	1,118,420	-	630	1,493,969
Accumulated depreciation / amortisation	(244,599)	(37,339)	-	-	(144,245)	-	(39,503)	(465,686)
<b>Net book amount</b>	<b>116,455</b>	<b>81,132</b>	<b>64,039</b>	<b>319,476</b>	<b>1,397,760</b>	<b>71,245</b>	<b>64,855</b>	<b>2,114,962</b>

**NOTES TO THE FINANCIAL STATEMENTS**

**27 PROPERTY, PLANT AND EQUIPMENT (continued)**

**Movements in Carrying Amounts (continued)**

	Equipment \$000's	Library books \$000's	Cultural Assets \$000's	Land \$000's	Buildings \$000's	Buildings under Construction \$000's	Leasehold Improvements \$000's	Total \$000's
<b>Monash University 2014</b>								
<b>At 1 January 2014</b>								
Cost	359,870	118,471	5,402	3,194	360,757	71,077	97,797	1,016,568
Valuation	-	-	58,637	316,282	1,118,420	-	630	1,493,969
Accumulated depreciation / amortisation	(243,966)	(37,339)	-	-	(142,341)	-	(37,723)	(461,369)
<b>Net book amount</b>	<b>115,904</b>	<b>81,132</b>	<b>64,039</b>	<b>319,476</b>	<b>1,336,836</b>	<b>71,077</b>	<b>60,704</b>	<b>2,049,168</b>
<b>Year ended 31 December 2014</b>								
Opening net book amount	115,904	81,132	64,039	319,476	1,336,836	71,077	60,704	2,049,168
Revaluation increment / (decrement)	-	-	330	-	(2,471)	-	-	(2,141)
Additions	38,536	3,226	636	-	79,247	28,142	366	150,153
Disposals	(1,025)	(1,871)	(6)	-	-	(265)	(260)	(3,427)
Depreciation / amortisation	(31,218)	(5,016)	-	-	(42,374)	-	(6,556)	(85,164)
Transfer (to) / from another class	(8)	-	8	(2,180)	68,997	(70,084)	-	(3,267)
Impairment	(118)	(10,993)	-	-	-	-	-	(11,111)
<b>Closing net book amount</b>	<b>122,071</b>	<b>66,478</b>	<b>65,007</b>	<b>317,296</b>	<b>1,440,235</b>	<b>28,870</b>	<b>54,254</b>	<b>2,094,211</b>
<b>At 31 December 2014</b>								
Cost	380,138	93,861	6,040	1,676	508,694	28,870	97,363	1,116,642
Valuation	1	-	58,967	315,620	1,115,948	-	630	1,491,166
Accumulated depreciation / amortisation	(258,068)	(27,383)	-	-	(184,407)	-	(43,739)	(513,597)
<b>Net book amount</b>	<b>122,071</b>	<b>66,478</b>	<b>65,007</b>	<b>317,296</b>	<b>1,440,235</b>	<b>28,870</b>	<b>54,254</b>	<b>2,094,211</b>



NOTES TO THE FINANCIAL STATEMENTS

27 PROPERTY, PLANT AND EQUIPMENT (continued)

Movements in Carrying Amounts (continued)

	Equipment \$000's	Library books \$000's	Cultural Assets \$000's	Land \$000's	Buildings \$000's	Buildings under Construction \$000's	Leasehold Improvements \$000's	Total \$000's
<b>Monash University 2013</b>								
<b>At 1 January 2013</b>								
Cost	341,892	122,448	3,573	2,977	164,986	173,562	96,843	906,281
Valuation	-	-	52,802	318,849	1,232,446	-	630	1,604,727
Accumulated depreciation / amortisation	(225,507)	(34,814)	-	-	(100,805)	-	(33,388)	(394,514)
<b>Net book amount</b>	<b>116,385</b>	<b>87,634</b>	<b>56,375</b>	<b>321,826</b>	<b>1,296,627</b>	<b>173,562</b>	<b>64,085</b>	<b>2,116,494</b>
<b>Year ended 31 December 2013</b>								
Opening net book amount	116,385	87,634	56,375	321,826	1,296,627	173,562	64,085	2,116,494
Revaluation increment / (decrement)	-	-	5,835	(2,567)	(114,026)	-	-	(110,758)
Additions	34,586	3,783	1,834	1,820	29,982	64,576	3,134	139,715
Disposals	(1,686)	(171)	(5)	(283)	(17)	(287)	(222)	(2,671)
Depreciation / amortisation	(31,928)	(5,215)	-	-	(42,352)	-	(6,293)	(85,788)
Transfer (to) / from another class	(230)	-	-	(1,320)	166,622	(166,774)	-	(1,702)
Impairment	(1,223)	(4,899)	-	-	-	-	-	(6,122)
<b>Closing net book amount</b>	<b>115,904</b>	<b>81,132</b>	<b>64,039</b>	<b>319,476</b>	<b>1,336,836</b>	<b>71,077</b>	<b>60,704</b>	<b>2,049,168</b>
<b>At 31 December 2013</b>								
Cost	359,870	118,471	5,402	3,194	360,757	71,077	97,797	1,016,568
Valuation	-	-	58,637	316,282	1,118,420	-	630	1,493,969
Accumulated depreciation / amortisation	(243,966)	(37,339)	-	-	(142,341)	-	(37,723)	(461,369)
<b>Net book amount</b>	<b>115,904</b>	<b>81,132</b>	<b>64,039</b>	<b>319,476</b>	<b>1,336,836</b>	<b>71,077</b>	<b>60,704</b>	<b>2,049,168</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 28 INTANGIBLE ASSETS

#### Consolidated 2014

	Software Development \$000's	Goodwill \$000's	Electronic Publications \$000's	Total \$000's
<b>At 1 January 2014</b>				
Cost	50,559	4,500	80,690	135,749
Accumulated amortisation and impairment	(31,481)	(2,679)	(13,883)	(48,043)
<b>Net book amount</b>	<b>19,078</b>	<b>1,821</b>	<b>66,807</b>	<b>87,706</b>

#### Year ended 31 December 2014

Opening net book amount	19,078	1,821	66,807	87,706
Additions	4,601	-	9,884	14,485
Disposals	(3,070)	-	-	(3,070)
Amortisation charge	(4,271)	-	(2,854)	(7,125)
Impairment	(326)	-	-	(326)
<b>Closing net book amount</b>	<b>16,012</b>	<b>1,821</b>	<b>73,837</b>	<b>91,670</b>

#### At 31 December 2014

Cost	50,774	3,500	90,574	144,848
Accumulated amortisation and impairment	(34,762)	(1,679)	(16,737)	(53,178)
<b>Net book amount</b>	<b>16,012</b>	<b>1,821</b>	<b>73,837</b>	<b>91,670</b>

#### Consolidated 2013

##### At 1 January 2013

Cost	53,468	4,500	71,997	129,965
Accumulated amortisation and impairment	(30,992)	(1,778)	(11,345)	(44,115)
<b>Net book amount</b>	<b>22,476</b>	<b>2,722</b>	<b>60,652</b>	<b>85,850</b>

#### Year ended 31 December 2013

Opening net book amount	22,476	2,722	60,652	85,850
Additions	2,137	-	8,885	11,022
Amortisation charge	(5,161)	-	(2,558)	(7,719)
Transfer	(374)	-	-	(374)
Impairment	-	(901)	-	(901)
Foreign currency translation	-	-	(4)	(4)
Deconsolidation of subsidiary	-	-	(168)	(168)
<b>Closing net book amount</b>	<b>19,078</b>	<b>1,821</b>	<b>66,807</b>	<b>87,706</b>

#### At 31 December 2013

Cost	50,559	4,500	80,690	135,749
Accumulated amortisation and impairment	(31,481)	(2,679)	(13,883)	(48,043)
<b>Net book amount</b>	<b>19,078</b>	<b>1,821</b>	<b>66,807</b>	<b>87,706</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 28 INTANGIBLE ASSETS (continued)

#### Monash University 2014

	Software Development \$000's	Goodwill \$000's	Electronic Publications \$000's	Total \$000's
<b>At 1 January 2014</b>				
Cost	47,488	-	80,689	128,177
Accumulated amortisation and impairment	(29,365)	-	(13,883)	(43,248)
<b>Net book amount</b>	<b>18,123</b>	<b>-</b>	<b>66,806</b>	<b>84,929</b>

#### Year ended 31 December 2014

Opening net book amount	18,123	-	66,806	84,929
Additions	4,397	-	9,884	14,281
Disposals	(2,941)	-	-	(2,941)
Amortisation charge	(3,659)	-	(2,854)	(6,513)
Impairment	(326)	-	-	(326)
<b>Net book amount</b>	<b>15,594</b>	<b>-</b>	<b>73,836</b>	<b>89,430</b>

#### At 31 December 2014

Cost	47,870	-	90,573	138,443
Accumulated amortisation and impairment	(32,276)	-	(16,737)	(49,013)
<b>Net book amount</b>	<b>15,594</b>	<b>-</b>	<b>73,836</b>	<b>89,430</b>

#### Monash University 2013

##### At 1 January 2013

Cost	49,778	-	71,907	121,685
Accumulated amortisation and impairment	(29,195)	-	(11,340)	(40,535)
<b>Net book amount</b>	<b>20,583</b>	<b>-</b>	<b>60,567</b>	<b>81,150</b>

##### Year ended 31 December 2013

Opening net book amount	20,583	-	60,567	81,150
Additions	2,013	-	8,782	10,795
Amortisation charge	(4,473)	-	(2,543)	(7,016)
<b>Closing net book amount</b>	<b>18,123</b>	<b>-</b>	<b>66,806</b>	<b>84,929</b>

##### At 31 December 2013

Cost	47,488	-	80,689	128,177
Accumulated amortisation and impairment	(29,365)	-	(13,883)	(43,248)
<b>Net book amount</b>	<b>18,123</b>	<b>-</b>	<b>66,806</b>	<b>84,929</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 29 OTHER ASSETS

	Consolidated		Monash University	
	2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
<b>Current</b>				
Prepayments	15,720	13,006	15,084	12,445
Tax receivable	101	103	-	-
Deposits	1,250	-	1,250	-
<b>Total current other assets</b>	<b>17,071</b>	<b>13,109</b>	<b>16,334</b>	<b>12,445</b>
<b>Non-current</b>				
Other assets	10,347	10,758	10,347	10,758
<b>Total other non-current assets</b>	<b>10,347</b>	<b>10,758</b>	<b>10,347</b>	<b>10,758</b>
<b>Total other assets</b>	<b>27,418</b>	<b>23,867</b>	<b>26,681</b>	<b>23,203</b>

### 30 PAYABLES

#### Current payables

##### External

Creditors	79,358	73,332	77,949	72,828
Accrued charges	18,294	21,106	17,191	19,052
Funds under administration	10,651	9,334	10,651	9,334
Restructuring leave provisions payable	2,930	3,073	2,930	3,073
Other	38,629	35,762	37,447	33,220
Related party payables	-	4	-	-
<b>Total external payables</b>	<b>149,862</b>	<b>142,611</b>	<b>146,168</b>	<b>137,507</b>

##### Intercompany

Monash Investment Trust	-	-	6,485	4,793
Monash Property South Africa Pty Ltd	-	-	671	-
Monash College Pty Ltd	-	-	10,221	10,297
Monash Accommodation Services Pty Ltd	-	-	1,650	1,588

<b>Total intercompany</b>	<b>-</b>	<b>-</b>	<b>19,027</b>	<b>16,678</b>
<b>Total current payables</b>	<b>149,862</b>	<b>142,611</b>	<b>165,195</b>	<b>154,185</b>

