

**Annual
Report**
2019



**Annual
Report**
2019

Contents

Overview

Letter to the Minister for Training and Skills.....	03
Vice-Chancellor’s statement.....	04
Report of members of Monash University Council	08
Meetings of members	11
Organisational charts	13
Key initiatives and projects.....	17
Research	22
Education	28
Global engagement	31
Report of the President, Academic Board	38
Statements of compliance	41

Social performance

Monash people.....	49
Staff engagement and employment conduct.....	51
Student profile.....	53
Student experience	55
Health, safety, wellbeing and family	62
Equity, access, and diversity— students and staff	68
Social responsibility.....	74

Environmental performance

Environmental performance	77
Commitments, governance and resources	77
Staff resources	79
Staff and student engagement	82
Energy consumption	85
Water consumption	87
Waste.....	88
Sustainable transport	89
Procurement.....	89
Paper	90
The built environment and landscape	91

Financial performance

Disclosure Index.....	99
Statements	106
Notes	112
Declaration	175
Audit Report	176

Overview

Letter to the Minister for Training and Skills

**The Hon Gayle Tierney MP
Minister for Training and Skills,
and Minister for Higher Education**

2 Treasury Place
East Melbourne Vic 3002
18 March, 2020



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, 2019.

This Report was approved by the Monash University Council on 18 March, 2020.

As this Report demonstrates, much success and development was realised in 2019. Monash continued to flourish as a top-100 university worldwide with a strong display of educational excellence and ground-breaking research, both locally and overseas. The University received a number of substantial funding grants and awards, and increased its global position across the four most prestigious world university rankings, including the Academic Ranking of World Universities, for which Monash rose 18 spots to be positioned 73rd globally and third in Australia—its best performance to date.

From the ongoing development of the world-class Monash Technology Precinct, to becoming the first educational institution to join the World Green Building Council's Net Zero Carbon Buildings Commitment, to a renewed focus on Monash's numerous research initiatives and projects undertaken to benefit the lives of people in communities worldwide—Monash has increased its influence and impact even further throughout 2019.

The University is confident it will continue to achieve this inspiring level of success and commitment to making a positive difference for many years to come.

A handwritten signature in black ink that reads 'Simon V. McKeon'.

Mr Simon McKeon AO
Chancellor

Vice-Chancellor's statement

2019 was a momentous and inspiring year for Monash. Despite the ongoing challenges and uncertainty for higher education and research in Australia, we have continued to achieve much success across all areas of the University.

2019 also marked the conclusion of the current *Focus Monash* Strategic Plan, a five-year strategy from 2015-2020, which outlined the University's objectives and priorities. Our performance in relation to our strategic goals put us in good stead to contribute significantly more to research and education for the benefit of our communities in the years ahead.

The four goals articulated in *Focus Monash* remain essential to the culture of the University:

- ▶ to be Excellent, by undertaking research and education of the highest quality;
- ▶ to be International, by building the strength, networks and scale of international research and education;
- ▶ to be Enterprising, by promoting collaboration and innovation; and
- ▶ to be Inclusive, by fostering diversity and openness both within Monash and with the wider community.

Throughout 2019, Monash University showed remarkable progress in realising each of these goals.

We continued to perform in the top 100 universities globally. In particular in 2019, we witnessed a significant improvement in our place in the most prestigious university rankings in the world—most notably rising 18 spots to 73 (and third in Australia) in the 2019 Academic Ranking of World Universities, and climbing three places to be ranked 59th in the 2020 US News Best Global University Rankings. We also advanced nine places to 75 in the 2020 Times Higher Education World University Rankings, and increased our position another three places to 22 in the 2019 Reuters Top 75 ranking of Asia's Most Innovative Universities, maintaining the highest rank of any Australian university.

According to the QS World University Rankings by Subject, Monash retained a No.1 ranking across four subject areas in the Australia and Asia Pacific region. In addition, we ranked third globally for pharmacy and pharmacology, our highest-ranking field, and moved to No.16 in performing arts. Monash also had 17 research and social scientists recognised in the annual global list of Highly Cited Researchers for 2019.

The quality of our research excellence was further enhanced by once more securing the most international research funding of any Australian university. Monash was awarded the highest amount of research funding from the National Health and Medical Research Council, and among the highest from the Australian Research Council. In 2019, Monash was awarded more than \$450 million in Higher Education Research Data Collection (HERDC) funding, an increase of about \$38 million from the previous year. In total, the University was awarded more than \$782 million in funding in 2019.

Being the preferred choice for prospective students continues to be a key priority for Monash, and we have made great strides in improving student retention and continuing to improve our market attractiveness, domestically and internationally.

In 2019, demand from the top 10 per cent of Victorian students remained stable at 58.1 per cent, just below our target of 60 per cent, which was raised from 55 per cent in 2018, suggesting the pool of high-achieving students attracted to Monash remains strong. The University's bespoke Monash Scholars Program continues to be a focus in order to target and engage high-achieving secondary students.

The total number of undergraduate students enrolled at Monash University improved in 2019, and we are now just over 1000 students below our 2020 target. More so, our undergraduate retention rates continued to improve, achieving its highest level in recent years at 93.8 per cent. We also increased the number of graduate students, surpassing our 2020 target by more than 500.

The University's approach to excellence in teaching and learning was enhanced through a major digital transformation of our students' educational experience. This included the implementation of an e-assessment management system for exams; Monash LIVE, which involved an initial 19 venues being equipped for live streaming; and my.application, which has improved the student application process by moving from paper-based to online.

The University's innovative approaches were recognised in international competition by two PIONEER Awards—Marketing Campaign of the Year and Accommodation Provider of the Year. Nine Monash staff were among those appointed to the Order of Australia in the 2019 Australia Day Honours, while 12 were recognised in the 2019 Queen's Birthday Honours List. In addition, seven Monash researchers received a Victorian Young Tall Poppy Science Award for their outstanding work in education and community outreach programs, while one of our Bachelor of Medicine and Bachelor of Surgery (Honours) graduates was awarded the prestigious 2020 Victorian Rhodes Scholarship.

In 2019, Monash continued to advance our presence and impact as Australia's most international university. The total number of students undertaking outbound study experiences increased by 16 per cent to more than 5000, demonstrating our increased offering of intercultural learning experiences. The first cohort of students participating in the Global Immersion Guarantee—a funded, international for-credit study experience for all first-year students enrolled in a Bachelor of Arts, Bachelor of Global Studies and associated double degrees—completed the program in February. More than 400 students travelled to one of four countries, accessing approximately 11 sites and 35 collaborating partners across the groups.

On 8 April, the Independent Institute of Education became the new owner of the Peter Road land at Roodepoort and the operator of the Monash South Africa (MSA) campus. Monash has now ceased ownership and operation of a campus in South Africa, concentrating its campuses outside Australia in the Indo-Pacific region. A teach-out process for the final MSA students enrolled in degree courses offered at the campus will conclude by the end of 2022.

In 2019, Monash University Malaysia had 8946 students and 918 staff, and offered 41 programs of study. Monash Malaysia rose eight points from 74.2 to 82.2 in the Malaysia Research Assessment (MyRA) 2019, increasing the University to a five-star MyRA rating and placing it among the top 10 universities in Malaysia. In 2019, Monash Malaysia achieved a national grant success of 36 per cent, higher than the national average of 27 per cent, continued to secure significant research grants, and also introduced the Monash Malaysia-ASEAN Sustainable Development Grant Scheme.

In this year, a negotiation between Monash University and the Sunway Education Group concluded with an agreement that Monash would become the sole operator of Monash University Malaysia. The final implementation of this agreement was subject to obtaining two Ministry of Education (MOE) approvals: (1) renewal of Monash University Malaysia's registration as a private higher education provider, and (2) approval for Monash University Malaysia becoming wholly foreign owned, i.e. by Monash University. Both MOE approvals were obtained, and the completion of the transaction was effected on 31 December, 2019.

Our enterprising efforts continued to achieve significant results in 2019, particularly in our diversity of income across industry, including licences, options and assignments (LOAs) and spinouts, all of which improved greatly. Our Generator model for developing start-ups expanded, with more than 5000 participants (predominantly students) engaging in face-to-face activities. Of particular note, Amaero International—established in 2013 through the Monash University Centre for Additive Manufacturing—was listed on the Australian Securities Exchange (ASX), cementing itself as one of the world's youngest, up-and-coming industrial technology companies.

The University's executive leadership, business and development programs was significantly enhanced with the Cranlana Centre for Ethical Leadership transitioning into its new Monash partnership, as well as the establishment of the McKinnon Institute for Political Leadership, both with strong philanthropic support.

Monash continues to work with state and local governments, industry and partners to develop the Monash Technology Precinct and supportive infrastructure, including the Suburban Rail Loop. The University has been advocating for a train station at the Clayton campus for a number of years, and if constructed in a preferred location it will provide a further boost to the ongoing development of the Monash Technology Precinct.

The Monash Technology and Transformation Institute (MTTI) was announced in April after Monash signed an agreement for up to \$100 million over 10 years for Chinese investors and local governments to commercialise research and development produced by the University. Based in Shenzhen, the MTTI will incubate early-stage intellectual property developed in the faculties of Medicine, Nursing and Health Sciences, Pharmacy and Pharmaceutical Sciences, and Engineering.

In July, Monash University announced a long-term research partnership with Woodside Energy, which included the planned construction of the Woodside Building for Technology and Design—due to open in early 2020—as part of the Monash Technology Precinct. With a joint investment of more than \$40 million over the next seven years, the partnership will develop a 'living laboratory' to support Australia's low-carbon transition, exploring the possibilities of hydrogen and carbon abatement, with a focus on materials, electro-chemical and thermal chemical research.

Monash's commitment to inclusion strengthened further. Throughout the year, we continued providing targeted programs to attract and retain talented students from disadvantaged communities, including a coordinated approach to peer mentoring. In 2019, approximately \$200 million was spent on research and coursework scholarships and awards, while a total of 11,868 low-SES students were enrolled at the University. Our Indigenous enrolments increased to 253 students, above our 2020 benchmark. Furthermore, the Monash Aboriginal and Torres Strait Islander Framework, launched in 2018, is helping to remove identified barriers to study and create clear pathway options for prospective Indigenous students.

Monash also remains an Employer of Choice for Gender Equality, having been named by the Workplace Gender Equality Agency for the fourth consecutive year, and once again we achieved 'silver-level employer status' in the Australian Workplace Equality Index, the national benchmark for LGBTIQ workplace inclusion.

Our alumni Global Leaders' Network is now firmly established in Australia, the UK, US and throughout Asia, with advisory committees formalised in both Hong Kong and Indonesia in 2019. In August, we launched the University's global Alumni to Alumni Mentoring program, which provides established graduates with opportunities to connect with recent graduates. More than 600 mentees and mentors registered for the program.

2019 was a year of milestones for philanthropy at Monash University. It was the first full year of the public phase of our 'Change It. For Good.' campaign, with Mr Roger Gillespie OAM becoming Campaign Chair. For the first time in the University's history, Monash confirmed more than \$100 million in philanthropic funds raised, and more than \$129 million combined from philanthropic and charitable sources towards our \$500 million campaign goal. By year-end, we had reached more than \$486 million towards that goal. We secured 22 philanthropic partnerships of more than \$1 million each, totalling \$68.5 million, across all four 'Change It. For Good.' pillars. We also had our most successful year for bequests, reaching 133 of our campaign goal of 200, with 33 confirmed in 2019. The year was also a record for donor support with 7261 donors giving, an increase of 20 per cent on 2018. At year-end, we are now sitting at 32,000 donors towards our campaign goal to inspire 50,000 donors to give.

With multiple campuses located throughout Victoria, Monash is proud of the role our institution plays in the social and cultural life of the local community, which is why considerable works were undertaken throughout the year to revitalise the campus environments for the betterment of our students, staff and wider community. Among the most prominent buildings and facilities to be completed this year was the Ian Potter Centre for Performing Arts, a dedicated space to greatly enhance Monash's contributions to Melbourne's artistic scene. Each year, through the numerous Monash events and venues available to community groups, sporting clubs and schools across the state, our four Victorian campuses attract more than 820,000 visitors.

The University's commitment to achieve net zero carbon emissions by the year 2030 through its Net Zero Initiative was further enhanced with the opening of the Biomedical Learning and Teaching Building, a fully electric building designed for high energy efficiency and storage, and the Gillies Hall residential complex, the first large-scale building in Australia to achieve international Passive House certification, which won an Australian Financial Review Higher Education Facilities Innovation Award and a Premier's Sustainability Award in the built environment category.