#### Non-current payables

##### External

Restructuring leave provisions payable	2,930	5,947	2,930	5,947
<b>Total non-current payables</b>	<b>2,930</b>	<b>5,947</b>	<b>2,930</b>	<b>5,947</b>
<b>Total payables</b>	<b>152,792</b>	<b>148,558</b>	<b>168,125</b>	<b>160,132</b>

### 31 BORROWINGS

#### Current

##### Secured

Finance leases	13	17	-	-
<b>Total current secured borrowings</b>	<b>13</b>	<b>17</b>	<b>-</b>	<b>-</b>

##### Unsecured

Bank loans - commercial bills	14,870	47,037	14,870	47,037
Bank overdrafts	3,408	-	3,408	-
<b>Total current unsecured borrowings</b>	<b>18,278</b>	<b>47,037</b>	<b>18,278</b>	<b>47,037</b>
<b>Total current borrowings</b>	<b>18,291</b>	<b>47,054</b>	<b>18,278</b>	<b>47,037</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 31 BORROWINGS (continued)

	Consolidated		Monash University	
	2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
<b>Non-current</b>				
<b>Unsecured</b>				
<b>Bank loans - Commercial Bills</b>				
Repayable 1-5 years	28,377	35,292	28,377	35,292
Repayable over 5 years	234,467	210,709	234,467	210,709
<b>Total non-current unsecured borrowings</b>	<b>262,844</b>	<b>246,001</b>	<b>262,844</b>	<b>246,001</b>
<b>Total non-current borrowings</b>	<b>262,844</b>	<b>246,001</b>	<b>262,844</b>	<b>246,001</b>
<b>Total borrowings</b>	<b>281,135</b>	<b>293,055</b>	<b>281,122</b>	<b>293,038</b>

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

#### Credit standby arrangements

##### Total facilities

Borrowings	341,450	386,338	339,714	386,338
Finance leases	13	17	-	-
	<b>341,463</b>	<b>386,355</b>	<b>339,714</b>	<b>386,338</b>

##### Used at balance date

Bank overdrafts	(3,408)	-	(3,408)	-
Bank loans	(277,714)	(293,038)	(277,714)	(293,038)
Finance leases	(13)	(17)	-	-
	<b>(281,135)</b>	<b>(293,055)</b>	<b>(281,122)</b>	<b>(293,038)</b>

##### Unused at balance date

Bank loans	63,736	93,300	62,000	93,300
	<b>63,736</b>	<b>93,300</b>	<b>62,000</b>	<b>93,300</b>

##### Bank loan facilities

Total facilities	341,463	386,355	339,714	386,338
Used at balance date	(281,135)	(293,055)	(281,122)	(293,038)
<b>Unused at balance date</b>	<b>60,328</b>	<b>93,300</b>	<b>58,592</b>	<b>93,300</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 32 PROVISIONS

	Note	Consolidated		Monash University	
		2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
<b>Current</b>					
Provision for remuneration withheld		155	41	155	42
Provision for bonus payments		1,267	573	-	-
Restructuring provision	19	11,698	7,729	11,698	7,729
Provision for deferred tax	32(c)	-	3,783	-	-
<b>Employee benefits:</b>					
<b>Academic:</b>					
Provision for long service leave		56,589	46,744	54,962	45,856
Provision for recreation leave		31,948	31,670	30,516	30,678
Provision for parental leave		16	-	-	-
<b>Non-Academic:</b>					
Provision for long service leave		44,549	34,834	44,312	34,328
Provision for recreation leave		25,424	24,438	24,904	23,696
Provision for parental leave		27	-	-	-
<b>Total current provisions</b>		<b>171,673</b>	<b>149,812</b>	<b>166,547</b>	<b>142,329</b>
<b>Non-Current</b>					
Provision for remuneration withheld		-	102	-	101
Restructuring provision	19	136	12,041	136	12,041
<b>Employee benefits:</b>					
<b>Academic:</b>					
Provision for long service leave		10,961	10,912	10,429	10,479
<b>Non-Academic:</b>					
Provision for long service leave		15,332	14,562	15,142	14,249
<b>Total non-current provisions</b>		<b>26,429</b>	<b>37,617</b>	<b>25,707</b>	<b>36,870</b>
<b>Total provisions</b>		<b>198,102</b>	<b>187,429</b>	<b>192,254</b>	<b>179,199</b>
<b>(a) Current long service leave and recreation leave:</b>					
<b>Expected to be settled within 12 months</b>					
<b>Academic:</b>					
Provision for Long Service Leave - nominal value		8,892	7,288	7,265	6,399
Provision for Recreation Leave - nominal value		21,542	21,184	20,111	20,192
<b>Non-Academic:</b>					
Provision for Long Service Leave - nominal value		5,928	5,017	5,691	4,511
Provision for Recreation Leave - nominal value		20,577	20,048	20,057	19,307
<b>Total within 12 months</b>		<b>56,939</b>	<b>53,537</b>	<b>53,124</b>	<b>50,409</b>
<b>Expected to be settled beyond 12 months</b>					
<b>Academic:</b>					
Provision for Long Service Leave - present value		47,697	39,456	47,697	39,456
Provision for Recreation Leave - present value		10,406	10,486	10,406	10,486
<b>Non-Academic:</b>					
Provision for Long Service Leave - present value		38,621	29,817	38,621	29,817
Provision for Recreation Leave - present value		4,847	4,390	4,847	4,390
<b>Total beyond 12 months</b>		<b>101,571</b>	<b>84,149</b>	<b>101,571</b>	<b>84,149</b>
<b>Total current long service leave and recreation leave</b>		<b>158,510</b>	<b>137,686</b>	<b>154,695</b>	<b>134,558</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 32 PROVISIONS (continued)

#### (b) Movements in provisions

	Consolidated		Monash University	
	2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
<b>Restructuring provisions</b>				
Carrying amount at start of year	19,770	-	19,770	-
Additional provisions recognised	216	19,770	216	19,770
Amounts used	(8,152)	-	(8,152)	-
<b>Carrying amount at end of year</b>	<b>11,834</b>	<b>19,770</b>	<b>11,834</b>	<b>19,770</b>

#### (c) Deferred Tax

##### (i) Reconciliation of opening and closing balances

Balance at the beginning of the year	3,783	3,593	-	-
<b>Movement through equity:</b>				
<b>South African deferred tax</b>				
Change in tax rate	-	(492)	-	-
Revaluation of land and buildings	-	(272)	-	-
Realisation of land and buildings	(1,271)	-	-	-
<b>Australian deferred tax</b>				
Foreign exchange on loan liabilities	(2,776)	161	-	-
Foreign exchange on translation	(28)	(83)	-	-
<b>Movement through profit or loss:</b>				
<b>South African deferred tax</b>				
Foreign exchange loss on loan liability	-	526	-	-
Net deductible temporary differences	68	8	-	-
<b>Australian deferred tax</b>				
Unused tax losses	211	346	-	-
Deductible temporary differences	14	(4)	-	-
<b>Balance at the end of the year</b>	<b>-</b>	<b>3,783</b>	<b>-</b>	<b>-</b>

##### (ii) Analysis of deferred tax balances

<b>South African deferred tax</b>				
Revaluation of land and buildings	-	1,299	-	-
Equipment	-	3	-	-
Minor assets	-	(70)	-	-
	-	1,232	-	-
<b>Australian deferred tax</b>				
Unrealised exchange gains on loans	-	2,776	-	-
Unused tax losses	-	(211)	-	-
Accruals	-	(14)	-	-
	-	2,551	-	-
<b>Total deferred tax</b>	<b>-</b>	<b>3,783</b>	<b>-</b>	<b>-</b>



## NOTES TO THE FINANCIAL STATEMENTS

### 33 OTHER LIABILITIES

	Consolidated		Monash University	
	2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
<b>Current</b>				
Prepaid rentals	192	183	-	-
Student fees received in advance	41,822	28,259	34,916	22,682
Income received in advance	7,890	7,653	7,890	7,653
Current tax liability	1,406	-	-	-
<b>Total current other liabilities</b>	<b>51,310</b>	<b>36,095</b>	<b>42,806</b>	<b>30,335</b>
<b>Non-current</b>				
Derivative liability - Note 47(a)	6,658	-	6,658	-
<b>Total non-current other liabilities</b>	<b>6,658</b>	<b>-</b>	<b>6,658</b>	<b>-</b>
<b>Total other liabilities</b>	<b>57,968</b>	<b>36,095</b>	<b>49,464</b>	<b>30,335</b>

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### 34 CAPITAL

#### Funds held in perpetuity:

##### Monash University Foundation

Funds held in perpetuity at 1 January	149,167	145,704	-	-
Preservation of capital	2,240	3,463	-	-
<b>Funds held in perpetuity at 31 December</b>	<b>151,407</b>	<b>149,167</b>	<b>-</b>	<b>-</b>

#### Contributed capital:

##### Commonwealth and State Government financial assistance

Contributions to capital works and land	83,102	83,102	83,102	83,102
<b>Total contributed capital</b>	<b>83,102</b>	<b>83,102</b>	<b>83,102</b>	<b>83,102</b>
<b>Total capital</b>	<b>234,509</b>	<b>232,269</b>	<b>83,102</b>	<b>83,102</b>

### 35 RESERVES

#### Asset revaluation reserve

Asset revaluation reserve at 1 January	1,018,094	1,129,602	999,199	1,109,957
Transfers (from) / to asset revaluation reserve	(870)	(111,508)	(2,141)	(110,758)
<b>Asset revaluation reserve at 31 December</b>	<b>1,017,224</b>	<b>1,018,094</b>	<b>997,058</b>	<b>999,199</b>

#### Available-for-sale investments revaluation reserve

Available-for-sale investments revaluation reserve at 1 January	81,103	36,285	52,115	21,738
Transfers to available-for-sale investments revaluation reserve	(71,089)	44,818	(48,014)	30,377
<b>Available-for-sale investments revaluation reserve at 31 December</b>	<b>10,014</b>	<b>81,103</b>	<b>4,101</b>	<b>52,115</b>

#### Foreign currency translation reserve

Foreign currency translation reserve at 1 January	(26,867)	(29,471)	-	-
Transfers to / (from) foreign currency translation reserve	3,363	2,604	-	-
<b>Foreign currency translation reserve at 31 December</b>	<b>(23,504)</b>	<b>(26,867)</b>	<b>-</b>	<b>-</b>

#### Hedge reserve

Hedge reserve at 1 January	-	-	-	-
Transfers to / (from) hedge reserve	(6,658)	-	(6,658)	-
<b>Hedge reserve at 31 December</b>	<b>(6,658)</b>	<b>-</b>	<b>(6,658)</b>	<b>-</b>
<b>Total reserves</b>	<b>997,076</b>	<b>1,072,330</b>	<b>994,501</b>	<b>1,051,314</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 35 RESERVES (continued)

#### Movements:

#### (a) Asset revaluation reserve:

	Note	Consolidated		Monash University	
		2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
Balance 1 January		1,018,094	1,129,602	999,199	1,109,957
Gain on revaluation of cultural assets		330	5,835	330	5,835
Gain / (loss) on revaluation of land and buildings		(2,471)	(118,107)	(2,471)	(116,593)
Deferred tax on land and buildings		1,271	764	-	-
<b>Balance 31 December</b>		<b>1,017,224</b>	<b>1,018,094</b>	<b>997,058</b>	<b>999,199</b>