All of these achievements have been supported by our strong financial position. In 2019, Monash University recorded an operating result of \$230.0 million excluding subsidiaries. In total, the University enrolled 73,438 students across its Clayton, Caulfield, Peninsula and Parkville campuses.

At the time of writing, we are in the midst of the COVID-19 global pandemic. Monash University has been closely monitoring the situation and making decisions in relation to our operations, based on advice from the World Health Organization, Federal and State governments, and Chief Medical Officers.

The University remains open with residential accommodation, major research facilities and critical operations being maintained. However to ensure the health and safety of our community, we have developed quality online education for our students based in Australia and in Malaysia. Substantial parts of our staff complement are working remotely, or where required to be on campus in appropriately spatially-distanced and hygienic facilities. Our performing arts, galleries and sporting venues are closed.



Professor Margaret Gardner AC
President and Vice-Chancellor

Report of members of Monash University Council

The Councillors of Monash University presented their report together with the consolidated financial statements for the year ended 31 December, 2019.

ESTABLISHMENT, OBJECTIVES, AND PRINCIPAL ACTIVITIES

Monash University was established under an Act of the Victorian Parliament on 30 May, 1958, with a revised Act, the *Monash University Act 2009*, modernising aspects of the original Act. A body politic and corporate under the name 'Monash University', it had perpetual succession, a common seal, and is capable in law of suing and being sued. The responsible minister in the Victorian Parliament was the Hon Gayle Tierney MP, the Minister for Training and Skills and, Minister of Higher Education.

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 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 2019 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 graduate qualifications. In addition to the faculties, a range of centres expressed the research interests of staff members, and provided specialised nuclei for graduate 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 that cooperated in various ways with teaching and research at Monash.

MEMBERS OF COUNCIL

The following persons were members of Monash University Council during 2019:

Chancellor (ex-officio)

Mr Simon McKeon AO

BCom LLB *Melb* HonDPH *La Trobe*

Member of Council since 1 January, 2016.

Subcommittees of Council membership: Executive Committee (Chair), Resources and Finance Committee, Membership Committee (Chair), Selection and Remuneration Committee (Chair), Honorary Degrees Committee (Chair), Estates Committee.

President and Vice-Chancellor (ex-officio)

Professor Margaret Gardner AO

BEcon(Hons) Phd *Syd* DUniv *Griffith* FAIM GAICD

Member of Council since 1 September, 2014.

Subcommittees 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 Chris Davies

BSc(Eng) DIC PhD CEng GCHE *Monash* ARSM MIMMM

Member of Council since 1 January, 2018.

Subcommittees of Council membership: Honorary Degrees Committee.

Appointed councillors

Mr Yehudi Blacher PSM

BA(Hons) MA FIPAA

Member of Council since 11 February, 2008.

Deputy Chancellor since 1 January, 2014.

Subcommittees of Council membership: Resources and Finance Committee, Membership Committee, Selection and Remuneration Committee, Estates Committee (Chair).

Dr Megan Clark AC

PhD BSc(Hons) FATSE FAICD FAusIMM Hon D.Sc

UWA Hon D App,Sci. *RMIT* Hon D.Sc *Macquarie*

Hon LL.D *Monash*

Member of Council since 1 April, 2015.

Subcommittees of Council membership: Membership Committee, Audit and Risk Committee.

The Hon Simon Crean

BEc LLB HonDLitt *Deakin*

Member of Council since 1 January, 2014.

Subcommittees of Council membership: Resources and Finance Committee, Estates Committee.

Mr Mark Cubit

BEc *Monash*

Member of Council since 21 October, 2014.

Subcommittees of Council membership: Executive Committee (January—April 2019); Resources and Finance Committee (Chair, January—April 2019), Investment Advisory Committee (Chair), Estates Committee.

Dr Helen Drennen AM

BA BSc(Hons) PhD DipEd AMP FACE FACEL

Member of Council since 1 January, 2014, until 30 June, 2019.

Subcommittees of Council membership: Estates Committee.

Ms Geraldine Johns-Putra

BEc LLB(Hons) LLM

Member of Council since 1 July, 2019.

Ms Julie Ligeti

BA LLB *Monash*

Member of Council since 1 January, 2018.

Subcommittees of Council membership: Membership Committee, Estates Committee, Honorary Degrees Committee.

Mr Peter Marriott

BEC(Hons) *Monash* FCA MAICD
Member of Council since 1 January, 2019.
Subcommittees of Council membership: Executive Committee (May–December 2019); Resources and Finance Committee (Chair, May–December 2019).

Dr Christine Nixon APM

DipLabRel&Law *Syd.* BA *Macq.* MPA *Harv.* HonDLitt *Macq.* HonDUniv *Ballarat* HonLLD *Monash* HonDLitt *Woll.* FIPAA FAIM FAIPM
Member of Council since 1 January, 2009.
Deputy Chancellor since 1 January, 2014.
Subcommittees of Council membership: Membership Committee, Selection and Remuneration Committee, Honorary Degrees Committee.

Mr John Simpson

BA Melb MAICD
Member of Council since 21 October, 2014.
Subcommittees of Council membership: Resources and Finance Committee, Membership Committee, Honorary Degrees Committee, Audit and Risk Committee.

The Hon Peter Young AM QC

BJuris LLB *Monash*
Member of Council since 1 January, 2014.
Deputy Chancellor since 1 January, 2019.
Subcommittees of Council membership: Executive Committee, Selection and Remuneration Committee, Honorary Degrees Committee, Audit and Risk Committee (Chair).

Staff elected Council member

Professor Ross Coppel

BMedSci MBBS DTM&H PhD Melb FASM FAHMS
Member of Council since 1 November, 2016.
Subcommittees of Council membership: Resources and Finance Committee.

Student elected Council member

Mr Henry Fox

Member of Council since 5 April, 2019.

Secretary to Council

Mr Richard Long

Membership of Audit and Risk Committee

The Hon Peter Young

Dr Megan Clark

Mr John Simpson

Professor Robyn Maroney

Mr Paul Kirk

In attendance:

Professor Margaret Gardner AO

President and Vice-Chancellor

Mr Simon McKeon AO

Chancellor

Mr Paul Townsend

Chief Financial Officer and Senior Vice-President

Mr Peter Marshall

Chief Operating Officer and Senior Vice-President

Mr David McWaters

Executive Director Corporate Finance

Mr Craig Stagoll

Director Internal Audit

Ms Moh-Lee Ng

Director Risk and Compliance

Ms Jane McLoughlin

Vice-President (Strategy and Governance)

Mr Adrian Gibby

Partner KPMG

Meetings of members

The table below sets out the number of Council and committee meetings held during the year ended 31 December, 2019, and the number attended by each Councillor:

Council member	Years served on council	Council		Executive Committee		Resources and Finance Committee		Membership Committee		Selection and Remuneration Committee		Audit and Risk		Honorary Degrees Committee		Estates Committee	
		Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended
Mr Y Blacher	12	10	9			7	6	4	2	3	3					4	4
Dr M Clark	4 yr 9 mth	10	10					4	3			6	5				
Professor R Coppel	3 yr 2 mth	10	8			7	7										
The Hon S Crean	6	10	9			7	3									4	4
Mr M Cubit	5 yr 2 mth	10	10	0	0	7	6									4	3
Professor C Davies	4	10	10											1	1		
Dr H Drennen	5 yr 6 mth	4	2													2	0
Mr H Fox	8 mth 3 wk	8	8														
Professor M Gardner	5 yr 4 mth	10	10	0	0	7	7			3	3			1	1	4	4
Ms G Johns-Putra	6 mth	6	4														
Ms J Ligeti	2	10	10					4	3					1	1	4	3
Mr P Marriott	1	10	8	0	0	7	6										
Mr S McKeon	4	10	10	0	0	7	6	4	4	3	3			1	1	4	4
Dr C Nixon	11	10	9					4	2	3	3			1	1		
Mr J Simpson	5 yr 2 mth	10	9			7	4	4	4			6	5	1	1		
The Hon P Young	6	10	9	0	0					3	3	6	6	1	1		

SUBCOMMITTEES OF COUNCIL

Under delegation from Council, 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 Resources and Finance Committee oversees the physical and financial resources of the University.

The Estates Committee is responsible for ensuring that the image and identity, sustainability, aesthetics, space requirements and capital development 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 Selection and Remuneration Committee oversees policy for the recruitment and appointment of senior staff, including involvement of Council in the selection and appointment of specific senior staff, and quality assurance relating to the integrity and probity of the University's remuneration policies and practices.

SENIOR OFFICERS

Chancellor

- ▶ Mr Simon McKeon AO, BCom LLB *Melb*
HonDPH *La Trobe*

Deputy Chancellors

- ▶ Mr Yehudi Blacher, PSM, BA(Hons) MA FIPAA
- ▶ Dr Christine Nixon APM, DipLabRel&Law *Syd.* BA Macq. MPA Harv. HonDLitt *Macq.* HonDUniv *Ballarat* HonLLD Monash HonDLitt *Woll.* FIPAA FAIM FAIPM
- ▶ The Hon Peter Young AM QC, BJuris LLB Monash

Monash Staff

- ▶ **President and Vice-Chancellor**
Professor Margaret Gardner AO BEcon (Hons)
PhD *Syd.* DUniv *Griff* FAIM GAICD
- ▶ **Provost and Senior Vice-President**
Professor Marc Parlange, BSc *Griff*,
MSc PhD *Cornell* FAAAS FAGU FCAE USNAE
- ▶ **Chief Operating Officer and Senior Vice-President**
Mr Peter Marshall, BEc *Monash* CAHRI
- ▶ **Chief Financial Officer and Senior Vice-President**
Mr Paul Townsend, BBus (Acc) *Swin*, FCA, GAICD
- ▶ **Deputy Vice-Chancellor and Vice-President (Education)**
Professor Susan Elliott, MBBS, MD *UniMelb*, FRACP
- ▶ **Deputy Vice-Chancellor and Vice-President (Enterprise)**
Professor Ken Sloan, MA(Hons) *Glas* MBA *Warw*
- ▶ **Deputy Vice-Chancellor and Vice-President (Global Engagement)**
Professor Abid Khan, BSc(Hons) *Imp Lond* PhD UCL

Insurance Of Officers

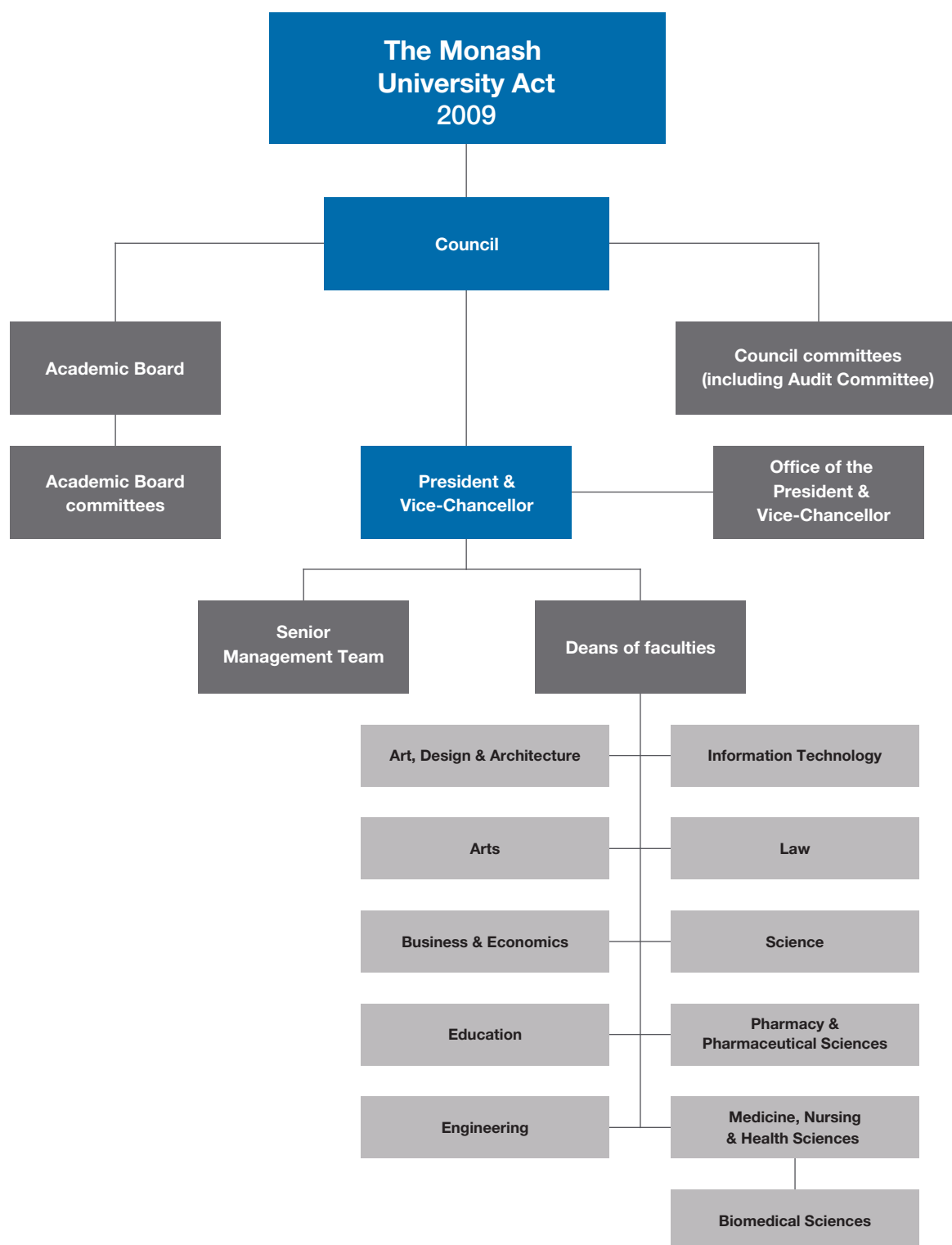
During the reporting period, the University incurred a premium for maintaining a Directors' and Officers' Liability/Company Reimbursement Insurance Policy for any person appointed to the council, senior officers and/or employees.

Mr Simon McKeon AO

Chancellor

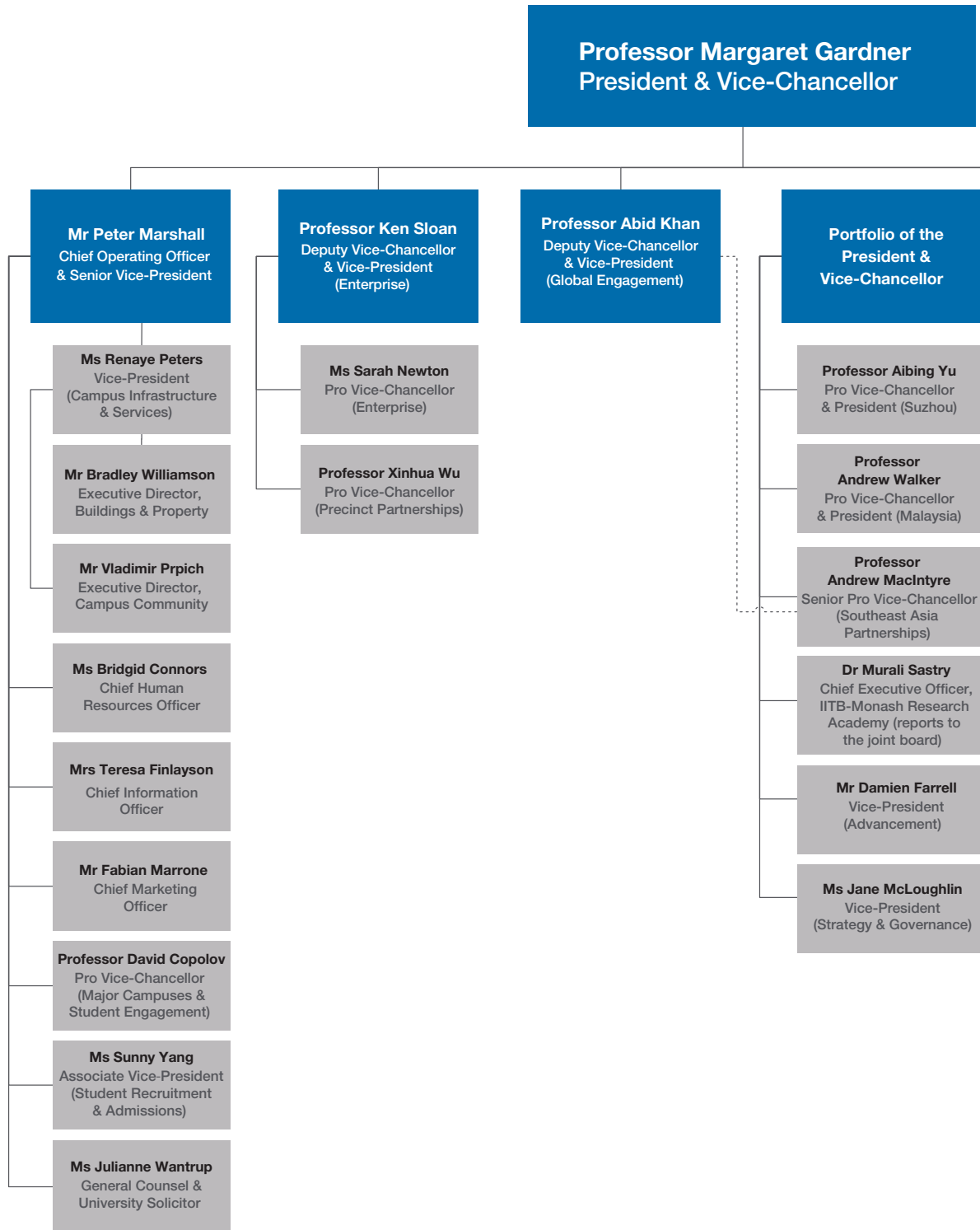
Organisational charts

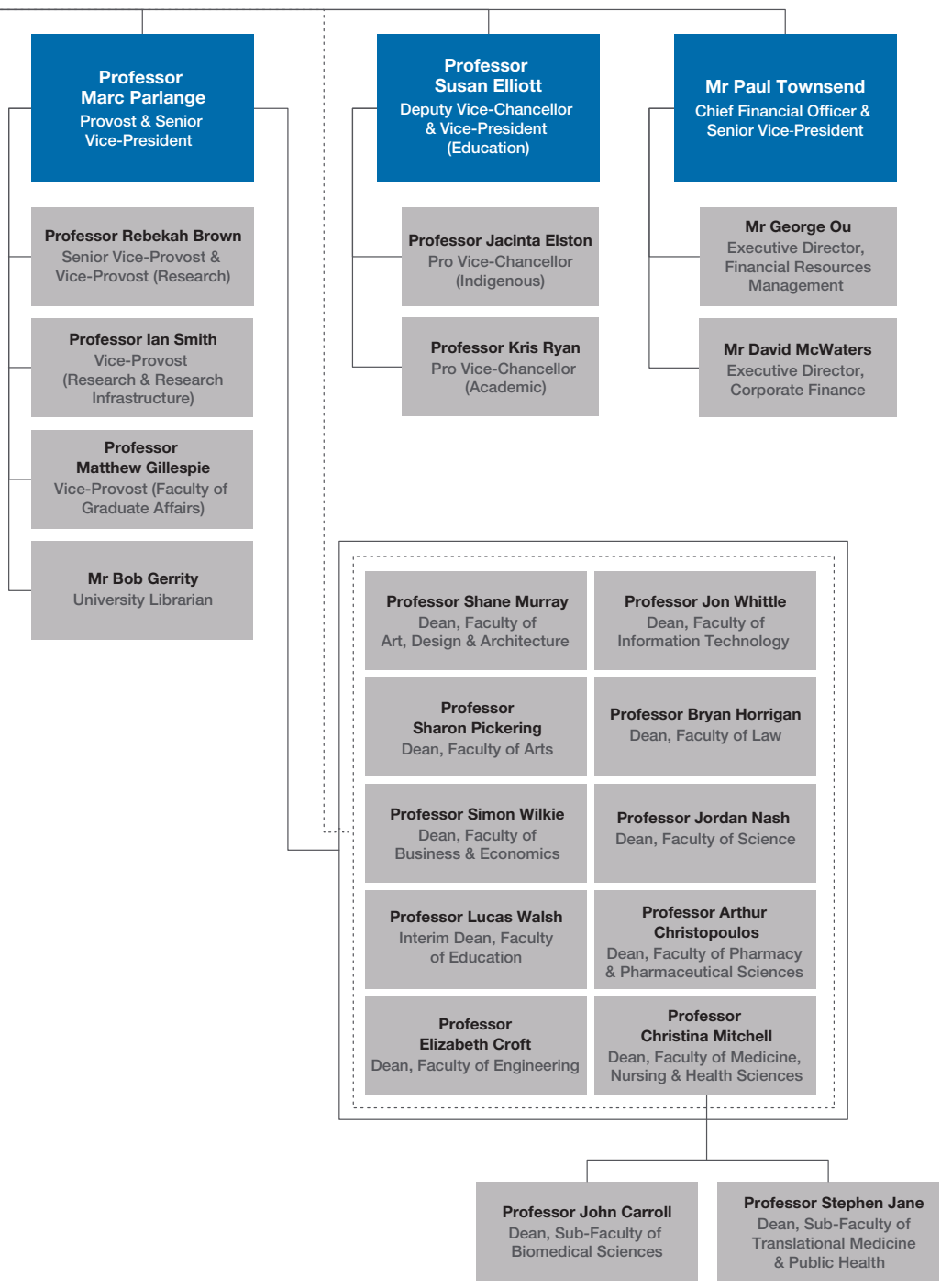
OVERALL GOVERNANCE AND MANAGEMENT



Organisational charts

SENIOR MANAGEMENT STRUCTURE





Core business: research, education, global engagement

Core business: research, education, global engagement

KEY INITIATIVES AND PROJECTS

Senior Executive Appointments

Monash University's inaugural Senior Pro Vice-Chancellor (Southeast Asia Partnerships) commenced in January. Working in close collaboration with the Deputy Vice-Chancellor and Vice-President (Global Engagement), and reporting directly to the President and Vice-Chancellor, the Senior PVC (Southeast Asia Partnerships) role was established to lead discussions with international partners regarding development opportunities across Southeast Asia.

The University's new Pro Vice-Chancellor (Precinct Partnerships) was appointed in June to further advance research partnership excellence at Monash. The University appointed its new Pro Vice-Chancellor (Education) in July. This position plays an important role in driving educational excellence and shaping the learning environments and technologies of Monash.

Monash's new Chief Information Officer was confirmed in November. The appointee will continue to enhance Monash's ongoing transformation, not only in its education, research and enterprise priorities, but also in shaping the student learning environment, and in optimising the performance and efficiency of IT systems and infrastructure. A number of new staff also commenced in senior academic leadership roles throughout the year, including:

- ▶ Dean of the Faculty of Business and Economics and Head of Monash Business School (January)
- ▶ Foundation Dean of the Sub-Faculty of Translational Medicine and Public Health (July)
- ▶ Dean of the Faculty of Pharmacy and Pharmaceutical Sciences (August).

MONASH TECHNOLOGY AND TRANSFORMATION INSTITUTE AND SENIOR EXECUTIVE APPOINTMENTS

Announced in April, Monash signed a deal worth \$100 million over 10 years for Chinese investors and local governments to commercialise research and development produced by the University. The Monash Technology and Transformation Institute (MTTI), based in Shenzhen, will incubate early-stage IP developed in the University's faculties of Medicine, Nursing and Health Sciences, Pharmacy and Pharmaceutical Sciences, and Engineering. The commercial partners, Yungu Investment and Changjun Capital, are based in southern China and are involved in the management of science parks, incubation services and investment management. The other partners are Shenzhen and Pingshan governments. Further information on the MTTI can be read within the Enterprise section of this report.

MONASH UNIVERSITY RESEARCH AGENDA 2020

Launched in May, the Monash University Research Agenda 2020 provides the ability for Monash to continue driving impact and excellence across the University, and further cement its position as a preferred university for researchers from across the world. Through consultation with the research community and identifying the world's most critical challenges, the University identified four thematic areas that will form a framework for its continuing cross-disciplinary research efforts: artificial intelligence and data science; better governance and policy; health sciences; and sustainable development. A blueprint for Monash to improve on its excellent fundamental investigator-led research, the agenda will ensure the University's research discoveries are translated into relevant real-world solutions.

WOODSIDE-MONASH PARTNERSHIP

In July, Monash University and Woodside Energy announced a long-term research partnership, as well as the planned construction of the Woodside Building for Technology and Design at the Clayton campus, which will be located in the Monash Technology Precinct and is due for completion in early 2020. Woodside and Monash will jointly invest more than \$40 million into the ongoing energy research partnership over the next seven years. The partnership will develop a 'living laboratory' to support Australia's low-carbon transition, exploring the possibilities of hydrogen and carbon abatement, with a focus on materials, electro-chemical and thermal chemical research.