#### (b) Available-for-sale investment revaluation reserve:

Balance 1 January		81,103	36,286	52,115	21,738
Realised gain on sale of investments - transfer to net profit		(23,070)	-	(12,160)	-
Realised gain on previously impaired investments - transfer to net profit		(54,368)	(10,243)	(40,638)	(6,376)
Revaluation - gross		6,349	55,060	4,784	36,753
<b>Balance 31 December</b>		<b>10,014</b>	<b>81,103</b>	<b>4,101</b>	<b>52,115</b>

#### (c) Foreign currency translation reserve:

Balance 1 January		(26,867)	(29,471)	-	-
Currency translation differences arising during the year		2,804	2,765	-	-
Deferred tax		559	(161)	-	-
<b>Balance 31 December</b>		<b>(23,504)</b>	<b>(26,867)</b>	<b>-</b>	<b>-</b>

#### (d) Hedge reserve:

Balance 1 January		-	-	-	-
Currency and interest rate contract	47(a)	(6,658)	-	(6,658)	-
<b>Balance 31 December</b>		<b>(6,658)</b>	<b>-</b>	<b>(6,658)</b>	<b>-</b>

### 36 RETAINED EARNINGS

Retained earnings at 1 January		981,934	928,809	868,903	833,874
Net result for the year		213,238	56,588	161,752	35,029
Deferred government superannuation contributions		(5,549)	(65,355)	(5,549)	(65,355)
Deferred employee benefits for superannuation		5,549	65,355	5,549	65,355
Transfer to original capital		(2,240)	(3,463)	-	-
<b>Retained earnings at 31 December</b>		<b>1,192,932</b>	<b>981,934</b>	<b>1,030,655</b>	<b>868,903</b>

### 37 ASSURANCE AND OTHER SERVICES

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

#### Assurance services

##### Fees paid to Auditor-General of Victoria:

Audit of financial reports		377	388	284	275
Fees paid to Non-Auditor-General of Victoria audit firms for the audit of financial reports of any entity in the consolidated group		81	290	63	172
<b>Total remuneration for assurance services</b>		<b>458</b>	<b>678</b>	<b>347</b>	<b>447</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 38 RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS

From 1 January 2014 to 17 March 2014 the responsible Minister for Higher Education and Skills was the Hon. P. Hall MLC. From 18 March 2014 to 3 December 2014 the responsible Minister for Higher Education and Skills was the Hon. N. Wakeling MLA. From 4 December 2014 the responsible Minister for Training and Skills was The Hon. S. Herbert MLC.

The names of members of Council of Monash University who held office during the financial year are shown below.

Mr Y. Blacher PSM	Dr. H Drennen
Professor R. Brown	Dr A Finkel AO
Mr S. Buggle	Professor M. Gardner AO *
Professor E. Byrne AC *	Ms M. Hopper
Professor B. Canny	Dr C. Nixon APM
Ms H. Carmody	Mr I. Pyman *
The Hon. S. Crean	Mr J. Simpson *
Mr M. Cubit *	The Hon. P. Young QC

\* Professor E. Byrne AC resigned on 29 August 2014 and Mr I. Pyman resigned on 31 December 2014. Professor M Gardner AO commenced on 1 September 2014; Mr M. Cubit and Mr J. Simpson commenced on 21 October 2014.

#### Related party transactions

The following transactions were entered into with related entities of members of Council. All transactions were conducted on an arm's length basis in the normal course of business and on normal terms and conditions.

Mr Y. Blacher PSM is a Senior Advisor of Nous Group. During the year the University paid \$2.1M (2013: \$2.2M) to Nous Group for the provision of consultancy services. Mr Blacher was not directly nor indirectly involved in the provision of any of the consultancy services provided to the University. Mr Blacher is also a Director of VicTrack. Amounts received from VicTrack were not material (\$82,500 for the reporting period) and are therefore not reported.

Mr S. Buggle is Deputy Chief Financial Officer at Australia and New Zealand Banking Group Ltd (ANZ). During the year the University received \$0.5M (2013: \$1.1M) from ANZ for industry based learning scholarships, contract research and various grants from ANZ Trustees (e.g. Holsworth Wildlife Research Award funding). The University paid \$8.1M (2013: \$9.9M) in interest during the year and had borrowings outstanding of \$106.4M (2013: \$133.7M) to ANZ. The University Group received interest of \$166,619 (2013: \$54,600) on \$49.7M (2013: \$6.0M) of term deposits held with ANZ during the year.

Professor E. Byrne AC is a Director of Cochlear Pty Ltd, and was a Monash University Council member until 29 August 2014. During this period amounts received from Cochlear Pty Ltd were not material (\$27,500 during the year) and are therefore not reported.

Professor B. Canny is a Director of Mannix College Council, Inc (the governing body of Mannix College). Mannix College is an affiliated institution of Monash University. Amounts received and paid between Monash and Mannix College were not material (\$80,741 or below during the reporting period) and are therefore not reported.

Ms H. Carmody is a Senior Advisor of Nous Group. During the year the University paid \$2.1M (2013: \$2.2M) to Nous Group for the provision of consultancy services. Ms Carmody was not directly nor indirectly involved in the provision of consultancy services to the University.

Dr A Finkel AO is a Director of Finkel Foundation Pty Ltd (Trustee Company for A & E Finkel Foundation). During the year the University received \$0.7M (2012: \$0.4M) of various donations from A & E Finkel Foundation. Additionally Dr Finkel is President of the Australian Academy of Technological Sciences and Engineering (ATSE). Amounts received and paid between Monash and ATSE were not material (\$52,711 or below during the reporting period) and are therefore not reported. Dr Finkel is a Director of Cosmos Media Pty Ltd from which incidental purchases (i.e. advertising, magazine subscriptions) may have been made by faculties or staff. However no material transactions have occurred between Monash and Cosmos and are therefore not reported. Dr Finkel is a Director of STILE Pty Ltd and amounts paid by the University were not material and are therefore not reported.

Professor M. Gardner AO was appointed to the Monash University Council on 1 September 2014. Professor Gardner's spouse is the Vice-Chancellor of The University of Melbourne (UniMelb). From 1 September 2014 to 31 December 2014 the University received \$4.9M from and paid \$6.6M to UniMelb predominantly relating to research collaboration and/or shared research grant activities. Professor Gardner had no direct nor indirect involvement in financial arrangements relating to these collaborative activities. Professor Gardner is also President of the Museums Board of Victoria. Amounts paid to Museum Victoria were not material (\$3,022 during the reporting period) and are therefore not reported.

Mr J. Simpson is a member of the Scotch College Council and was appointed to Monash University Council on 21 October 2014. Since then the amounts received and paid between Monash and Scotch College were not material (\$17,495 or below to the end of the reporting period) and are therefore not reported. Mr Simpson is also a Director of the Emergency Services Superannuation Board (ESSB). Monash University has, in its staffing profile, a number of employees who are members of the State Superannuation fund, which is a defined benefits scheme administered by the Government Superannuation Office (an operating division of the ESSB). Total contributions by the University for the year ended 31 December 2014 were \$11.0M (2013: \$11.0M). Refer Note 40 (b).

There are no other matters to report as related party disclosures under the directions of the Minister for Finance.

#### Monash University - Remuneration of Directors

The number of Directors (Directors being defined as members of University Council) and their total remuneration during the reporting period are shown in the first two columns of the table below, with relevant income bands. Base remuneration of Directors is shown in the third and fourth columns. Base remuneration is exclusive of end-of-contract, bonus and retention payments, payment in lieu of annual and long service leave on termination of employment, redundancy payments and annual performance related payments.

In 2014, Monash had four Directors who were staff members of the University. Their remuneration as a staff member is reported; they received no additional remuneration for being a member of the University Council (Director).

There are eleven external members of the University Council who in 2014 elected to receive remuneration for carrying out their University Council roles, and these amounts are reported in the table below. Remuneration rates and arrangements for Council members is determined by the Minister. Under a Ministerial direction issued in 2013, remuneration for 2014 was set at \$43,000 per annum for new or reappointed Councillors. Sitting Councillors were not eligible to receive this rate, and hence remained on the previous rate, which was approximately 50 per cent below the new rate. Of the eleven external Directors who received payment, eight were paid as per the new (higher) rate, and three were paid as per the old (lower) rate.

Additionally, where Council members are also directors of Monash University's controlled entities, they may elect to receive their Council remuneration plus 50 per cent of the relevant remuneration as approved by the Board of the controlled entity. One Director elects to receive remuneration in this way.

The change in the Total Amounts paid in the table below (from 2013 to 2014), can be principally attributed to two factors; the impact of the new rates for some new/reappointed Council members; and, one Director who was also a staff member concluded employment and resigned from the University. On resignation, that employee Director received one-off end-of-contract payments, including payment in lieu of accrued but untaken annual and long service leave, as well as a pro-rata annual performance payment.

## NOTES TO THE FINANCIAL STATEMENTS

### 38 RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS

Income Band	Total Remuneration		Base Remuneration		Income Band	Total Remuneration		Base Remuneration	
	2014	2013	2014	2013		2014	2013	2014	2013
\$0 - 9,999	2	-	2	-	\$50,000 - 59,999	-	-	1	-
\$20,000 - 29,999	3	6	3	6	\$130,000 - 139,999	1	-	1	1
\$40,000 - 49,999	4	-	4	-	\$140,000 - 149,999	1	1	-	-
\$50,000 - 59,999	1	-	1	-	\$190,000 - 199,999	-	-	-	1
\$70,000 - 79,999	-	1	-	1	\$200,000 - 209,999	-	-	1	-
\$90,000 - 99,999	1	-	1	-	\$220,000 - 229,999	-	1	-	-
\$180,000 - 189,999	1	-	1	-	\$230,000 - 239,999	1	-	1	-
\$260,000 - 269,999	-	1	-	1	\$240,000 - 249,999	-	-	-	1
\$300,000 - 309,999	1	-	1	-	\$250,000 - 259,999	-	-	1	-
\$310,000 - 319,999	-	-	1	-	\$260,000 - 269,999	1	-	-	1
\$330,000 - 339,999	1	-	-	-	\$270,000 - 279,999	-	1	-	1
\$640,000 - 649,999	-	-	1	-	\$280,000 - 289,999	1	2	1	2
\$910,000 - 919,000	-	-	-	1	\$290,000 - 299,999	-	-	1	2
\$970,000 - 979,999	-	1	-	-	\$300,000 - 309,999	1	2	4	2
\$1,010,000 - 1,019,999	1	-	-	-	\$310,000 - 319,999	1	2	1	2
Total Numbers:	15	9	15	9	\$320,000 - 329,999	2	4	1	2
Total Amount:	\$2,275,034	\$1,457,431	\$1,886,166	\$1,394,551	\$330,000 - 339,999	1	1	1	1
					\$340,000 - 349,999	2	1	2	2
					\$350,000 - 359,999	1	1	2	-
					\$360,000 - 369,999	1	1	1	-
					\$370,000 - 379,999	-	-	-	1
					\$380,000 - 389,999	2	-	3	2
					\$390,000 - 399,999	1	-	1	-
					\$400,000 - 409,999	1	3	-	1
					\$410,000 - 419,999	1	2	1	3
					\$420,000 - 429,999	3	1	1	-
					\$430,000 - 439,999	-	-	-	1
					\$440,000 - 449,999	1	1	-	-
					\$450,000 - 459,999	1	-	-	1
					\$470,000 - 479,999	1	1	2	1
					\$480,000 - 489,999	-	1	1	1
					\$490,000 - 499,999	-	1	1	2
					\$500,000 - 509,999	2	1	-	-
					\$510,000 - 519,999	-	2	1	1
					\$530,000 - 539,999	1	1	-	-
					\$540,000 - 549,999	1	1	2	-
					\$560,000 - 569,999	-	-	-	1
					\$570,000 - 579,999	-	-	1	-
					\$580,000 - 589,999	-	-	1	1
					\$600,000 - 609,999	1	1	-	-
					\$610,000 - 619,999	1	-	-	-
					\$620,000 - 629,999	-	1	-	-
					\$630,000 - 639,999	1	-	-	-
					\$640,000 - 649,999	-	-	-	1
					\$650,000 - 659,999	2	-	1	-
					\$680,000 - 689,999	-	1	-	-
					\$720,000 - 729,999	1	-	-	-
					Total Numbers:	35	35	35	35
					Total annualised employee equivalent (AEE)	32.9	33.5	32.9	33.5
					Total Amount:	\$14,677,550	\$14,069,236	\$13,168,951	\$13,137,856

#### Monash University - Remuneration of Executives

Executive officers are defined as officers within the University occupying a senior management position that has a direct influence on the operation of the University. A restructure of the University's senior executive committees occurred during the year, which resulted in the total number of executives reported for 2014 being 35. Comparative data for 2013 has been adjusted to ensure consistency in reported information, and represents all members of the University's senior executive committees.