TURNER INSTITUTE FOR BRAIN AND MENTAL HEALTH

The Turner Institute for Brain and Mental Health (formerly known as the Monash Institute of Cognitive and Clinical Neurosciences) was launched in July. Named in honour of alumnus the late Mr David Winston Turner, the institute was made possible by a transformational gift from the David Winston Turner Endowment Fund, which was the single-largest gift to the field of mental health in Australia. The institute will deliver the latest in research, education and treatments for the millions of Australians who experience mental illness.

AILECS LAB AND DATA FUTURES INSTITUTE

Launched in July, the AiLECS (Artificial Intelligence for Law Enforcement and Community Safety) research laboratory is a joint, co-funded research initiative between Monash University and the Australian Federal Police. It builds on prior collaboration around research projects on automated classification of distressing materials, characterisation of behaviour on the dark web, and prioritised file search. The lab's overarching theme will be the ethical use of artificial intelligence in law enforcement.

In conjunction with the AiLECS Lab was the launch of the University's Data Futures Institute, which is located in the heart of the Monash Technology Precinct. The institute is part of a unique ecosystem of enterprise and innovation, creating transformative and lasting change in three key areas: better governance and policy, health sciences, and sustainable development.

CRANLANA CENTRE FOR ETHICAL LEADERSHIP

A partnership between Monash University and Cranlana Centre for Ethical Leadership (the Cranlana Centre) was announced in July, coinciding with the celebration of the Cranlana Centre's 25th anniversary. The partnership was developed to equip more leaders with the skills required to navigate ethical issues in an increasingly complex world. The Cranlana Centre has a distinct model of immersive, shared inquiry, unlike any other leadership program. The partnership is set to utilise and enhance the strengths of both institutions, guiding a transformation in how society approaches the most important challenges facing the world today.

MCKINNON INSTITUTE FOR POLITICAL LEADERSHIP

A partnership between the Susan McKinnon Foundation and Monash University was established in June to develop the McKinnon Institute for Political Leadership, a non-partisan organisation working to enhance the effectiveness of Australian governments and parliaments through building better political leadership. It seeks to widen the pool of those entering politics, attracting new and diverse talent. It understands that politicians from all sides of politics operate in an increasingly complex environment, and it has identified an opportunity to build their capability through impact oriented and outcome-focused professional development.

ADMISSIONS

In 2019, Monash developed a new framework in Salesforce for assessing and selecting applicants to study at the University—a global first in connecting lead acquisition, application and assessment stages of the admissions process in a single CRM platform. When coupled with digital offer management, this will enable end-to-end admissions to be handled more efficiently via UniCRM with a greater level of automation and personalisation, including the ability to embed digital signatures and accept offers. It will also reduce the application-to-offer elapsed time to five days, which can take up to five weeks in peak periods, and reduce double-handling of data through a 'touch once use many' approach. This is a critical enabler for future automation of assessment steps for high-volume use cases/applicant journeys.

PROJECT ENGAGE

In 2019 as part of Project Engage, which seeks to advance mutually beneficial relationships with industry, government and alumni to strengthen research and education at Monash, information for 390,000 Monash alumni and 94,000 donors was migrated into UniCRM (Salesforce). AI analytics capability was introduced to enable more sophisticated, targeted and effective campaign design and management, while the end-to-end student lifecycle—from prospective student through to current students, to alumni and donors—is now housed in Salesforce, representing a true 360-degree view of our audiences. This project also contributed to Monash winning the 2019 Australian Business Award for CRM Innovation.

E-ASSESSMENTS

An unparalleled initiative to transform Monash pedagogy from paper to digital assessment was scaled in 2019 through the creation of Monash's eAssessments platform. This new management system delivered more than 90,000 seats (with each 'seat' representing a student sitting one exam), up from 10,000 in 2018, and expanded to include 30 per cent of summative exams and in-semester assessments for the faculties of Medicine, Nursing and Health Sciences, and Pharmacy and Pharmaceutical Sciences. A synchronised delivery was also achieved at Monash's Malaysia campus. Furthermore, this initiative resulted in Monash winning the 2019 ATEM Award for Excellence in Innovation.

PODCAST SERIES

Launched in November, the University's new podcast series, *What Happens Next?* explores how Monash and its industry partners are contributing to positive global change. The series, hosted by Monash lecturer and alumna Dr Susan Carland, works alongside the University's other 'Change It' content, including A Different Lens, Lens and Agents of Change.

ENTERPRISE AGREEMENT

In late 2019, Monash University was successful in reaching agreement with the National Tertiary Education Union on a new enterprise agreement for academic and professional staff. Following a one-week voting period in November, a successful declaration of the ballot result was made, with 88 per cent of voters supporting the agreement. As the majority of eligible staff who participated in the ballot voted to approve the new agreement, it was lodged with the Fair Work Commission (FWC) for final approval.

WILLIAM COOPER INSTITUTE

The William Cooper Institute was formally launched in December, as well as a new Master of Indigenous Business Leadership (offered by the Monash Business School). The William Cooper Institute subsumes the Yulendj Indigenous Engagement Unit, and will provide support to prospective and existing students, coordinate key Indigenous events and activities, and advance Indigenous education and research. The Master of Indigenous Business Leadership will support Indigenous students to become leaders in the business community.

AMAERO INTERNATIONAL

Australian-based 3D printing business Amaero International was listed on the Australian Securities Exchange (ASX Code 3DA) in December, cementing itself as one of the world's youngest, up-and-coming industrial technology companies. Established in 2013 through the Monash University Centre for Additive Manufacturing, one of the world's leading institutes for metals additive manufacturing, Amaero has grown to become a significant global player in 3D printing services, in particular for the aviation and defence sectors. The value of additive manufacturing is expected to grow from \$8.5 billion in 2015 to \$34.4 billion by 2025.

INTERNATIONAL CAMPUSES

Monash South Africa

In April, the Independent Institute of Education (IIE) became the new owner of the Peter Road land at Roodepoort and the operator of the Monash South Africa (MSA) campus. For the final MSA students enrolled in degree courses offered at the MSA campus in cooperation with Monash University (i.e. lead to both an MSA and a Monash University degree), a four-year teach-out period beginning in Semester 1, 2019, and ending in Semester 2, 2022, applies. An MSA Teach Out Group comprising representatives of faculties and other relevant areas from Monash University and the IIE was formed to oversee the teach-out process.

Monash University Malaysia

Monash University and the Sunway Education Group signed a Share Sale Agreement in October, with completion of the transaction being subject to obtaining two Ministry of Education (MOE) approvals: (1) renewal of Monash University Malaysia's registration as a private higher education provider, and (2) approval for Monash University Malaysia becoming wholly foreign owned, i.e. by Monash University. Both MOE approvals were obtained by mid-December and the completion of the transaction was effected on 31 December, as scheduled in the Share Sale Agreement.

CAPITAL REGENERATION PROGRAM

Throughout 2019, considerable works were undertaken to revitalise and regenerate the campus environments for students, staff and the wider community. The following were among the most prominent buildings and facilities to be completed this year:

- ▶ Officially launched in June, the Biomedical Learning and Teaching Building (BLTB) provides a space in which innovative learning and teaching can be supported. A central feature of its design is the four 'flexi labs'—adaptive learning environments each accommodating 240 students with advanced speaker and video technology, which will facilitate the University's changing pedagogical delivery methods. The BLTB will also play an integral role in Monash's aim to reduce its net carbon emissions to zero by 2030.
- ▶ Funded in part by \$10 million from the Victorian Government and \$5 million from the Ian Potter Foundation, the Ian Potter Centre for Performing Arts was launched in May, greatly enhancing Monash's contributions to Melbourne's artistic and cultural life. It features the revitalised 586-seat Alexander Theatre, a new 130-seat Sound Gallery, and a new 200-seat Jazz Club, which operates as a café during the day, and at night transforms into a performance venue with a restaurant and bar.
- ▶ Opened in May, the Monash Tech School building at the Clayton campus is a high-quality learning and teaching space available for up to 150 secondary school students in each yearly intake. Part of a broader Victorian Government initiative worth \$128 million, it will support students to explore their interests and develop skills by participating in STEM-based projects that integrate the latest technology.
- ▶ Gillies Hall, Monash's newest award-winning student residential complex at the Peninsula campus, was officially opened in August, providing 150 high-quality, self-contained studio apartments, and becoming the largest commercial Passive House building in Australia, as well as the most energy-efficient building that Monash has constructed to date.
- ▶ The Monash Rural Health Teaching and Research Centre in Warragul was opened in September, providing a home for the medical school teaching and research teams previously based at the West Gippsland Health Service sites in Warragul and Moe.
- ▶ The Woodside Building for Technology and Design, scheduled to open in early 2020, will house Australia's largest concentration of research institutions and leading engineering companies. One of the world's most efficient and innovative teaching facilities, the building will showcase and encourage engineering and IT innovation and inquiry, empowering Monash researchers and students to find solutions that will enable an economically viable and sustainable future for generations to come.
- ▶ The new Chancellery is scheduled for completion in early 2020, integrating with, and contributing to, the broader renewal and revitalisation of Monash's civic precinct. The building will deliver modern, contemporary spaces that provide better opportunities to collaborate, innovate and support engagement across the Monash community. It will also help to develop the University's enterprising approach to build deep collaborative partnerships with industry, academia, government and community.

Research

On 27 May, 2019, the Monash University Research Agenda 2020 was launched, the University's blueprint to advance research and ensure its research discoveries are translated into genuine impact.

The Research Agenda 2020 identified four focus areas for research: AI and data science, better governance and policy, health sciences, and sustainable development. These spanned established Monash strengths, as well as emerging areas of excellence or priority, providing themes for cross-disciplinary collaboration where the University could make a transformative contribution towards solving challenges facing communities worldwide.

The Research Agenda 2020 also identified four core pillars to articulate how the University would meet its endeavour to deliver excellent, relevant research that positively impacts the world.

- 1. Talented faculty:** to attract and grow research leaders
- 2. Talented students:** to advance world-leading research education
- 3. Enterprise connectivity:** to help foster enduring industry partnerships
- 4. International connectivity:** to build institutional alliances with key partners.

Throughout 2019, Monash made significant advances across each of these four pillars.

TALENTED FACULTY

New academic promotion procedures were rolled out for continuing and fixed-term academic staff. The revised process featured a new emphasis on demonstrating outcomes and impact, including quantifiable metrics and qualitative material. Applications for academic promotion subsequently increased 18.96 per cent during the year.

Strategic investments were made across each of the faculties, as well as key programs and institutes, to recruit and support world-class academic talent in the four focus areas, and where particular expertise was assessed to make the best potential impact.

The Research portfolio also worked with academic leaders to meet specific needs of early-career researchers (ECRs), including a resource portal and professional development and networking events. Attendance rates for ECR activities grew approximately 200 per cent year-on-year, from 201 in 2018 to 600 as of 31 October, 2019.

TALENTED STUDENTS

Considerable endeavour was undertaken across Monash to advance our research education offering by increasing the scale, quality, diversity and international experience of the higher degree by research (HDR) student cohort. The Monash Doctoral Program was subject to continual renewal to maintain quality, including work with each of the faculties to better define quality indicators of supervision and alignment with sector standards. An array of new programs were also developed to grow opportunities for industry training and international engagement. Further details on key achievements and accomplishments in graduate research are explained in detail in the relevant section on page 26.

ENTERPRISE CONNECTIVITY

Throughout 2019, Monash deepened engagement with industry to focus on research translation and innovation. The Monash Technology Precinct, centred on the Clayton campus, hosted a critical mass of leading research, industry development and commercialisation facilities, including the Australian Synchrotron, the Melbourne Centre for Nanofabrication, Monash Medical Centre, CSIRO, Monash Business Incubator and 27 research platforms encouraging research translation and commercialisation. Monash also deepened strategic relationships with key investors and partners through major ventures that translate its world-leading research—including BioCurate, IP Group, Medical Research Commercialisation Fund and MTTI—and through core initiatives with industry such as Pfizer CTI, J&J Innovation Partnering Office and Woodside Energy.

A key metric for monitoring Enterprise Connectivity, the Australian Research Council's Engagement and Impact Assessment (EI), measured how universities translate their research into economic, environmental, social, cultural and other benefits to encourage greater collaboration with research end-users. The EI 2018-19 awarded Monash the highest score of any Australian university for engagement activity, and the second-highest score in the Group of Eight for approach to impact.