All executives with an annual base salary set at \$200,000 or above have been subject to a salary freeze since 2012. Following settlement of the University's enterprise bargaining agreement during 2014, staff of the University received a 3% pay increase. The application of the salary freeze over the majority of 2014 is the principal reason for the marginal increase of 0.2% in base remuneration of executives between 2013 and 2014.

Total executive remuneration has increased by 4.3% in 2014. This is due to a range of factors, including the departure of some senior executive staff during 2014. On resignation, these executives received payment in lieu of accrued but untaken annual and long service leave, and pro-rata annual performance payment. There were also a small number of "once-off" performance or retention payments made to key executives during the period.

## NOTES TO THE FINANCIAL STATEMENTS

### 38 RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS

#### Subsidiaries - Remuneration of Directors

Remuneration for Directors of Monash University controlled entities is reported in the table below, using the same remuneration definitions as those used for Monash University. Directors of controlled entities who are also members of University Council have their remuneration reported under Monash University and are not included in this table.

In 2013, Monash South Africa Limited ceased to be a subsidiary of the University and, accordingly, there is no remuneration reported for Monash South Africa Limited in 2014.

The increase in base and total remuneration of Directors of controlled entities between 2013 and 2014 is principally due to the impact of a full year of remuneration for one Director who commenced during 2013, and also an increase in performance payments following the return to profit of Monash College Pty Ltd.

Income Band	Total Remuneration		Base Remuneration	
	2014	2013	2014	2013
\$0 - 9,999	-	3	-	3
\$10,000 - 19,999	-	1	-	1
\$20,000 - 29,999	-	1	-	1
\$40,000 - 49,999	1	2	1	2
\$50,000 - 59,999	2	-	2	-
\$320,000 - 329,999	-	-	-	1
\$340,000 - 349,999	-	-	1	-
\$350,000 - 359,999	-	1	-	-
\$410,000 - 419,999	1	-	-	-
Total Numbers:	4	8	4	8
Total Amount:	\$559,845	\$518,220	\$491,845	\$486,720

#### Subsidiaries - Remuneration of Executives

Overall, base and total remuneration of executives of controlled entities decreased between 2013 and 2014. The principal reason for this is the impact of no reported remuneration in 2014 for Monash South Africa Limited, due to it no longer being a subsidiary of the University. This is partly offset by an increase for some executives, in line with the growth and return to profit of Monash College Pty Ltd.

Income Band	Total Remuneration		Base Remuneration	
	2014	2013	2014	2013
\$100,000 - 109,999	-	1	-	2
\$130,000 - 139,999	-	1	2	1
\$140,000 - 149,999	-	2	-	4
\$150,000 - 159,999	1	1	-	1
\$160,000 - 169,999	1	2	2	1
\$170,000 - 179,999	-	-	1	-
\$180,000 - 189,999	-	1	1	-
\$190,000 - 199,999	-	2	1	1
\$200,000 - 209,999	1	-	-	1
\$210,000 - 219,999	2	-	1	1
\$220,000 - 229,999	-	1	1	-
\$230,000 - 239,999	2	1	-	-
\$240,000 - 249,999	1	-	-	-
\$260,000 - 269,999	1	-	-	-
Total Numbers:	9	12	9	12
Total annualised employee equivalent (AEE)	8.5	9.8	8.5	9.8
Total Amount:	\$1,993,177	\$2,053,868	\$1,585,597	\$1,878,736

### 39 CONTINGENT LIABILITIES AND CONTINGENT ASSETS

#### Contingent assets

Note 23 refers to the additional sale of 50% of GNUCO shares by Monash University to Laureate International B.V. on 14 February 2014, which has a future performance consideration attached to it that has not yet been recognised. Finalisation of the actual performance consideration amount to be received by Monash University is due to be formally assessed at the end of 2017.

#### Contingent liabilities

Monash South Africa Ltd has a finance leasing facility from a South African financial institution. The value of the facility is \$2.0M (2013: \$2.1M) of which approximately \$1.4M (2013:\$1.4M) has been utilised at 31 December 2014. The facility is secured by a bank guarantee provided by Westpac Banking Corporation, which is supported by a letter of indemnity from Monash University Australia.

No other bank guarantees have been provided to third parties (2013: nil).

There are a number of legal claims and exposures which arise from the ordinary course of business, none of which are individually significant. Where the asset is not virtually certain and the liability is not probable the Group has not provided for such amounts in these financial statements. Additionally, there are a number of legal claims or potential claims against the Group, the outcome of which cannot be foreseen at present, and for which no amounts have been included.

### 40 SUPERANNUATION FUNDS

The University contributes to the following superannuation funds on behalf of its employees:

#### (a) UniSuper Ltd

UniSuper Ltd offers eligible members the choice of three schemes known as:

Defined Benefit Division  
Accumulation 2  
Accumulation 1

#### (i) Defined Benefit Division

The UniSuper Defined Benefit Division (DBD) is a defined benefit plan under Superannuation Law but, as a result of amendments to Clause 34 of the UniSuper Trust Deed, a defined contribution plan under Accounting Standard AASB 119.

The University makes contributions at the rate of 14% of gross salary.

Employees contribute at a rate between 0% and 7% of gross salary.

#### (ii) Accumulation 2

This section of the scheme is a cash accumulation scheme and the University makes contributions at a rate of 14% of gross salary.

## NOTES TO THE FINANCIAL STATEMENTS

### 40 SUPERANNUATION FUNDS (continued)

#### (a) UniSuper Ltd (continued)

##### (ii) Accumulation 2 (continued)

Employees contribute at a rate between 0% and 7% of gross salary.

The total contributions by the University to the Defined Benefit Division and Accumulation 2 for the year ended 31 December 2014 were \$65,063,135 (2013, \$65,262,153).

##### (iii) Accumulation 1

This section of the scheme is a cash accumulation productivity scheme and the University makes contributions at a rate of 3% to 9.5% of gross salary.

Total contributions by the University for the year ended 31 December 2014 were \$33,775,347 (2013, \$33,153,904).

#### (b) Government Superannuation Office (GSO) (an operating division of the Emergency Services Super Board)

Monash University has, in its staffing profile, a number of employees who are members of the State Superannuation Fund, which is a defined benefits scheme administered by GSO.

As at 30 June 2014, the State Superannuation Fund was carrying total liabilities for member benefits, in excess of the value of the scheme's assets. Hence, unfunded superannuation liabilities exist which are recognised in the financial statements of the scheme. The notional share of this public sector employee superannuation scheme's unfunded liabilities attributable to Monash University, as assessed by the scheme as at 30 June 2014, amounted to \$160,986,000 (2013, \$166,535,000).

The movement in the notional liability is recorded as a decrease of \$5,549,000 (2013, decrease of \$65,355,890). The decrease in the liability is principally due to a change in the discount rate used in determining the accrued benefit liability.

It should be noted that an arrangement exists between the Australian Government and the State Government to meet the unfunded liability attributable to the Monash University's beneficiaries of the State Superannuation Scheme on an emerging cost basis. The arrangement is evidenced by the *State Grants (General Revenue) Amendment Act 1987*, *Higher Education Funding Act 1988* and subsequent amending legislation. Accordingly, the unfunded liability (Deferred employee benefits for superannuation) and corresponding asset (Deferred Government superannuation contributions) have been recognised on the Statement of Financial Position. The recognition of both the asset and the liability consequently does not affect the year end net asset position of the University.

Total contributions by the University for the year ended 31 December 2014 were \$11,117,382 (2013, \$11,048,500).

The policy adopted for calculating employer contributions is based on the advice of the scheme's trustees, but generally the contribution rate represents 84.5% of pensions payable.

#### (c) Other Superannuation Funds

Contributions are made by the University to other approved superannuation funds. These funds include accumulation and defined benefit funds and have no unfunded liabilities.

Total contributions of \$413,012 were made in 2014 (2013, \$308,778).

### 41 SEGMENT INFORMATION

The University operates predominantly in the field of education in Australia and provides teaching and research services.

The South African Campus is operated through a joint venture arrangement with Laureate International B.V. Refer Note 23.

Malaysian Campus through a 45% (2013, 45%) ownership of associated entity Monash University Malaysia Sdn Bhd (formally known as Monash University Sunway Campus Malaysia Sdn Bhd).

### 42 EVENTS SUBSEQUENT TO BALANCE DATE

On 17 November 2014 Monash University entered into a 25 year \$150 million note purchase agreement with international investors to fund the construction of additional student accommodation ready for occupancy in first semester 2016. A currency and interest rate swap has been put in place to remove these financial risks. Total funds were received late February 2015.

Monash Accommodation Services will own the student accommodation buildings under a ground lease and will be funded by a matching loan from the University to Monash Accommodation Services on equivalent terms.

## NOTES TO THE FINANCIAL STATEMENTS

### 43 COMMITMENTS

#### (a) Capital commitments

	Consolidated		Monash University	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
Capital expenditure contracted for at the reporting date but not recognised as liabilities is as follows:				
<b>Property, Plant and Equipment, payable:</b>				
Within one year	153,848	57,744	26,575	57,744
Later than one year but not later than five years	2,861	2,196	2,861	2,196
	<b>156,709</b>	<b>59,940</b>	<b>29,436</b>	<b>59,940</b>

#### (b) Lease Commitments - as Lessee

Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities, payable:

Within one year	25,788	18,023	17,468	16,407
Later than one year but not later than five years	94,753	61,954	57,177	59,282
Later than five years	191,860	187,198	173,156	187,182
	<b>312,401</b>	<b>267,175</b>	<b>247,801</b>	<b>262,871</b>

#### Representing:

Non-cancelable operating leases	293,032	249,736	233,062	245,432
Cancelable operating leases	19,369	17,439	14,739	17,439
	<b>312,401</b>	<b>267,175</b>	<b>247,801</b>	<b>262,871</b>

#### Operating leases

Commitments for minimum lease payments in relation to non-cancelable operating leases are payable as follows:

Within one year	20,340	15,376	14,543	13,760
Later than one year but not later than five years	80,831	49,878	45,362	47,207
Later than five years	191,861	184,482	173,157	184,465
	<b>293,032</b>	<b>249,736</b>	<b>233,062</b>	<b>245,432</b>

Commitments for minimum lease payments in relation to cancelable operating leases are payable as follows:

Within one year	5,448	2,647	2,925	2,647
Later than one year but not later than five years	13,921	12,075	11,814	12,075
Later than five years	-	2,717	-	2,717
	<b>19,369</b>	<b>17,439</b>	<b>14,739</b>	<b>17,439</b>



## NOTES TO THE FINANCIAL STATEMENTS

### 43 COMMITMENTS (continued)

#### Finance leases

	Consolidated		Monash University	
	2014 \$000's	2013 \$000's	2014 \$000's	2013 \$000's
<b>Commitments in relation to finance leases are payable as follows:</b>				
Within one year	13	4	-	-
Later than one year but not later than five years	-	13	-	-
Minimum lease payments	13	17	-	-
Recognised as a liability	13	17	-	-
<b>Representing these liabilities:</b>				
Current	13	-	-	-
Non-current	-	17	-	-
	13	17	-	-

#### (c) Lease Commitments - as Lessor

Future minimum rentals receivable under non-cancellable operating leases at the reporting date but not recognised as assets are as follows:

Within one year	5,013	6,149	5,253	6,293
Later than one year but not later than five years	7,701	12,075	13,756	16,806
Later than five years	356	619	5,123	7,326
Total lease commitments as lessor	13,070	18,843	24,132	30,425

### 44 RELATED PARTIES

#### (a) Parent entities

The ultimate parent entity is Monash University.