INTERNATIONAL CONNECTIVITY

The University deepened its research presence internationally through offshore Monash campuses and strategic partnerships with other institutions. Monash invested in new and continued joint seed fund collaborations with its strategic international partners under the International Networks of Excellence Grant Scheme, Monash-UC San Diego Seed Fund Program, Monash-Penn State Collaboration Development Fund, and Monash Warwick Alliance joint funding opportunities (Alliance Catalyst Fund and Alliance Accelerator Fund). Fourteen Monash researchers travelled to the US in October to participate in the Joint Collaboration Development Forum with Penn State University (PSU). The forum was an opportunity for PSU and Monash researchers who received seed funding under the 2019-20 round of the Collaboration Development Fund to kick-start their projects and showcase their plans for cross-institutional work.

RESEARCH PERFORMANCE AND ACHIEVEMENTS

Monash University further built on its exceptional record for research excellence through significant advances in global university rankings and research income, as well as other key areas in 2019.

The University improved across all four of the major international rankings:

UNIVERSITY INTERNATIONAL RANKINGS	2019	2018
ShanghaiRanking Academic Ranking of World Universities (ARWU)	73	91
Quacquarelli Symonds (QS) World University Rankings	58	59
Times Higher Education (THE) World University Rankings	75	84
US News and World Report (USNWR) Best Global Universities	59	62

FLAGSHIP RESEARCH INITIATIVES

Monash University's flagship research initiatives in 2019 included:

ASpirin in Reducing Events in the Elderly (ASPREE)

ASPREE was an international, Monash-led clinical trial investigating the health effects of daily low-dose aspirin on more than 19,000 participants in Australia and the US. Published in late 2018, ASPREE was a gold-standard clinical trial of such significance that it continued to create impact throughout 2019, with the American College of Cardiology and American Heart Association jointly updating guidelines in March to recommend against routine low-dose aspirin for primary prevention of cardiovascular disease in healthy elderly adults. ASPREE was subsequently named 'Clinical Trial of the Year' by the Australian Clinical Trial Alliance for its contributions to elderly health worldwide. ASPREE's principal investigator in Australia, Professor John McNeil, received the Alfred Research Alliance award for highest impact factor publications.

Revitalising Informal Settlements and their Environments (RISE) program

The Revitalising Informal Settlements and their Environments (RISE) program achieved remarkable success in 2019 in its mission to transform human, environmental and ecological health in informal settlements across the world. The project has received extremely encouraging support from the Fijian and Indonesian government partners, and the global RISE team has now expanded to 170 across nine countries. With three new partners onboarded—the United Nations Human Settlements Programme, the Australian Department of Foreign Affairs and Trade, and the New Zealand Ministry of Foreign Affairs and Trade—and more than \$9 million in new funding secured this year, RISE will begin designing and building water-sensitive infrastructure with Fijian and Indonesian communities in 2020.

Turner Institute for Brain and Mental Health

Formerly the Monash Institute of Cognitive and Clinical Neurosciences, the Turner Institute for Brain and Mental Health officially launched in July, bringing together researchers, clinicians, industry partners and community groups to improve the lives of millions of people who suffer mental illness worldwide. The first Monash research organisation to be named after an alumnus and benefactor, the institute was established to honour the late Mr David Winston Turner's legacy by transforming how brain and mental health conditions are understood and treated across the human lifespan, advancing research into obsessive compulsive disorder, substance addiction, dementia, depression, ADHD and schizophrenia, among many other conditions.

World Mosquito Program

In August, the World Mosquito Program (WMP) was awarded \$10 million in new funding over five years as one of five winners of Macquarie Group's 50th Anniversary Award. The funding (which followed a \$2.5 million NZ contribution to expand the project into Western Fiji) enabled rapid global scale-up of the WMP's long-lasting method of using Wolbachia bacteria to prevent mosquito-borne diseases such as dengue, Zika, chikungunya and yellow fever. The funding also helped set the foundation for governments to continue to scale the intervention to protect their people from these deadly diseases. The WMP also opened a regional office in Vietnam, with a further office scheduled to open in Panama in 2020. The program is set to expand from 12 countries to 25 countries, protecting more than 100 million people worldwide by 2023.

HIGHLY CITED RESEARCHERS

Seventeen Monash researchers in Australia were recognised as Highly Cited Researchers by Clarivate Analytics. These researchers are among the top 1 per cent of the most highly cited researchers in their field worldwide. Monash achieved equal 5th position globally for the number of highly cited researchers in pharmacology and toxicology.

RESEARCH GRANTS AND FELLOWSHIPS

A breakdown of funding received by Monash under the Australian Research Council (ARC), National Health and Medical Research Council (NHMRC) and Medical Research Future Fund (MRFF) categories follows.

Australian Research Council

A total of \$75 million in Australian Research Council (ARC) funding was awarded. ARC funding included:

- ▶ 13 Future Fellowships—\$11.3 million
- ▶ 2 Australian Laureate Fellowships—\$5.9 million
- ▶ 22 Discovery Early Career Researcher Awards (DECRA)—\$8.9 million
- ▶ 83 Discovery Projects—\$36.4 million
- ▶ 9 Linkage Projects—\$3.9 million
- ▶ 2 ARC Industrial Transformation Training Centres—Cell and Tissue Engineering, \$5 million; and Green Chemistry, \$3.6 million.

National Health and Medical Research Council

2019 was the University's best year to date for National Health and Medical Research Council (NHMRC) funding. In total, Monash was awarded \$148.2 million, a \$42 million improvement on 2018 result, and the highest amount awarded to any university in Australia. NHMRC funding included:

- ▶ 18 Emerging Leadership Investigator Grants—\$15 million
- ▶ 20 Leadership Investigator Grants—\$42.9 million
- ▶ 52 Ideas Grants—\$47 million
- ▶ 5 Clinical Trials and Cohort Studies Grants—\$13.9 million
- ▶ 3 Centres of Research Excellence (Health in Preconception and Pregnancy: Prevention of Maternal Obesity; Women's Health in Reproductive Life; and Better Health Through Better Trials: A National Network to Develop and Implement Innovative Clinical Trials Methodology)—just under \$7.5 million
- ▶ 3 Synergy Grants—\$15 million
- ▶ 2 Boosting Dementia Research Initiative Projects—\$2.6 million
- ▶ 3 Partnership Projects—\$1.8 million
- ▶ 4 Research Fellowships—\$147,000
- ▶ 1 Targeted Calls for Research—\$560,000
- ▶ 1 Equipment Grant—\$700,000.

Medical Research Future Fund

Monash was awarded 35 contracts and grants worth more than \$35 million from the Medical Research Future Fund (MRFF).

INTERNATIONAL RESEARCH FUNDING

The following funding from international organisations was awarded for Monash and Monash-led collaboration projects:

FUNDING \$	FUNDING PROVIDER	RESEARCH
\$7.3 million	F. Hoffmann-La Roche Ltd (Switzerland)	Analysis of real-world long-term effectiveness of ocrelizumab in primary progressive MS disease
\$2.8 million	NZ Ministry of Foreign Affairs and Trade	Water and sanitation infrastructure upgrades to informal settlements in Suva (RISE program)
\$1.8 million	US Department of Defense	Endometriosis susceptibility genes in endometrial stem/progenitor cells
\$1.3 million	US Department of Defense	Resolving and translating communication within the prostate cancer microenvironment

Monash also engaged in a high number of other collaboration projects that secured international funding. The most prominent included the following:

FUNDING \$	FUNDING PROVIDER	RESEARCH
\$13.8 million	National Institutes of Health (NIH US)	ASpirin in Reducing Events in the Elderly Extension (ASPRE-XT)
\$7.2 million	Wellcome Trust	A strategic vision to drive the control of enteric fever through vaccination
\$2 million	British Heart Foundation Glasgow Cardiovascular Research Centre	Assembly and Function of the Engines of Coagulation: The Prothrombinase and Intrinsic Xase Complexes
\$2 million	National Institutes of Health (NIH US)	Advancing innovative therapies against pandrug-resistant Gram-negative superbugs
\$1.8 million	Riksbankens Jubileumsfond, the Swedish Foundation for Humanities and Social Sciences	Mixed methods for analysing what political parties promise to voters during election campaigns
\$1.5 million	Human Frontiers Science Program	The repeatability of the genetic mechanisms underlying behavioural evolution

PHILANTHROPIC RESEARCH FUNDING

Monash raised \$71.4 million in philanthropic funding to support research in 2019. Significant funding included:

- ▶ \$10 million from the Macquarie Group Foundation to further develop and expand the World Mosquito Program. The funding will assist in accelerating the program to reach its goal of protecting 100 million people by 2023.
- ▶ \$5 million from Financial Markets Foundation for Children to establish an endowment fund supporting a new Chair in Neonatal Paediatrics. The professorship will work to translate research on premature births into actual treatments.
- ▶ \$3 million from Rebecca Gorman and John Sevier to support ClimateWorks' Australia Land Use Futures: Pathways to a Sustainable Food and Land Use System Program. This program aims to address farming and agriculture to create healthier landscapes, a rapid transition to net zero emissions, and more resilient regional communities.

GRADUATE RESEARCH

In total, 5145 students enrolled in graduate research at Monash, a 4.8 per cent increase on load from the previous year, and representing the largest higher degree by research (HDR) load of any university in Australia. Graduate research students came from 106 countries, and international students at all campuses and locations represented 47 per cent of the University's HDR cohort.

Considerable work was undertaken across Monash to support graduate research in 2019. The Monash Doctoral Program was subject to continual review and renewal by a subcommittee of the Graduate Research Committee to maintain quality according to the needs of each discipline. The Research portfolio worked with faculties to better define quality indicators of supervision, benchmarking Monash supervision policies and framework against other universities, and identifying opportunities to better align these to sector standards. New supervisor training modules based on these outcomes were being developed for 2020.

International programs

Monash also continued to build opportunities for graduate research students to deepen their international experience. Improvements in the promotion and positioning of inter-campus travel grants saw considerable growth in grant applications for inter-campus mobility. Overall, more than 1100 study-away applications were approved for HDR students throughout the year, including more than 400 applications to attend conferences overseas.

The strengthening of international joint award programs and networks generated further opportunities for graduate research students. In 2019, there were more than 115 completed graduates and a well-developed alumni network through the Indian Institute of Technology Bombay (IITB)-Monash joint award program, now in its 12th year. International partnerships based on this model also progressed with institutions in Germany, the UK, Canada, and China. Of particular significance were the International Research Training Groups (IRTGs) with Justus Liebig University Giessen and Bayreuth, supported by funding from the Deutsche Forschungsgemeinschaft (German Research Foundation), expanding the international PhD cohort and diversifying funding for Monash PhDs.

Graduate Research Industry Partnerships and industry training

Graduate Research Industry Partnership (GRIP) doctoral programs remained integral to facilitating Monash HDR engagement with industry and enhancing employment opportunities for graduate researchers. Four new GRIP programs were introduced in 2019, bringing the total number offered to 10. More than 80 industry partners engaged in the programs, contributing resources, placements and mentorship to participating graduate research students. With the first generation of GRIPs entering their cohort completion phase, interest from industry partners resulted in some commencing a second-generation program. A review of the GRIP business model began to explore opportunities to improve industry and student engagement and funding.

Other models for graduate research engagement also emerged. The Faculty of Pharmacy and Pharmaceutical Sciences secured an ARC Industry Transformation Training Centre (ITTC) grant, creating more opportunities for graduate research students to engage and connect with industry partners and develop career-ready skills. Monash also worked with APR Intern to simplify the administration of, and maximise internship opportunities for, graduate research students, and to promote those benefits to supervisors.

INFRASTRUCTURE

The Monash Technology Research Platforms were instrumental to NHMRC and ARC funding performance, and crucial to the success of key initiatives in 2019. These included the Woodside partnership, the ARC Industry Transformation Training Centre for Fragment Based Drug Design, and the Monash Technology Transformation Institute.

A summary of key outcomes follows:

- ▶ The Protein Production Unit was closed following a review of capabilities across the Monash Technology Precinct. The decision was made after CSIRO was awarded funding (with Monash support) under the Science and Industry Endowment Fund (SIEF) to upgrade its Recombinant Protein Facility. The Recombinant Protein Facility will provide Monash researchers access to research-grade and cGMP protein production capabilities, and offer a significant efficiency gain by reducing duplication of capability between the University and CSIRO.
- ▶ Microscopy Australia selected the Monash Centre for Electron Microscopy (MCEM) and the Monash Ramaciotti Electron Microscopy Facility to host the first Victorian node of Microscopy Australia. Microscopy Australia is funded through the National Collaborative Research Infrastructure Strategy, and selection of MCEM and the Monash Ramaciotti Electron Microscopy Facility recognises the exceptional regard for both platforms within the national research community.
- ▶ Monash University was awarded \$3.9 million funding under the ARC Linkage Infrastructure, Equipment and Facilities (LIEF) scheme to expand research capabilities in the areas of materials nanocharacterisation, next-generation electron microscope detector, nanofabrication, isotopic analysis, and HPC support for the Australian climate research community.
- ▶ The Drone Discovery Platform offers the opportunity for researchers, government and industry partners to access drones fitted with advanced sensing technologies. The platform will develop innovative data-handling pipelines incorporating smart analytics to accelerate the translation of data collected by drone sensors.
- ▶ Monash eResearch Centre received \$4.3 million in Australian Research Data Commons (ARDC) funding to lead three projects to develop scalable data environments to support industry and the research community in machine learning, drone analytics and the characterisation virtual laboratory. The funding will also provide infrastructure to support the research cloud capability, ensuring researchers can store, access and analyse data rapidly.