#### (b) Subsidiaries

Interests in subsidiaries are set out in Note 46.

#### (c) Directors and specified executives

Disclosures relating to directors and specified executives are set out in Note 38.

## NOTES TO THE FINANCIAL STATEMENTS

### 44 RELATED PARTIES (continued)

#### (d) Transactions with related parties

The following transactions occurred with related parties:

	<b>Monash University</b>	
	<b>2014</b>	<b>2013</b>
	<b>\$000's</b>	<b>\$000's</b>
<b>Amounts received from:</b>		
Monash Accommodation Services Pty Ltd	3,049	2,965
Monash College Pty Ltd	32,880	16,931
Monash Investment Trust	1,851	692
Monash Property South Africa Pty Ltd	508	1,281
Monash South Africa Limited	240	27
Monash University Foundation Trust	10,569	10,046
Monash University Malaysia Sdn Bhd	13,450	12,905
MIMR-PHI	5,873	-
	<b>68,420</b>	<b>44,847</b>
<b>Amounts paid to:</b>		
Monash Accommodation Services Pty Ltd	31,769	22
Monash College Pty Ltd	834	478
Monash Investment Trust	925	173
Monash South Africa Limited	85	380
Monash University Foundation Trust	9,547	11,723
Monash University Malaysia Sdn Bhd	403	831
MIMR-PHI	35,972	-
	<b>79,535</b>	<b>13,607</b>

Amounts receivable and payable between related parties are disclosed in notes 21 and 30 respectively.

## NOTES TO THE FINANCIAL STATEMENTS

### 45 RECONCILIATION OF NET RESULT AFTER INCOME TAX TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	Consolidated		Monash University	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
Net result for the year	213,238	56,588	161,752	35,029
Donated assets	(157)	(1,305)	(157)	(1,305)
Share of profits of associated and joint venture partnerships not received as dividends or distributions	(138)	(1,152)	-	-
Net income from Monash University Foundation and Monash Investment Trust	-	-	(8,226)	(9,523)
Net gain on investments	(70,323)	(25,599)	(44,570)	(14,573)
Net (gain) / loss on investment properties	(5,975)	(500)	(2,375)	-
Net (gain) / loss on sale of non-current assets	3,883	838	3,748	838
Net exchange differences	1,812	(1,808)	2,343	(586)
Depreciation, amortisation and impairment	106,701	104,544	103,114	98,926
Capitalised finance costs	(4,414)	(3,123)	(4,414)	(3,123)
Bad and impaired debt expense	1,059	1,269	857	851
Provisions	14,456	17,688	13,055	16,746
Fair value adjustment of loans receivable	-	(921)	-	193
Capitalised interest revenue	-	-	(1,625)	(1,149)
Deconsolidation of Monash South Africa Ltd	-	8,330	-	-
Realised gain on previously impaired investments	(54,368)	(10,243)	(40,638)	(6,376)
Provision for current and deferred tax	1,698	730	-	-
Other non-cash items	2,469	977	3,464	976
<b>Changes in assets and liabilities:</b>				
(Increase)/decrease in receivables	(10,787)	(12,805)	(6,060)	(7,510)
(Increase)/decrease in prepayments	(3,947)	2,471	(2,624)	2,353
(Increase)/decrease in inventories	(123)	1,038	(123)	1,042
Decrease in other current assets	396	381	396	381
Increase/(decrease) in payables	2,916	19,285	4,327	9,204
Increase/(decrease) in student fees received in advance	13,563	3,567	12,235	3,045
Increase/(decrease) in other income received in advance	246	(4,991)	236	(4,894)
<b>Net cash inflow from operating activities</b>	<b>212,205</b>	<b>155,259</b>	<b>194,715</b>	<b>120,545</b>

**NOTES TO THE FINANCIAL STATEMENTS**

**46 SUBSIDIARIES**

Entity	Place of Incorporation	Countries where business carried on	Principal Activities	Details of Group Beneficial Interest		Details of Investment	
				2014 %	2013 %	2014 \$000	2013 \$000
Monash Commercial Pty Ltd	Victoria	Australia	Commercialisation of research and the provision of other services. No longer trading.	100%	100%	11,962	11,962
Monash Investment Holdings Pty Ltd	Victoria	Australia	Trustee of Monash Investment Trust.	100%	100%	10	10
Monash Investment Trust	Victoria	Australia	Manage investments on behalf of Monash University.	100%	100%	-	-
Monash South Africa Limited	Victoria	South Africa	No longer controlled. Refer to Note 23.	25%	75%	-	-
Monash Educational Enterprises NPC	South Africa	South Africa	Operation of non-core educational activities at Monash University's South African campus. No longer trading.	100%	100%	-	-
Monash Property South Africa Pty Ltd	Victoria	Australia / South Africa	Ownership and development of the South African campus property. Sold property in 2013. Operations wound down in 2014.	100%	100%	1	11,645
Monash College Pty Ltd	Victoria	Australia	Education activities on behalf of Monash University or in its own right.	100%	100%	500	500
Monash University Foundation Pty Ltd	Victoria	Australia	Trustee of Monash University Foundation Trust.	100%	100%	-	-
Monash University Foundation Trust	Victoria	Australia	Generation of investment income for future benefit of Monash University.	100%	100%	-	-
Monash Accommodation Services Pty Ltd	Victoria	Australia	Construction and supply of affordable rental accommodation.	100%	100%	11,963	11,963
<b>Total</b>						<b>24,436</b>	<b>36,080</b>

NOTES TO THE FINANCIAL STATEMENTS

46 SUBSIDIARIES (continued)

Summary of Financial Results

Statement of Comprehensive Income

Entity	Total Revenue		Total Expenditure		Foreign Exchange Gain / (Loss)		Tax		Net Result		Contribution to Consolidated Net Result	
	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000
Monash College Pty Ltd	90,160	68,627	87,868	67,651	-	-	-	-	2,292	976	2,292	976
Monash Commercial Pty Ltd	-	-	-	-	-	-	-	-	-	-	-	-
Monash Investment Trust	2,936	1,075	62	62	-	-	-	-	2,874	1,013	2,874	1,013
Monash University Foundation Trust	59,581	32,790	1,387	1,204	-	-	-	-	58,194	31,586	58,194	31,586
Monash South Africa Limited*	-	16,786	-	16,641	-	-	-	-	-	145	-	145
Monash Property South Africa Pty Ltd	241	3,337	3,745	3,690	-	-	3,221	890	(3,504)	(353)	(3,504)	(353)
Monash Educational Enterprises NPC	25	10	17	11	-	-	-	-	8	(1)	8	(1)
Monash Accommodation Services Pty Ltd	13,820	13,522	10,403	10,612	-	-	-	-	3,417	2,910	3,417	2,910
<b>Total</b>	<b>166,763</b>	<b>136,147</b>	<b>103,482</b>	<b>99,871</b>	<b>-</b>	<b>-</b>	<b>3,221</b>	<b>890</b>	<b>63,281</b>	<b>36,276</b>	<b>63,281</b>	<b>36,276</b>

Statement of Financial Position

Entity	Working Capital		Physical Assets		Total Assets	
	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000
Monash College Pty Ltd	(8,744)	(4,241)	12,035	4,778	29,127	22,757
Monash Commercial Pty Ltd	1	1	-	-	1	1
Monash Investment Trust	7,209	6,200	-	-	8,644	7,985
Monash University Foundation Trust	13,254	24,162	37,500	33,900	285,903	260,719
Monash South Africa Limited*	-	-	-	-	-	-
Monash Property South Africa Pty Ltd	1,294	15,940	-	-	2,750	33,765
Monash Educational Enterprises NPC	11	3	-	-	14	35
Monash Accommodation Services Pty Ltd	12,008	5,677	90,770	60,924	102,984	66,794
<b>Total</b>	<b>25,033</b>	<b>47,742</b>	<b>140,305</b>	<b>99,602</b>	<b>429,423</b>	<b>392,056</b>

\* Monash South Africa Limited was a subsidiary up until 23 August 2013. The above Summary of Financial Results reflect only statement of comprehensive income figures for MSA up until that date. Refer Note 23.

**NOTES TO THE FINANCIAL STATEMENTS**

**46 SUBSIDIARIES (continued)**

**Statement of Financial Position (continued)**

	Internal Borrowings		External Borrowings		Total Liabilities		Equity	
	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000
Monash College Pty Ltd	-	-	13	17	24,319	20,241	4,808	2,645
Monash Commercial Pty Ltd	-	-	-	-	-	-	1	1
Monash Investment Trust	-	-	-	-	12	10	8,632	7,975
Monash University Foundation Trust	1,554	1,554	-	-	1,850	1,846	284,053	258,873
Monash South Africa Limited *	-	-	-	-	-	-	-	-
Monash Property South Africa Pty Ltd	-	17,113	-	-	1,456	21,608	1,294	12,157
Monash Educational Enterprises NPC	-	-	-	-	3	32	12	3
Monash Accommodation Services Pty Ltd	86,976	54,217	-	-	87,182	54,409	15,801	12,384
<b>Total</b>	<b>88,530</b>	<b>72,884</b>	<b>13</b>	<b>17</b>	<b>114,822</b>	<b>98,146</b>	<b>314,601</b>	<b>294,038</b>

\* Monash South Africa Limited was a subsidiary up until 23 August 2013. The above Summary of Financial Results reflect only statement of comprehensive income figures for MSA up until that date. Refer Note 23.

## NOTES TO THE FINANCIAL STATEMENTS

### 47 FINANCIAL INSTRUMENTS DISCLOSURE

#### (a) Significant accounting policies, terms and conditions

##### Financial Assets

##### Receivables (Note 21)

Sundry debtors are generally required to be settled within 30 days. No interest is currently charged on student loans. The Group impairs specific amounts receivable where it considers recovery unlikely.

The Group does not specifically provide for all receivables over 120 days because historical experience is such that these receivables are generally collected regardless of their age.

Receivables from related entities result from commercial dealings and are made on commercial terms and conditions.

##### Available-for-Sale Financial Assets (Note 24)

Available-for-sale financial assets on hand comprise investments in managed funds. These financial instruments are traded in an organised financial market and are recorded at market value. Unrealised market adjustments are initially recognised in equity. Investment gains and losses realised from the sale of investments are then transferred from equity and reflected in the Statement of Comprehensive Income.

In respect of managed funds, where the manager considers it in the interests of prudent support, management, protection or enhancement of any existing or proposed investment, the manager may enter into futures, options, hedging, interest or currency swaps or arrangements. Under no circumstances can an external fund manager or internal treasury staff member enter into such a financial arrangement unless there is sufficient assets (or liabilities) to support the transaction.