Education

Monash is transforming its educational offering to enhance our students' and graduates' ability to thrive and lead in uncertain times. Monash aspires to provide an exceptional student experience, and has set an ambitious vision for reform and revitalisation of our education offering. Our set of integrated initiatives aims to effect widespread structural change in learning and teaching to facilitate the delivery of education of outstanding quality at scale, which will position our graduates to be the leaders of the future. The Focus Education Agenda, launched in 2018, determines how we will continue to achieve these aims.

EXCELLENCE

Teaching and learning, and student success

In 2019, Monash University's eAssessment project, in its second year, expanded across all faculties in Australia and Malaysia. A total of 90,952 eAssessments, a majority of which were previously paper-based examinations, took place in 2019. Physical infrastructure, software platform capabilities, workflows and monitoring were developed and refined to support the growth in demand for eAssessment, and improve the student and academic experience.

A University-wide marking management online platform was introduced in 2019 to enable academic staff to finalise and submit individual student results electronically within the learning management system. The platform facilitates increased transparency and timeliness of results for students throughout the semester; integrates seamlessly with eAssessments; gives students greater clarity about their performance; and provides a single place for academic staff to manage assessments, record results and finalise grades in a reliable and consistent manner. Results for 624 units were finalised electronically in semester 2, 2019.

Educational designers across the University are working to implement innovative and effective solutions to improve the quality of the student experience; increase student retention rates; enhance graduate employability skills; and support teaching staff to deliver innovative learning and teaching solutions.

Since commencing in 2017, Monash's Learning Transformation program has introduced highly interactive pedagogies for more than 15,000 students, working with staff across all campuses. A collaboration with the University of Queensland for co-development of first-year units in business and science took place in 2019.

Graduate outcomes

In the context of a rapidly changing labour market, Monash has committed to enhancing students' employability skills through curriculum design and extracurricular activities, and raising student awareness regarding employment and employability through careers education, including the importance of fostering strong professional networks. Preliminary work has commenced to develop a University-wide employability strategy, which will be finalised in 2020.

In August 2019, the University's Future Work, Future Leaders initiative—a collaboration between faculties, central units, student clubs and external industry partners—culminated in a week of co-curricular and engagement activities. More than 2000 students, staff, alumni and industry partners attended events designed to develop employability skills, provide industry networking opportunities, and increase students' awareness of their own future in a rapidly changing workplace. A highlight of the week was an industry networking evening attended by 110 industry partners.

Development of our educators

Monash University's established educator development and recognition programs continued to demonstrate impact in 2019. The Monash Education Academy (MEA) delivered 31 modules over the year. There was a 14 per cent increase in registrations, and an 11 per cent increase in completions across the modules in 2019 compared to 2018, as well as high ratings from participants.

The MEA has continued to host a range of initiatives and major events focused on inspiring and recognising teaching excellence and educational leadership. The MEA has engaged all faculties to examine how they develop and assess students' critical thinking and creativity. This work contributes to a global project examining this topic across higher education institutions worldwide.

To support teaching quality, the MEA has enhanced its Education Performance Standards and introduced a Peer Review of Teaching program across the University. In 2019, two Monash educators were recognised with the highly prestigious Teaching Excellence Award at the Australian Awards for University Teaching.

Spaces and technology

In 2019, we entered the next stage in our transformative program of learning space development, focused on empowering a range of dynamic and interactive learning styles to increase student engagement. At the Clayton campus, our Woodside Building for Technology and Design is now in its final development stages, scheduled for use from semester 1, 2020. The 1400-seat Biomedical Learning and Teaching Building was inaugurated in 2019, providing regular scheduled teaching for nearly 5000 students. In addition, teaching commenced in a 90-seat collaborative learning space at the Malaysia campus. These new collaborative spaces contribute substantially to Monash's internationally-recognised facilities for education, and have enabled significant gains in student attendance and engagement to be realised across our faculties.

The MoVE platform, launched as a pilot in 2019, now complements physical PC labs by providing any-time, any-location, any-device access to a suite of 144 specialist industry-standard software applications. MoVE is available to all students in Australia, and during 2019 was piloted at the Malaysia campus.

Monash's LIVE platform, which allows students to participate remotely in lectures in real time, was extended to 19 venues across the Caulfield and Clayton campuses in 2019. Substantial upgrades to AV facilities and user support were delivered during the year, and a team of 'student champions' provided academic staff and students with a first point of contact within lecture venues.

ENTERPRISING

Online education

Monash continues to offer five graduate courses through our partnership with Pearson: the Graduate Diploma of Psychology, Graduate Diploma in Psychology (Advanced), Master of Health Administration, Master of Public Health, and Graduate Diploma of Data Science. Enrolments in these courses have increased 11 per cent year-on-year to 2700 in 2019.

This year, 130,000 learners have joined Monash Massive Open Online Courses (MOOCs) on the FutureLearn platform. Twenty-one courses were offered on FutureLearn in 2019, including two new healthcare courses: Polycystic Ovary Syndrome (PCOS): An Evidence-Based Approach; and Implementing Innovation in Healthcare (with Warwick University). Three of our courses featured on the 2019 Class Central list of the Top 100 Open Online Courses (our two mindfulness courses, and Food as Medicine).

Through a partnership with US-based Trilogy Higher Education Services, Monash introduced 24-week coding boot-camp courses at the Caulfield campus in June. These are intensive, small-group classes, with intakes every three months. Forty students are currently enrolled in the program.

Professional and Continuing Education (PACE)

Monash is committed to supporting and promoting professional development courses. In 2019, Professional and Continuing Education (PACE) was established to enable a University-wide approach to professional and continuing education at Monash University. This will include continuing professional development, short courses, executive education and micro-credentials. The University continues to work to coordinate the development, implementation, promotion and evaluation of PACE offerings to better service the needs of the professions and communities we serve, through direct course delivery via fully online, blended (online and face-to-face) and immersive programs, many in collaboration with prestigious national and international partners.

First established in 1993 by the Myer Foundation, the Cranlana program was created to promote informed discussion about responsible, ethical leadership. In 2019, the Cranlana Centre for Ethical Leadership partnered with Monash to reach a wider cohort of current and future leaders across the nation to deepen its contribution to building better, more ethically driven leadership. In addition, in June 2019 the McKinnon Institute for Political Leadership was established through a partnership between Monash University and the Susan McKinnon Foundation, to widen the pool of talented people who would consider a career in politics, and build the capability, effectiveness and perceived legitimacy of our political leaders.

Centre for Undergraduate Research Initiatives and Excellence (CURIE)

The Centre for Undergraduate Research Initiatives and Excellence (CURIE) offers a series of pathways for undergraduate students to undertake interdisciplinary, international and collaborative research, and to build their capacity for leadership. CURIE helps students develop transferable skills that are portable and relevant across a diverse range of current and future professional pathways. Since its launch in March 2017, more than 4500 students have been involved in the centre's initiatives. CURIE is also developing partnerships with international institutions, including Pennsylvania State University, the University of British Columbia, and Vrije Universiteit Brussel.

INCLUSIVE

Diversity and inclusion

Monash University is committed to fostering an inclusive culture and community, and to becoming a destination of choice for staff and students from diverse backgrounds. In 2019, the University continued to implement the University-wide Diversity and Inclusion Framework to provide a consolidated approach to inclusion. Monash's commitment to diversity and inclusion is evident in the growth of a number of programs and initiatives supporting students who have experienced educational disadvantage. In 2019, the University piloted a coordinated approach to peer mentoring in five faculties: Arts and Law in semester 1, and MADA, IT and Science in semester 2. The program supports students' transition to university, and introduces them to the rich experiences the University has to offer (such as Study Abroad, work-integrated learning and internships). This program will be rolled out to all faculties next year.

Peer-assisted study

Monash has continued to run Peer Assisted Study Sessions (PASS) with considerable success in 2019. PASS is an academic mentoring program to support students in difficult units through weekly, guided study groups led by student leaders with strong academic records who have successfully completed the units. In 2019, 71 PASS leaders facilitated up to 123 study sessions per week, across up to 27 units per semester. Analysis undertaken by Monash showed that students who participated in at least five PASS sessions received higher marks compared to those who didn't participate. In addition, students from low-SES backgrounds see a greater improvement in their academic performance than high-SES students, which suggests that PASS plays an important role in bridging the gap in academic performance, and social and cultural capital, between low-SES and high-SES students.

Global engagement

In 2019, Monash University continued to strengthen its international engagement in education and research.

Key achievements and activities included:

CHINA

Monash Suzhou

Monash Suzhou comprises the Southeast University (SEU)-Monash University Joint Graduate School (JGS) and Joint Research Institute (JRI). In 2019, the JGS enrolled 383 students and graduated 176 students through its double master's programs in engineering, information technology, arts, architecture and design, and business. JGS also graduated its first two Monash-SEU joint PhD students.

JRI's five centres in the areas of future cities, energy and environment, advanced materials and manufacturing, advanced computation in science and engineering, and life and health sciences, continued to conduct multidisciplinary research projects through collaboration between researchers from Monash and SEU.

Two new master's programs were introduced this year at JGS. Joint Science Citation Index (a measure of publication impact) collected publications increased from 71 in 2018 to 81 in 2019. This year, Monash and SEU also successfully organised the inaugural China-Australia High-end Forum of Research Innovation and Commercialisation in Suzhou.

INDIA

Indian Institute of Technology Bombay-Monash Research Academy

Established in 2008, the Indian Institute of Technology Bombay (IITB)-Monash Research Academy trains PhD research students supervised by professors from IITB and Monash, with students typically spending three years at IITB and one year at Monash. In 2019, 182 students were enrolled in the PhD program, and graduates of the program totalled 118. Sixteen PhD students commenced and 23 graduated in 2019. The reciprocal PhD program, in which Monash-based students spend three years at Monash (in Australia) and one year at IITB, was introduced last year, and during 2019 had seven students enrolled.

Other

Monash signed its first articulation agreement in India for the Faculty of Engineering with Vellore Institute of Technology, a top 10-ranked engineering institute in India. Monash Art, Design and Architecture signed its first memorandum of understanding (MOU) with the National Institute of Design (NID) in Ahmedabad, India, to undertake joint projects and joint workshops. NID is the leading design institute in India, and has been declared an 'Institution of National Importance' by the Indian parliament under the *National Institute of Design Act 2014*.

INDONESIA

Australia-Indonesia Centre

The Australia-Indonesia Centre (AIC) launched the Partnership of Australia-Indonesia Research (PAIR), a four-year research program funded by the Department of Foreign Affairs and Trade. In partnership with University of Melbourne, University of Queensland, University of Western Australia and seven leading Indonesian universities, researchers from both countries deliver interdisciplinary, demand-driven, placed-based research in South Sulawesi. AIC established public sector partnerships that included the governments of West Java and South Sulawesi, and the Ministry of Transport.

ReelOzInd, AIC's short film festival and competition supported by Creative Victoria, attracted submissions from 221 filmmakers. AIC launched digital platforms Digital Economy, SkillsFutures and Australia-Indonesia.com to promote contemporary understanding of Indonesia. As part of the inaugural SkillsFutures report, commissioned by the Australian Department of Education and Training, the centre launched 'Stronger Education Partnerships: Opportunities for Australian education and training providers in Indonesia'.

Monash Indonesia Representative Office

The Monash Indonesia Representative Office (MIRO) helps Monash align its collaboration activities with contemporary Indonesian needs. The office continued to work with government and industry in transport infrastructure, and 2019 saw increased joint activities in public governance and digital economy through funded short-course programs and visiting academic delegations. MIRO continued to provide ongoing support for institutional initiatives such as international study opportunities, Monash Doctoral Day (a platform to engage with prospective PhD students), intern hosting, and developing specific schedules for faculties. Funded short-course programs and research consultancies, along with an increase in sponsored market share, were achieved in 2019.