Managed funds include investments in various pooled funds, including overseas investments. The foreign currency and other risks are managed for the pool by the fund manager.

Management of Monash University and Monash University Foundation review the managed portfolios monthly and both report to either University Council or the Board of Trustees at least quarterly.

##### Financial Liabilities

##### Payables (Note 30)

Payables are recognised for amounts to be paid in the future for goods and services received, whether or not billed to the economic entity. Payables are normally settled within 30 days from the month of billing. Generally, no interest is charged on payables as the Group has controls in place to ensure payables are paid within the credit timeframe. The economic entity generally makes payment to its suppliers within agreed terms of trade.

##### Borrowings - Bank (Note 31)

The bank loans are drawn on a commercial bill facility and are carried at amortised cost. Interest is charged at a fixed rate, repayable quarterly, and expensed as it accrues.

##### Derivative Financial Instruments (Note 33)

Monash University entered into a note purchase agreement with international investors, refer Note 42. A currency and interest rate swap has been put in place to remove these financial risks. The liability reflects the bank's market value of the exposure to the University if the swap contract were to be broken at balance date.

Hedge accounting has been applied whereby the fair value movements are recognised in a hedge reserve, refer Note 1(n).

#### (b) Financial Risk Management Objectives

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. On occasions the Group and/or its fund managers use 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 exposures. These methods include sensitivity analysis on investment returns and other price risks, and ageing analysis for credit risk. As far as possible, borrowings are made on a fixed interest rate basis.

Policies cover 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. Risk management is carried out by a central treasury department under policies approved by the University's Council. Treasury identifies, evaluates and hedges financial risks in co-operation with the Group's operating units. These policies provide written principles for overall risk management.

## NOTES TO THE FINANCIAL STATEMENTS

### (c) Foreign Exchange Risk

The Group undertakes certain transactions denominated in foreign currencies, hence exposures to exchange rate fluctuations arise. Significant exchange rate exposures are managed within approved parameters, and cross currency swaps are used where appropriate to hedge exposure. The hedging instrument is entered into once the exposure is firm and ascertainable.

The carrying value of the Group's foreign currency denominated monetary assets and monetary liabilities at the reporting date is shown in the table below, together with sensitivity analysis which details the Group's sensitivity to a 10% decrease and 10% increase (2013: 5% decrease and 5% increase) in the Australian Dollar against the relevant foreign currencies. The sensitivity analysis includes only outstanding foreign currency denominated monetary items for the Group and adjusts their translation at the period end for a change in foreign currency rates. Translation of foreign subsidiary monetary assets and liabilities only impact equity.

Consolidated 2014	Carrying Amount \$000's	Foreign exchange risk		Result +10% \$000's	Equity +10% \$000's
		Result -10% \$000's	Equity -10% \$000's		
<b>Financial Assets</b>					
Cash at Bank	7,901	789	790	(789)	(790)
Bank Call Deposits	2,639	-	264	-	(264)
Receivables	111	-	11	-	(11)
<b>Total financial assets</b>	<b>10,651</b>	<b>789</b>	<b>1,065</b>	<b>(789)</b>	<b>(1,065)</b>
<b>Financial Liabilities</b>					
Payables	44	-	(4)	-	4
<b>Total financial liabilities</b>	<b>44</b>	<b>-</b>	<b>(4)</b>	<b>-</b>	<b>4</b>

Consolidated 2013	Carrying Amount \$000's	Foreign exchange risk		Result +5% \$000's	Equity +5% \$000's
		Result -5% \$000's	Equity -5% \$000's		
<b>Financial Assets</b>					
Cash at Bank	11,473	572	574	(572)	(574)
Bank Call Deposits	2,712	-	136	-	(136)
Receivables	950	-	48	-	(48)
<b>Total financial assets</b>	<b>15,135</b>	<b>572</b>	<b>758</b>	<b>(572)</b>	<b>(758)</b>
<b>Financial Liabilities</b>					
Payables	204	-	(10)	-	10
<b>Total financial liabilities</b>	<b>204</b>	<b>-</b>	<b>(10)</b>	<b>-</b>	<b>10</b>



## NOTES TO THE FINANCIAL STATEMENTS

### (d) Market Risk - Other Price Risk

Exposure to other price risk arises due to the inherent risk of the possibility of unfavourable movements in the market value of the investments. The Group's objective in managing equity market risk is to minimise negative impacts on investment values due to the volatility of the stock market.

The Group appoints external, independent investment managers to monitor the volatility of stock market investments in light of the performance benchmark set out in the investment policy.

The investment managers are expected to achieve this performance benchmark while recognising the risk, through the appropriate diversification of investments in different asset classes as per the mandated allocations set out in the investment policy.

The Group has maintained a long-term strategy to manage its investment portfolio which aims to reduce the impact of investment volatility on the value of the portfolio over the longer term.

The investment managers are expected to undertake extensive analysis of the variables that may influence market prices, including economic and market cycles, currency movements and stock specific risks in achieving these benchmarks.

The following tables show the Group's maximum exposure to equity market risk, and a sensitivity analysis of other price risk:

Consolidated 2014	Carrying Amount \$000's	Market price risk		
		Equity -5% \$000's	Equity +5% \$000's	Equity +10% \$000's
<b>Financial Assets</b>				
Listed shares	2,232	(112)	112	223
Available-for-sale financial assets	493,754	(24,688)	24,688	49,375
<b>Total financial assets</b>	<b>495,986</b>	<b>(24,800)</b>	<b>24,800</b>	<b>49,598</b>

Consolidated 2013	Carrying Amount \$000's	Market price risk		
		Equity -5% \$000's	Equity +5% \$000's	Equity +10% \$000's
<b>Financial Assets</b>				
Listed shares	2,654	(133)	133	265
Available-for-sale financial assets	427,498	(21,375)	21,375	42,750
<b>Total financial assets</b>	<b>430,152</b>	<b>(21,508)</b>	<b>21,508</b>	<b>43,015</b>

### (e) Interest Rate Risk

The University is not exposed to interest rate risk as it borrows funds at fixed interest rates. Some companies within the group are exposed to interest rate risks as they borrow at floating interest rates (through finance leasing facilities). This risk is managed by these entities by ensuring facilities are appropriately approved and monitored regularly. Such facilities are not significant to the Group.

The sensitivity analysis below has been determined based on the exposure to interest rates at the reporting date and the stipulated change taking place at the beginning of the financial year and held constant throughout the reporting period. A 50 basis point decrease and a 25 basis point increase (2013: 50 basis point decrease and a 50 basis point increase) is used when reporting interest rate risk as these represent management's assessment of the possible changes in interest rates:

## NOTES TO THE FINANCIAL STATEMENTS

### (e) Interest Rate Risk (continued)

Consolidated 2014	Carrying Amount	Interest rate risk			
		Result	Equity	Equity	
		-0.5%	-0.5%	+0.25%	+0.25%
	\$000's	\$000's	\$000's	\$000's	\$000's
<b>Financial Assets</b>					
Cash at Bank	2,622	(13)	(13)	7	7
Bank Call Deposits	12,168	(61)	(61)	30	30
<b>Total financial assets</b>	<b>14,790</b>	<b>(74)</b>	<b>(74)</b>	<b>37</b>	<b>37</b>
<b>Financial Liabilities</b>					
Bank overdraft	3,408	(17)	(17)	9	9
<b>Total financial liabilities</b>	<b>3,408</b>	<b>(17)</b>	<b>(17)</b>	<b>9</b>	<b>9</b>

Consolidated 2013	Carrying Amount	Interest rate risk			
		Result	Equity	Equity	
		-0.5%	-0.5%	+0.5%	+0.5%
	\$000's	\$000's	\$000's	\$000's	\$000's
<b>Financial Assets</b>					
Cash at Bank	7,041	(35)	(35)	35	35
Bank Call Deposits	16,712	(84)	(84)	84	84
Other Managed Investments	7,425	(37)	(37)	37	37
<b>Total financial assets</b>	<b>31,178</b>	<b>(156)</b>	<b>(156)</b>	<b>156</b>	<b>156</b>

### (f) Credit Risk Management

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group. The Group has adopted a policy of only dealing with creditworthy counterparties. The Group's exposure is continuously monitored and the aggregate value of transactions concluded is spread amongst approved counterparties.

Trade receivables consist of a large number of customers, spread across diverse industries and geographical areas. Ongoing credit evaluation is performed on the financial condition of accounts receivable.

The Group does not have any significant credit risk exposure to any single counterparty or any group of counterparties having similar characteristics. The credit risk on liquid funds is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

### (g) Liquidity Risk Management

An appropriate liquidity risk management framework is in place for the management of the Group's short, medium and long-term funding and liquidity management requirements. The Group manages liquidity risk by maintaining adequate reserves, banking facilities and reserve borrowing facilities by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities. Included in Note 30 is a listing of additional undrawn facilities that the Group has at its disposal to further reduce liquidity risk.

## NOTES TO THE FINANCIAL STATEMENTS

### (g) Liquidity Risk Management (continued)

#### Consolidated 2014

	Fixed Interest Rate Maturities						
	Weighted average interest rate	Variable interest rate	Less than 1 year	1 to 5 years	5+ years	Non interest bearing	Total
	%	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's
<b>Financial Assets</b>							
Cash at Bank	2.04	2,622	-	-	-	112	2,734
Managed Funds	2.74	-	48,077	-	-	-	48,077
Bank Call Deposits	3.18	12,168	-	-	-	-	12,168
Shares	-	-	-	-	-	15,804	15,804
Managed Trusts	-	-	-	-	-	493,754	493,754
Receivables	7.13	-	-	-	26,807	68,955	95,762
<b>Total financial assets</b>		<b>14,790</b>	<b>48,077</b>	<b>-</b>	<b>26,807</b>	<b>578,625</b>	<b>668,299</b>
<b>Financial Liabilities</b>							
Bank overdrafts	-	3,408	-	-	-	-	3,408
Payables	-	-	-	-	-	152,792	152,792
Loans - Bank	6.85	-	14,870	28,390	234,467	-	277,727
<b>Total financial liabilities</b>		<b>3,408</b>	<b>14,870</b>	<b>28,390</b>	<b>234,467</b>	<b>152,792</b>	<b>433,927</b>
Net financial assets		<b>11,382</b>	<b>33,207</b>	<b>(28,390)</b>	<b>(207,660)</b>	<b>425,833</b>	<b>234,372</b>

#### Consolidated 2013

	Fixed Interest Rate Maturities						
	Weighted average interest rate	Variable interest rate	Less than 1 year	1 to 5 years	5+ years	Non interest bearing	Total
	%	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's
<b>Financial Assets</b>							
Cash at Bank	2.69	7,041	-	-	-	135	7,176
Managed Funds	2.90	-	48,882	-	-	-	48,882
Bank Call Deposits	3.70	16,712	-	-	-	-	16,712
Shares	-	-	-	-	-	16,039	16,039
Managed Trusts	-	-	-	-	-	427,498	427,498
Other Managed Investments	3.11	7,425	-	-	-	-	7,425
Receivables	7.13	-	-	-	26,574	70,130	96,704
<b>Total financial assets</b>		<b>31,178</b>	<b>48,882</b>	<b>-</b>	<b>26,574</b>	<b>513,802</b>	<b>620,436</b>
<b>Financial Liabilities</b>							
Payables	-	-	-	-	-	148,558	148,558
Loans - Bank	6.96	-	47,037	35,308	210,710	-	293,055
<b>Total financial liabilities</b>		<b>-</b>	<b>47,037</b>	<b>35,308</b>	<b>210,710</b>	<b>148,558</b>	<b>441,613</b>
Net financial assets		<b>31,178</b>	<b>1,845</b>	<b>(35,308)</b>	<b>(184,136)</b>	<b>365,244</b>	<b>178,823</b>