Monash Herb Feith Indonesian Engagement Centre

The Australian Embassy in Jakarta partnered with Monash in the Indonesian launch of the Monash Herb Feith Indonesian Engagement Centre in January 2019. The centre hosted an ongoing series of seminars and dialogues at Monash, providing a public forum on contemporary topics of special interest and current affairs in Indonesia. In October, the centre hosted its inaugural conference, 'Chinese Indonesians: Identities and Histories', which involved more than 100 participants from seven countries, with 50-plus papers presented. In November, Monash's President and Vice-Chancellor, Professor Margaret Gardner AO, opened an event in Jakarta on 'Women in Leadership', with the Indonesian Minister of Finance as the keynote speaker.

MALAYSIA

Monash University Malaysia

Monash University Malaysia (MUM) had its strongest performance in student enrolments in 2019. Total student enrolments reached 9003, the highest student numbers for MUM since it was established. International students comprised 26.5 per cent of total enrolments. MUM achieved a five-star Malaysia Research Assessment (MyRA) rating, which placed it among the top 10 institutions in Malaysia. The Hon Dan Tehan MP, Australian Minister for Education, visited MUM as part of his trip to Malaysia in November 2019.

EUROPE

Monash University Prato Centre, Italy

Established in 2001, the Prato Centre is a study destination for Monash students, and a platform to develop links with Europe through research and industry collaboration.

Seven of Monash's 10 faculties taught (mostly undergraduate) academic programs at the centre: Art, Design and Architecture; Arts; Business and Economics; Education; Information Technology; Law; and Science. A total of 759 Monash students studied in Prato, representing about one-fifth of Monash's total outbound student coursework mobility from Australia.

The centre hosted 42 international conferences and research meetings, attended by about 2000 delegates. These vehicles ensure Monash is connected to major research networks, particularly those based in Europe. For example, the Monash Department of Chemical Engineering organised the 'Challenges in Multiphase Flows' school and workshop, together with the Max Planck Institute for Polymer Research (Germany), the Centre Européen de Calcul Atomique et Moléculaire (CECAM) and the Ecole Polytechnique Fédérale de Lausanne, Switzerland. A Monash postdoctoral fellow began a two-year research project in migration and social inclusion studies in Prato.

Links established through the centre with Italian multinational energy company Enel Group led to a visit to Monash's Clayton campus by Enel representatives, and subsequent planning for collaboration in research and education initiatives in Victoria, which will be focused initially on Enel's solar farm near Cohuna.

The centre also hosted school tours, professional education courses and a visual residency program, and renewed its targeted student scholarship offerings.

Alliance with University of Warwick, UK

The Monash Warwick Alliance continued to operate in 2019. The 1000th student participated in the student exchange program between Warwick and Monash since the alliance started in 2012. The alliance's International Conference of Undergraduate Research (ICUR) took place for the seventh year, with more than 300 students presenting. The alliance successfully piloted a leadership program focused on widening participation for underrepresented student groups, as well as a virtual internships program. For the fourth consecutive year, more than 100 co-authored research journal papers were produced by Monash and Warwick. Researchers and jointly-appointed professors from both universities continued to secure domestic and international research grants from sources, including the UK Economic and Social Research Council (ESRC), Australian Research Council (ARC), National Health and Medical Research Council (NHMRC), and UK Biotechnology and Biological Sciences Research Council (BBSRC).

Other

Among its many collaborations across Europe, collaboration between Monash and King's College London continued to strengthen in 2019. In September, an inaugural workshop brought together 26 researchers to discuss cardiovascular and healthy ageing research projects. Five projects have been confirmed under the collaboration.

MIDDLE EAST

Monash continued to contribute to the Middle East region's capacity-building through education and training, research collaboration and consultancy contracts. Projects for 2019 saw the University continue its work with the United Arab Emirates to draft the UAE National Health Research Strategy. Monash continued to develop strong relationships with key sponsors in the region.

Israel

Monash continued to develop its education and research partnerships in Israel, particularly with Tel Aviv University through a joint award scheme running in its sixth year. Collaboration with Ben-Gurion University also continued to combine expertise in studies of dryland systems.

AFRICA

Monash South Africa

Ownership of the Monash South Africa (MSA) campus was transferred to the Independent Institute of Education (IIE) South Africa, a subsidiary of the ADvTech group, during 2019, following the completion of regulatory approvals. The campus has been fully rebranded as IIE MSA. Under a transition plan agreed with IIE, students are being supported to complete the degree course they enrolled in, with transition arrangements concluding in 2022.

NORTH AMERICA

Research relationships with the US continued to grow, particularly with Pennsylvania State University (Penn State), the University of California San Diego (UCSD) and the University of British Columbia (UBC). More than 20 formal projects have been launched under these collaborations. The US accounts for more than half of total Monash international research income (A\$46 million).

LATIN AMERICA

The Monash-based Australian Regenerative Medicine Institute (ARMI) continued its involvement in the Australia, Brazil and Chile (ABC) network, which facilitates collaborative projects in regenerative medicine and developmental biology across the three countries. Monash participated in the third annual ABC Symposia in Brazil, involving more than 150 researchers.

GLOBAL

International student mobility

Monash enabled 3832 coursework students to undertake an international outbound mobility program from Australia, and welcomed 1381 students from partner institutions on non-award programs to Monash campuses, including Malaysia. Monash was the single-largest institutional recipient of 2020 New Colombo Plan funding nationally. The University received A\$4.1 million towards its global mobility program to fund 1020 students for study between 2020 and 2023. This included A\$2.1 million towards the Monash Global Immersion Guarantee (GIG) program, which provides global mobility at scale, and enables every Bachelor of Arts and Bachelor of Global Studies student (including double degree students) to undertake a fully-funded, short-term study program with the opportunity to study in either China, Indonesia, Italy, India or Malaysia. Monash expanded its exchange partnership network to include locations in Ireland, Scotland and Wales.

International research

Based on figures reported during 2019, Monash was the largest exporter of research services in the Group of Eight, securing A\$90 million in 2018 (Higher Education Research Data Collection Category 3 international income). Monash academics contributed to 5648 international co-publications in 2018 (the last full year of data available at the time of production), up from 4905 in the previous year. Of these, the top three countries for collaboration were the US (1718 co-publications), UK (1465) and China (1124).

ENTERPRISE

In 2019, the Enterprise portfolio focused on establishing a more aligned and deliberate approach to enterprising activity across the University by working to ensure the right resources, policies, decision-making systems and operations are in place to activate mutually beneficial partnerships with industry, government and other organisations that enable innovation at scale and deliver impact.

To initiate the establishment of a deliberate pan-disciplinary approach to enterprise at Monash University, initiatives across two key themes were launched in 2019:

1. Understanding and building to scale

A Major Opportunities Group was formed, bringing together a multidisciplinary team of University-wide experts to nurture and bring efficiencies to the initiation and design of long-term innovation partnerships that have the potential to deliver significant impact.

The Major Opportunities Framework was developed to help academics and professionals across the University design for innovation at scale by referring to a stepped pursuit process in relation to major partnership opportunities, with tools and systems to support.

2. Building enterprising capability and an entrepreneurial mindset

A series of business development training programs launched in 2019 to build the capability of the professional workforce towards the achievement of major research and education initiatives.

With Enterprise efforts focused on insight generation, targeted conversion support and brokering connections to activate mutually beneficial partnerships to enable innovation at scale and deliver impact, enterprising achievements across 2019 included (but were not limited to):

MAJOR PARTNERSHIPS

Monash Technology Transformation Institute

The Monash Technology Transformation Institute (MTTI) officially launched in May 2019, and is a major research and development initiative established through a partnership between Monash University, the Shenzhen Government, the Pingshan District Government and two commercial Chinese companies. Based in Pingshan District, Shenzhen, it's the largest commercialisation partnership negotiated between an Australian university and China, with A\$100 million in funding to be received over 10 years.

MTTI outcomes will include commercialisation of new products that aid improved human and animal health and wellbeing, to meet the growing demand for advanced technologies in medical practice and medical devices in China and globally.

Three IP projects were accepted into MTTI in 2019 (two therapeutic, one medical device).

Siemens

Monash University and Siemens entered into an education and industry partnership to co-deliver micro-credentials in new health technologies, with delivery commencing in March 2020.

Institute of Safety Compensation and Recovery Research

Monash University and WorkSafe entered into a \$12 million five-year agreement with the Institute of Safety Compensation and Recovery Research (ISCRR), partnering on a national research agenda into compensation health and system design.

New research is underway across cumulative trauma, occupational health and safety inspectorate, and the gig economy. Impact from the recent research is already evident, including learnings on bitumen contents and fumes, with insights being adopted by the State Government to minimise potential health risks associated with bitumen use.

MONASH INNOVATION, COMMERCIALISATION AND NEW VENTURES

Continuing its history of strong deal flow, Monash Innovation processed 122 invention disclosures, leading to 55 new provisional patent applications. Twenty-six commercialisation deals were completed, with four more likely to be secured by year-end. Representative examples include:

Spinout companies

- ▶ **Amaero:** A Monash spinout that listed on the Australian Stock Exchange in December 2019. Established in 2013, Amaero has built a global reputation as a leading service provider specialising in the high-growth metals additive manufacturing sector for the defence, aerospace and automotive sectors.
- ▶ **Wolf BioTherapeutics:** With IP funded by the Medical Research Commercialisation Fund (MRCF), Wolf is developing novel biologics to treat autoimmune diseases such as lupus. Significant progress has led to continued investment by MRCF.
- ▶ **Cincera Therapeutics:** Cincera is developing drugs to treat inflammatory and fibrotic conditions associated with metabolic diseases. MRCF has continued to invest.
- ▶ **Mogrify:** Spun out in 2016 to develop a novel cell conversion technology, Mogrify has advanced to a Series A, raising US\$16 million.
- ▶ **Ariya:** A spinout based in Boston, with Monash IP and other assets through the investor Puretech. Puretech continues to invest and develop its drug platform candidates, some of which were licensed to a large pharmaceutical company.
- ▶ **Two spinout companies were created with the IP Group (IPG), and a term sheet for a third spinout agreed:** IPG has partnered with Group of Eight universities and the University of Auckland to invest in early-stage technologies.
- ▶ **Inosi Therapeutics:** Incorporated in 2018 and launched in early 2019, Inosi is developing drugs for fibrosis, a collection of conditions associated with chronic diseases causing organ scarring and organ failure. The deal was syndicated with BioCurate as co-investor, providing funding and expertise to translate the research into much-needed new treatments.
- ▶ **Additive Assurance:** Launched in early 2019, offering a novel quality assurance process for additive manufacturing. Trials have commenced with aerospace, defence and energy companies.

Other commercial deals

- ▶ **BioCurate:** A partnership between Monash University and the University of Melbourne, and supported by the Victorian Government, founded to develop therapeutics for a range of indications. Monash has secured four new licences for viral infections, fibrosis, cancer and infectious diseases, with three more expected to be signed by year-end. Ongoing research will develop these projects to the point of commercialisation with an external partner.
- ▶ **QPex Biopharma:** An exclusive licence to this US biopharmaceutical company of novel polymyxin antibiotics designed to address highly resistant infections. Supported by funding from the National Institute of Allergy and Infectious Diseases, the new drug candidate is being progressed to clinical trials. Chinese rights were licensed to Bii Biosciences.
- ▶ **Monash University's low-FODMAP Diet app:** Remained the No.1 medical app, used by more than 400,000 people globally to manage irritable bowel syndrome (IBS). With sales exceeding \$5 million, it's expanding internationally, and has established a food certification scheme. It's been listed in the American College of Gastroenterology Clinical Practice Guidelines for IBS treatment.
- ▶ **EnergyX:** A collaboration with the University of Austin, Texas, and supported by an ARC grant, resulted in an exclusive licence for a biological ion channel with potential in realising various cellular functions.
- ▶ **Procter & Gamble:** Assignment of a method for recycling a specialist polymer.
- ▶ **Cochlear:** An early-stage licence deal for development of a drug for hearing loss.
- ▶ For the third consecutive year, Monash University was the only Australian university to present at BioInvest in San Francisco. Regenasome, a new exosome-based treatment for lung disease, was presented.

Other representations during the year were made at AusBiotech, BioEurope and Bio 2019.

The Generator

The Generator is the central startup and entrepreneurship hub at Monash University, focused on stimulating an entrepreneurial culture and supporting early-stage startups to launch and grow. In 2019, The Generator delivered 55-plus events and workshops across Monash campuses, and had more than 6000 students, staff, researchers and alumni engage with the growing Monash startup community. They supported 150-plus early-stage founders to launch ideas, and accelerated nine startups with access to seed funding, mentors and investors.