## NOTES TO THE FINANCIAL STATEMENTS

### (g) Liquidity Risk Management (continued)

#### Monash University 2014

	Fixed Interest Rate Maturities						Total \$000's
	Weighted average interest rate %	Variable interest rate \$000's	Less than 1 year \$000's	1 to 5 years \$000's	5+ years \$000's	Non interest bearing \$000's	
<b>Financial Assets</b>							
Cash at bank	2.50	-	-	-	-	112	112
Managed Funds	2.74	-	48,077	-	-	-	48,077
Shares	-	-	-	-	-	26,721	26,721
Managed Trusts	-	-	-	-	-	315,729	315,729
Receivables	7.13	-	-	-	26,807	93,072	119,879
<b>Total financial assets</b>		-	48,077	-	26,807	435,634	510,518
<b>Financial Liabilities</b>							
Bank overdraft	-	3,408	-	-	-	-	3,408
Loans - Bank	6.85	-	14,870	28,377	234,467	-	277,714
Payables	-	-	-	-	-	168,125	168,125
<b>Total financial liabilities</b>		3,408	14,870	28,377	234,467	168,125	449,247
Net financial assets		(3,408)	33,207	(28,377)	(207,660)	267,509	61,271

#### Monash University 2013

	Fixed Interest Rate Maturities						Total \$000's
	Weighted average interest rate %	Variable interest rate \$000's	Less than 1 year \$000's	1 to 5 years \$000's	5+ years \$000's	Non interest bearing \$000's	
<b>Financial Assets</b>							
Cash at bank	2.74	2,762	-	-	-	132	2,897
Managed Funds	2.90	-	48,882	-	-	-	48,882
Shares	-	-	-	-	-	38,233	38,233
Managed Trusts	-	-	-	-	-	280,950	280,950
Receivables	7.74	14,931	-	-	1,574	63,817	80,322
<b>Total financial assets</b>		17,693	48,882	-	1,574	383,132	451,281
<b>Financial Liabilities</b>							
Loans - Bank	6.96	-	47,037	35,291	210,710	-	293,038
Payables	-	-	-	-	-	160,132	160,132
<b>Total financial liabilities</b>		-	47,037	35,291	210,710	160,132	453,170
Net financial assets		17,693	1,845	(35,291)	(209,136)	223,000	(1,889)

## NOTES TO THE FINANCIAL STATEMENTS

### 48 Fair Value Measurements

#### (a) Fair value measurements

	Total consolidated carrying amount as per statement of financial position		Aggregate net fair value	
	2014	2013	2014	2013
	\$000's	\$000's	\$000's	\$000's
<b>Financial Assets</b>				
Cash and cash equivalents	14,902	23,888	14,902	23,888
Managed Cash Funds	48,077	48,882	48,077	48,882
Receivables	95,762	96,704	95,762	96,704
Other financial assets	-	7,425	-	7,425
Available-for-sale financial assets	495,986	430,152	495,986	430,152
<b>Total financial assets</b>	<b>654,727</b>	<b>607,051</b>	<b>654,727</b>	<b>607,051</b>
<b>Non-financial assets</b>				
Investment properties	88,971	68,830	88,971	68,830
Buildings	1,499,254	1,397,760	1,499,254	1,397,760
Land	317,296	319,476	317,296	319,476
Cultural assets	65,007	64,039	65,007	64,039
<b>Total non-financial assets</b>	<b>1,970,528</b>	<b>1,850,105</b>	<b>1,970,528</b>	<b>1,850,105</b>
<b>Financial Liabilities</b>				
Payables	152,792	148,558	152,792	148,558
Borrowings	281,135	293,055	281,135	293,055
Derivative liability	6,658	-	6,658	-
<b>Total financial liabilities</b>	<b>440,585</b>	<b>441,613</b>	<b>440,585</b>	<b>441,613</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 48 Fair Value Measurements (continued)

#### Receivables, payables and borrowings:

Receivables, payables and borrowings are measured at amortised cost. All other financial instruments are measured at fair value. Where their value cannot be reliably measured they are measured at cost. Receivables excludes net GST refundable.

#### Investment properties:

Investment properties are independently revalued on a recurring basis, at least annually. Values are based on market information and are performed by Urbis Valuations Pty Ltd, a registered independent valuer.

The fair value of investment property land has been determined using the direct comparison approach. This is a market based approach whereby the subject property is compared to sales of comparable development sites and an appropriate rate per square metre of land area is selected. Land values assume highest and best use of the land after consideration of the current zoning.

The fair value of investment property buildings has been determined using a market based approach (capitalisation of net income and direct comparison on a rate per square metre of building area). Market based approaches apply to buildings where there is a quoted active and liquid market and therefore similar market evidence.

#### Land and buildings:

Land and buildings are independently valued on a recurring basis every three years.

Land fair values have been determined using the direct comparison approach. This is a market based approach whereby the subject property is compared to sales of comparable development sites and an appropriate rate per square metre of land area is selected. Land values assume highest and best use of the land after consideration of the current zoning.

Building fair values have been determined by either a depreciated replacement cost (DRC) model or a market based approach. The DRC model is applied where there is no quoted price in active and liquid markets and therefore no similar market evidence (University campus buildings). The current replacement cost of the building is determined by observable industry based building cost indices and is depreciated at a rate that reflects the percentage of the remaining useful life of the building. The market based approach is applied where there is a quoted price in active and liquid markets and similar market evidence exists. This approach applies to buildings (e.g. houses/units) surrounding or external to the various campus sites using a direct comparison approach on a rate per square metre of building area.

A desktop review based on market information was performed in 2014 by Urbis Valuations Pty Ltd, a registered independent valuer. There is no major movement noted since the December 2012 revaluation. There were no transfers between levels during the current or prior periods.

#### Investments in unlisted securities:

Fair value has not been disclosed for the investments in unlisted securities as their fair value cannot be reliably measured. The fair value of these investments cannot be reliably measured due to no current active market and no recent on-selling activity to interested parties. The carrying amount of these investments, disclosed under other financial assets is \$13.6 million (refer Note 25).

At the date of preparing these financial statements, the Group has no intention to dispose these investments.

- Investments in managed funds are included in the accounts on the basis of statements from investment managers and are valued at closing market prices, adjusted for any transaction costs necessary to realise the asset. The money market securities are valued at net realisable market prices.
- Discount securities are recorded at net fair values and bank call deposits are stated at cost.

The balance of Monash University's investments also includes direct property holdings which are shown at valuations advised annually by qualified independent valuers.

#### (b) Fair value hierarchy

Monash University categorises assets and liabilities measured at fair value into a hierarchy based on the level of inputs used to derive their fair value.

Level 1 - quoted prices in active markets for identical assets or liabilities.

Level 2 - quoted prices in non-active markets and inputs other than quoted prices that are observable, either directly or indirectly.

Level 3 - inputs that are not based on observable market data.

## NOTES TO THE FINANCIAL STATEMENTS

### 48 Fair Value Measurements (continued)

#### (b) Fair value hierarchy (continued)

	Carrying Value			
	\$000's	Level 1 \$000's	Level 2 \$000's	Level 3 \$000's
<b>Consolidated 2014</b>				
Available-for-sale financial assets	495,986	495,986	-	-
Managed Cash Funds	48,077	48,077	-	-
Investment land	66,151	-	66,151	-
Investment buildings	22,820	-	22,820	-
Campus land	251,144	-	-	251,144
Off-campus land	66,152	-	66,152	-
Campus buildings	1,431,683	-	-	1,431,683
Off-campus buildings	16,977	-	16,977	-
Specialised off-campus buildings	50,594	-	-	50,594
Cultural assets	65,007	-	-	65,007
Derivative liability	6,658	6,658	-	-
	<b>2,521,249</b>	<b>550,721</b>	<b>172,100</b>	<b>1,798,428</b>
<b>Consolidated 2013</b>				
Available-for-sale financial assets	430,152	430,152	-	-
Managed Cash Funds	48,882	48,882	-	-
Investment land	45,061	-	45,061	-
Investment buildings	23,769	-	23,769	-
Campus land	251,144	-	-	251,144
Off-campus land	68,332	-	68,332	-
Campus buildings	1,326,946	-	-	1,326,946
Off-campus buildings	18,606	-	18,606	-
Specialised off-campus buildings	52,208	-	-	52,208
Cultural assets	64,039	-	-	64,039
	<b>2,329,139</b>	<b>479,034</b>	<b>155,768</b>	<b>1,694,337</b>

There were no transfers between levels during the current or prior periods.

## NOTES TO THE FINANCIAL STATEMENTS

### 48 Fair Value Measurements (continued)

#### (c) 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 2014 and 2013:

	Campus land \$000's	Campus buildings * \$000's	Specialised off- campus buildings \$000's	Cultural assets ** \$000's	Total \$000's
<b>Level 3 fair value measurements</b>					
<b>2014</b>					
Opening balance	251,144	1,326,947	52,208	64,039	1,694,338
Acquisitions	-	79,245	-	636	79,881
Disposals	-	-	-	(6)	(6)
Depreciation	-	(42,121)	(1,614)	-	(43,735)
Transfers out of capital work in progress	-	70,084	-	8	70,092
Total gains / (losses)	-	(2,471)	-	330	(2,141)
Recognised in other comprehensive income	-	(2,471)	-	330	(2,141)
<b>Closing balance</b>	<b>251,144</b>	<b>1,431,684</b>	<b>50,594</b>	<b>65,007</b>	<b>1,798,429</b>
<b>Level 3 fair value measurements</b>					
<b>2013</b>					
Opening balance	251,144	1,313,474	52,779	56,376	1,673,773
Acquisitions	-	29,536	504	1,833	31,873
Disposals	-	(23,656)	-	(5)	(23,661)
Depreciation	-	(42,416)	(1,597)	-	(44,013)
Transfers out of capital work in progress*	-	166,482	522	-	167,004
Total gains / (losses)	-	(116,473)	-	5,835	(110,638)
Recognised in other comprehensive income	-	(116,473)	-	5,835	(110,638)
<b>Closing balance</b>	<b>251,144</b>	<b>1,326,947</b>	<b>52,208</b>	<b>64,039</b>	<b>1,694,338</b>

\* Campus buildings contains an insignificant component of infrastructure, for example, sports fields, carparks, landscaping, underground tunnels and service infrastructure.

\*\* Cultural assets comprises rare books and artworks.



NOTES TO THE FINANCIAL STATEMENTS

48 Fair Value Measurements (continued)

(d) Valuation inputs and relationship to fair value

The following table summarises the quantitative information about the significant unobservable inputs used in level 3 fair value measurements.

Asset	Fair value at 31 December 2014 \$'000s	Valuation technique	Significant unobservable inputs	Range (weighted average / average**)	Sensitivity of fair value measurement to changes in significant unobservable inputs
Campus land	251,144	Market/Direct comparison approach adjusted for unobservable inputs	Unit of value by comparative basis (\$/m <sup>2</sup> ) Community Service Obligation (CSO) adjustment	\$71/m <sup>2</sup> - \$937/m <sup>2</sup> (\$149/m <sup>2</sup> ) 28.28% - 35.76% (33.62%)	A significant increase or decrease in \$/m <sup>2</sup> and/or CSO adjustment would result in a significantly higher or lower fair value
Campus buildings*	1,431,683	Cost/Depreciated Replacement Cost approach applied by independent valuers using recognised building cost indicators and or Quantity Surveyors for specialised buildings or examples of current costs.	Direct Cost per square metre Remaining useful life	\$500/m <sup>2</sup> - \$9,500/m <sup>2</sup> (\$3,705/m <sup>2</sup> ) 1 - 60 years (33.84 years)	A significant increase or decrease in \$/m <sup>2</sup> and/or useful life would result in a significantly higher or lower fair value
Specialised off-campus buildings	50,594	Cost/Depreciated Replacement Cost approach applied by independent valuers using recognised building cost indicators and or Quantity Surveyors or examples of current costs.	Cost per square metre Remaining useful life	\$1,050/m <sup>2</sup> - \$5,250/m <sup>2</sup> (3,457/m <sup>2</sup> ) 6 - 57 years (32.48 years)	A significant increase or decrease in \$/m <sup>2</sup> and/or useful life would result in a significantly higher or lower fair value
Rare books > \$5,000	2,951	Market Approach assessed annually against auction results and quoted prices on rare materials websites.	Market price per title	\$330 - \$900,000 (\$31,730)**	A significant increase or decrease in auction results would result in a significantly higher or lower fair value
Rare books < \$5,000	37,721	Internal valuation by Rare Books Librarian with reference to equivalent values in similar collections	Estimated market price of volumes/collections	\$10 - \$55,000 (\$193)**	A significant increase or decrease in estimated market price would result in a significantly higher or lower fair value
Artworks	24,335	Market Approach. Expert external assessment of auction results and known private sales, closely reviewed by gallery staff	Market price per item	\$100 - \$1,100,000 (\$12,089)**	A significant increase or decrease in auction and/or private sales results in a significantly higher or lower fair value

\* Contains an insignificant component of infrastructure, for example, sports fields, openair car parks, landscaping, underground tunnels and related service infrastructure.

\* Valued on a Cost/Depreciated Replacement Cost approach applied by independent valuers using recognised construction cost indicators and/or Quantity Surveyors for specialised

\* Fair value is measured by using a variety of inputs, for example, remaining useful life, cost per court \$44,500, cost per campus footprint \$60/m<sup>2</sup> and Gross Floor Area where applicable.



NOTES TO THE FINANCIAL STATEMENTS

49 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

(b) Higher Education Loan Programmes

	HECS - HELP		FEE - HELP		OS - HELP		SA-HELP		Total	
	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	196,924	183,176	40,827	38,551	4,448	3,499	4,384	3,477	246,583	228,703
Net accrual adjustments	(249)	(220)	(130)	(1,607)	-	-	(96)	590	(475)	(1,237)
Revenue for the year	196,675	182,956	40,697	36,944	4,448	3,499	4,288	4,067	246,108	227,466
Deficit from the previous year	-	-	-	-	180	(516)	-	-	180	(516)
Total revenue including accrued revenue	196,675	182,956	40,697	36,944	4,628	2,983	4,288	4,067	246,288	226,950
Less expenses including accrued expenses	196,675	182,956	40,697	36,944	3,351	2,803	4,289	4,067	245,012	226,770
Deficit for reporting period	-	-	-	-	1,277	180	-	-	1,276	180

(c) Scholarships

	Australian Postgraduate Awards		International Postgraduate Research Scholarships		Commonwealth Education Cost Scholarships		Commonwealth Accommodation Scholarships		Indigenous Access Scholarships		Total	
	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	21,205	19,943	1,715	1,681	114	(173)	103	(25)	23,282	21,179		
Net accrual adjustments	-	-	-	-	-	-	-	-	-	-		
Revenue for the year	21,205	19,943	1,715	1,681	114	(173)	103	(25)	23,282	21,179		
Surplus / (deficit) from the previous year	2,685	1,993	-	-	327	612	14	97	3,064	3,071		
Total revenue including accrued expenses	23,890	21,936	1,715	1,681	441	439	117	72	26,346	24,250		
Less expenses including accrued expenses	21,216	19,251	2,014	1,681	107	112	75	58	23,494	21,186		
Surplus / (deficit) for the year	2,674	2,685	(299)	-	334	327	42	14	2,852	3,064		

**NOTES TO THE FINANCIAL STATEMENTS**

**49 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)**

**(d) Education Research**

	Joint Research Engagement		Research Training Scheme		Research Infrastructure Block Grants		Commercialisation Training Scheme		Sustainable Research Excellence in Universities		Total	
	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	27,363	25,521	52,800	51,463	22,487	20,601	(384)	-	15,777	14,972	118,043	112,557
Net accrual adjustments	-	-	-	-	-	-	-	-	-	-	-	-
Revenue for the year	27,363	25,521	52,800	51,463	22,487	20,601	(384)	-	15,777	14,972	118,043	112,557
Surplus / (deficit) from the previous year	-	-	-	-	-	-	384	389	-	-	384	389
Total revenue including accrued revenue	27,363	25,521	52,800	51,463	22,487	20,601	-	389	15,777	14,972	118,427	112,946
Less expenses including accrued expenses	27,363	25,521	52,800	51,463	22,487	20,601	-	5	15,777	14,972	118,427	112,562
Surplus / (deficit) for the year	-	-	-	-	-	-	-	384	-	-	-	384

The reported surplus for the Commercialisation Training Scheme of \$389k for 2014 is expected to be rolled over for future use.

**(e) Other Capital Funding**

	Education Investment Fund		Total	
	2014	2013	2014	2013
	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	8,519	5,900	8,519	5,900
Net accrual adjustments	-	-	-	-
Revenue for the year	8,519	5,900	8,519	5,900
Surplus from the previous year	(14,343)	10,641	(14,343)	10,641
Total revenue including accrued revenue	(5,824)	16,541	(5,824)	16,541
Less expenses including accrued expenses	-	30,884	-	30,884
Surplus for reporting period	(5,824)	(14,343)	(5,824)	(14,343)

NOTES TO THE FINANCIAL STATEMENTS

49 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

(f) Australian Research Council Grants

(i) Discovery	Projects		Fellowships		Indigenous Researchers Development		Total	
	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000
Financial assistance received in cash during the year	33,964	34,227	17,867	14,420	-	-	51,831	48,647
Net accrual adjustments	514	(874)	-	(397)	-	-	514	(1,271)
Revenue for the year	34,478	33,353	17,867	14,023	-	-	52,345	47,376
Surplus from the previous year	18,860	18,308	9,875	8,820	-	-	28,735	27,128
Total revenue including accrued revenue	53,338	51,661	27,742	22,843	-	-	81,080	74,504
Less expenses included in accrued expenses	31,413	32,801	15,657	12,968	-	-	47,070	45,769
Surplus for the year	21,925	18,860	12,085	9,875	-	-	34,010	28,735

(ii) Linkages

	Special Research Initiatives		Infrastructure		International		Projects		Total	
	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000	2014 \$000	2013 \$000
Financial assistance received in cash during the year	4,237	2,125	442	2,190	-	-	9,391	10,176	14,070	14,491
Net accrual adjustments	909	842	1,109	762	-	-	(206)	(500)	1,812	1,104
Revenue for the year	5,146	2,967	1,551	2,952	-	-	9,185	9,676	15,882	15,595
Surplus from the previous year	421	400	2,579	3,756	9	11	7,349	5,547	10,358	9,714
Total revenue including accrued revenue	5,567	3,367	4,130	6,708	9	11	16,534	15,223	26,240	25,309
Less expenses included in accrued expenses	3,166	2,946	2,612	4,129	1	2	9,083	7,874	14,862	14,951
Surplus for the year	2,401	421	1,518	2,579	8	9	7,451	7,349	11,378	10,358

**NOTES TO THE FINANCIAL STATEMENTS**

**49 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)**

**(f) Australian Research Council Grants (continued)**

	(iii) Networks and Centres		Total	
	Centres 2014 \$000	2013 \$000	2014 \$000	2013 \$000
Financial assistance received in cash during the year	10,891	4,335	10,891	4,335
Net accrual adjustments	(4,760)	(422)	(4,760)	(422)
Revenue for the year	6,131	3,913	6,131	3,913
Surplus from the previous year	2,408	3,388	2,408	3,388
Total revenue including accrued revenue	8,539	7,301	8,539	7,301
Less expenses including accrued expenses	3,944	4,893	3,944	4,893
Surplus for the year	4,595	2,408	4,595	2,408

## DECLARATION

### 2014 CONSOLIDATED FINANCIAL STATEMENTS

In our opinion:

- (a) the consolidated financial statements and notes of Monash University and its subsidiaries present fairly the financial transactions during the financial year ended 31 December 2014 and the financial position for the year ended on that date,
- (b) the financial statements have been prepared in accordance with the Australian Accounting Standards and other mandatory professional reporting requirements of the *Financial Management Act 1994* including financial reporting directives, and the relevant financial reporting requirements of the Commonwealth Department of Education, and the *Australian Charities and Not-for-Profits Commission Act 2012*,
- (c) the amount of Australian Government financial assistance expended during the reporting period was for the purposes for which it was intended and Monash University has complied with the requirements of applicable legislation, contracts, agreements and program guidelines in making this expenditure, and
- (d) the Student Services and Amenities Fees have been charged strictly in accordance with the *Higher Education Support Act 2003* 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.


As at the date of this declaration:

- (a) we are not aware of any circumstances that would render any particulars included in the financial statements to be misleading or inaccurate, and
- (b) there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Council of Monash University.



Dr A. Finkel AM  
Chancellor



Professor M. Gardner AO  
Vice-Chancellor and President



D. M. Pitt  
Chief Financial Officer and  
Senior Vice-President



D. G. McWaters  
Principal Accounting Officer  
Executive Director, Corporate Finance



## INDEPENDENT AUDITOR'S REPORT

### To the Council members, Monash University

#### *The Financial Report*

The accompanying financial report for the year ended 31 December 2014 of the Monash University which comprises the statement of comprehensive income, statement of financial position, statement of changes in equity, statement of cash flows, notes comprising a summary of significant accounting policies and other explanatory information, and the chancellor, vice-chancellor and president, chief finance officer and senior vice-president and principal accounting officer's declaration has been audited. The financial report is the consolidated financial statements of the consolidated entity, comprising the Monash University and the entities it controlled at the year's end or from time to time during the financial year as disclosed in note 46 to the consolidated financial statements.

#### *The Council members' Responsibility for the Financial Report*

The Council members of Monash University are responsible for the preparation and the fair presentation of the financial report in accordance with Australian Accounting Standards, and the financial reporting requirements of the *Financial Management Act 1994*, the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the Council members determine is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

#### *Auditor's Responsibility*

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit, which has been conducted in accordance with Australian Auditing Standards. Those standards require compliance with relevant ethical requirements relating to audit engagements and that the audit be planned and performed to obtain reasonable assurance about whether the financial report is free from material misstatement.

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

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



## Independent Auditor's Report (continued)

### *Independence*

The Auditor-General's independence is established by the *Constitution Act 1975*. The Auditor-General is not subject to direction by any person about the way in which his powers and responsibilities are to be exercised. In conducting the audit, the Auditor-General, his staff and delegates complied with all applicable independence requirements of the Australian accounting profession.

### *Opinion*

In my opinion, the financial report presents fairly, in all material respects, the financial position of Monash University and the consolidated entity as at 31 December 2014 and of their financial performance and cash flows for the year then ended in accordance with applicable Australian Accounting Standards, and the financial reporting requirements of the *Financial Management Act 1994* and the *Australian Charities and Not-for-profits Commission Act 2012*.

MELBOURNE

24 March 2015

  
John Doyle

*Auditor-General*

**Monash University  
Annual Report 2014**

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