MONASH TECHNOLOGY PRECINCT

COMAC partnership

After several years of successful collaboration between the Monash Centre for Additive Manufacturing (MCAM) and the Chinese Commercial Aircraft Corporation (COMAC), in 2019 the relationship expanded to participation in the COMAC 2019 Science Week in Shanghai. Fifteen academics from the Monash Engineering and Information Technology faculties were invited to present and participate in a broad range of advanced manufacturing technology workshops.

Key event outcomes included the formalisation of three memorandums of understanding, covering Monash University's collaboration with COMAC for individual research projects, and an agreement to develop an Intelligent Manufacturing Joint Research Centre in the Monash Technology Precinct.

Suburban Rail Loop— Monash station

The Premier of Victoria, the Hon Daniel Andrews MP, visited the Monash Clayton campus to publicly confirm the preferred stage one route for the Suburban Rail Loop.

The station, if located in a preferable location, will provide a further boost to the ongoing development of the Monash Technology Precinct. The design and delivery of the project will be led by the Suburban Rail Loop Authority (SRLA), which is working closely with Monash University as part of the design and planning of the Monash station.

The Victorian Heart Hospital

The Victorian Heart Hospital (VHH) on the Clayton campus, a partnership between Monash University, Monash Health and the Victorian state government, is expected to open in 2022.

To leverage the establishment of the VHH, the Victorian Government and Monash University have developed an investment attraction strategy to facilitate inward investment and co-location of industry partners into the Monash Technology Precinct.

GOVERNMENT RELATIONS

The Government Relations team supports the University to partner with the local, state and national governments to shape policy, drive investment and maximise the impact of our education and research.

The team hosted more than 130 meetings (up 38 per cent from 2018) with MPs, many on our campuses. The visits and engagement included the Treasurer of Australia, the Hon Josh Frydenberg MP; Premier of Victoria, the Hon Daniel Andrews MP; the Minister for Education, the Hon Dan Tehan MP; the Minister for Health, the Hon Greg Hunt MP; the Shadow Minister for Education and Training, the Hon Tanya Plibersek MP; and the then leader of the Opposition, the Hon Bill Shorten MP.

Report of the President, Academic Board

INTRODUCTION

The Australian tertiary education sector has become increasingly diverse, and Monash University's Academic Board has kept pace with this change in order to effectively discharge its statutory responsibility to Council for the maintenance of high standards in education and research.

A significant proportion of the Board's activity during 2019 centred on the renewal of the University's registration as a higher education provider submitted to TEQSA in November 2019.

As foreshadowed by last year's annual report, the Board continued to focus on the 'Closing the Loop' agenda. A feature for the year was the improvement of analysis of data presented to the Board, and the monitoring of action items brought to the Board. In connection with this, the inaugural Academic Board 'Closing the Loop' Conference engaged with colleagues beyond the usual Board membership, including professional and academic staff, and students. The conference discussed perspectives on academic governance at Monash University. It included an introduction to Council responsibilities; a panel discussion involving colleagues from Monash Malaysia; presentations on the University's TEQSA responsibilities and renewal of registration; and a substantial Q&A.

It is necessary to ensure that the Board's standing committees – on which the Board relies to discharge a range of functions and provide appropriate academic quality assurance – are structured to be fit for purpose. In addition to receiving regular reports and items requiring action from its standing committees, Academic Board approved the creation of a single Education Committee. The Education Committee replaced the Learning and Teaching Committee and Coursework Admissions and Programs Committee, removing the overlap across both committees. Concurrent with this, a review of terms of reference and membership of the standing committees was undertaken to align common elements.

During 2019, Academic Board approved a range of initiatives designed to facilitate achievement of the University's academic strategies. This included the development of a quality dashboard of University data by University Planning and Statistics and Business Intelligence. The dashboard captures data at a faculty and departmental level on retention, progression and completion, as well as Student Evaluation of Teaching and Units data that can be interrogated by the Board, its standing committees, faculties and departments.

To further serve the needs of Indigenous people and communities, Academic Board endorsed the William Cooper Institute, an initiative spearheaded by the Pro-Vice Chancellor (Indigenous). The Institute will be responsible for coordinating the implementation of the Monash Aboriginal and Torres Strait Islander Framework: 2019-2030, and will serve to enhance the profile and coordination of Monash's Indigenous activities and units, and be a focal point for external engagement.

The Board also received the report on the promotion outcomes for the 2018 academic promotion round and changes proposed for the 2019 process.

The Board continues to value the contribution of its cohort of student members, which forms the basis for much interesting discussion. During 2019, Academic Board accepted a variety of matters submitted by its student members, including contributions to education policy and peer-to-peer mentoring for committee members.

ACADEMIC STRUCTURE

During the reporting year, Academic Board considered and endorsed the establishment of significant academic organisational units for approval by the Vice-Chancellor:

- ▶ Monash Centre for Membrane Innovation within the Department of Chemical Engineering in the Faculty of Engineering will further Monash's contribution to energy reduction and address the sustainability of oil, food and water. The Monash Centre for Membrane Innovation will promote interdisciplinary collaboration, and strengthen global engagement in this space.
- ▶ Monash Data Futures (a University-wide institute) is an interdisciplinary offering of AI (artificial intelligence) and data science that will bring people together across disciplines via cross-faculty collaboration in this space. The breadth of analysing data across disciplines at Monash is considerable, and the scale of Monash studies in AI has brought about new tools and technologies to provide a distinctive offering.
- ▶ Monash Blockchain Technology Centre will bring together world-leading expertise from across the University to explore and develop the technology of blockchain, and create impact to different industrial and societal sectors.
- ▶ The Monash Gender and Family Violence Centre is uniquely positioned to be a world leader in research on gender and the prevention of family violence, and have a major impact on the transformation of policy and practice.
- ▶ The Department of Psychiatry within Central Clinical School and for Monash Alfred Psychiatry Centre (MAPrc) to be renamed as such, to better reflect the core business and course offerings of the department to industry, partners and students.
- ▶ The Centre to Impact Antimicrobial Resistance ('Impact AMR'), aimed to forge solutions to achieve AMR minimisation and reversal - an important topic for Australia.
- ▶ The William Cooper Institute, as previously mentioned.

At year's end, Academic Board approved the creation of departments in the Faculty of Information Technology. This was motivated by unprecedented growth in IT student numbers over the past three to five years.

ACADEMIC STANDARDS AND QUALITY

During the reporting year, Academic Board considered a range of significant developments relevant to its focus on academic standards and quality. Key examples are listed below:

- ▶ Monash has a comprehensive and cohesive approach to retention and, as such, Academic Board approved the Monash Student Retention Strategy. The strategy brings together initiatives with three broad aims: (1) better utilise data and predictive analytics to allow for timely and relevant interventions; (2) strengthen students' sense of belonging, starting at orientation and continuing throughout their learning journey; and (3) better understand the discontinuation experience, including providing students with an alternative to discontinuing.
- ▶ The University is active in supporting students in the development of their English language skills, and is determined to uphold quality consistent with regulatory principles. The Board will continue to track performance of initiatives and monitor student cohorts. For example, the Board and its standing committees discussed in depth the performance of students from English pathway programs offered at Monash College.

Previous annual reports have referred to the range of mechanisms available to the Board to assist its oversight of academic quality at Monash. In 2019, Academic Board initiated a process to improve the recording and interrogating of data from faculty discipline panels together with written reports that would help to contextualise decisions made by faculties. The Board continued to receive annual summaries and analyses of appeals received by the Exclusion Appeals Panel and faculty academic progress committees, and the annual report of student grievances. These are important tools that assist the Board to understand the patterns in academic issues and in developing appropriate responsive interventions to these issues.

ACADEMIC PROGRAM DEVELOPMENT AND REVIEW

Academic Board continued to focus on a more detailed appreciation of coursework proposals that come to the Board, notably program development and review (coursework proposals for approval), the extension of accreditation period without review, and amendments to graduate research degrees. The Board considered proposals relating to coursework courses, including:

- ▶ the development and accreditation of the new Master of Indigenous Business Leadership; an innovative course designed to enable Indigenous business sector practitioners to build on their own leadership and business practices;
- ▶ the accreditation of a number of new courses, including the Master of Strategic Communications Management, Global Master of Engineering, Master of Regulation and Compliance, Master of Legal Studies, Master of Laws, Master of Commerce, Master of Advanced Health Care Practice, and Bachelor of Health Sciences (Honours);

- ▶ approval of the re-accreditation of a number of courses, such as the Master of Interpreting and Translation Studies, Master of Management, Bachelor of Arts and Bachelor of Fine Art, Bachelor of Arts (Honours), Bachelor of Arts, Diploma of Liberal Arts, Master of Pharmacy, Bachelor of Pharmacy (Honours), Master of Educational Leadership, Master of Educational and Development Psychology, and Master of TESOL; and
- ▶ approval of a number of amendments to existing courses, such as the Master of Professional Counselling (offered in Malaysia), Graduate Certificate of Family Violence Prevention, and Graduate Diploma of Family Violence Prevention.

The Board also endorsed the disestablishment of a small number of courses during the year. As noted in previous reports, the need to consider disestablishment may be prompted by a number of factors, including changes in student demand, as a result of a major course revision, or from a change to strategic positioning. Following the completion of the sale of Monash South Africa in April 2019, the teach-out plan (to be completed by 2022), was brought to the Board. The Board requested regular monitoring and updates on progress of students during the teach-out period.

During 2019, Academic Board received the Monash course portfolio for the year, the pro undergraduate and graduate coursework courses, a snapshot of future undergraduate and graduate coursework courses (by faculty).

In the higher degrees by research (HDR) portfolio, Academic Board approved a range of proposals relating to HDR programs including:

- ▶ a number of Graduate Research Industry Partnerships (GRIP), such as the Human-in-the-Loop Analytics (HILA), an interdisciplinary collaboration between world experts and PhD students from Monash University. Projects will span data analysis, artificial intelligence, social informatics, psychology, human-computer interaction and data visualisation;
- ▶ a number of joint PhD proposals, including the Faculty of Information and Technology – PhD course (Monash Suzhou); and
- ▶ endorsed an amendment to the testamurs of the joint PhD program offered in conjunction with the Indian Institute of Technology Bombay, for approval by Monash University Council.

During 2019, Academic Board approved a pilot program of the Monash English Placement Test and an interview conducted by qualified Monash College staff as meeting the English language entry requirement of the English Degree Program, as a pathway for students to enter into the Doctor of Philosophy (joint PhD with Southeast University), Monash-SEU Joint Graduate School (JGS) in Suzhou, China.

LEGISLATION POLICY DEVELOPMENT AND REVIEW

In line with the University's policy framework, which sets measurable and aspirational goals of teaching and quality at the University, Academic Board approved a number of policies. A small sample includes:

- ▶ Scholarships and Prizes Policy
- ▶ Enrolment and Timetable Policy
- ▶ Learning and Teaching Policy
- ▶ Student Academic Progress Policy
- ▶ Grading Scale Policy
- ▶ Copyright Compliance Policy.

Academic Board also approved various amendments to the Academic Board regulations. These include:

- ▶ Determination of final results in units of study – concerning who may change a student's final results, and the management of deferred final assessment in units of study.
- ▶ Exclusion for unsatisfactory progress or inability to progress - concerning requirements of an academic progress committee.

Statements of compliance

STATUTES REVOCATION AND STATUTE PROMULGATION

There were no statutes revoked or promulgated in 2019.

FREEDOM OF INFORMATION

Monash University received 42 requests under the *Freedom of Information Act 1982*, compared to 41 in the previous year. In addition, there were two requests 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 9.00am to 5.30pm, Monday to Friday, 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 graduate 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 1982* 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 \$29.60, 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 30 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
321 Ferntree Gully Road
Monash University 3800 Victoria

Further information about FOI can be found at the Executive Services website at:
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:
monash.edu/whistleblower

COMPLIANCE WITH THE 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 2019, the University was not the subject of any National Competition Policy-related action.

An online Australian Consumer Law Compliance Guide provided 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 provided advice on the law of consumer law, trade practices and competition. Monash applies the principles of Victoria's Competitive Neutrality Policy, and ensures the University, when in competition with the private sector for significant business activities, achieves this fairly and equitably.

COMPLIANCE WITH THE BUILDING AND MAINTENANCE OF THE BUILDING ACT 1993

The Buildings and Property Division is responsible for all buildings, grounds and service infrastructure at Monash University's Victorian campuses. This includes campus master planning to guide and inform refurbishment and maintenance of existing buildings and grounds, as well as construction of new buildings and landscapes. Monash University continued the development and maintenance of its infrastructure with an emphasis on efficient, high-quality, low-maintenance, safe and sustainable 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 or certificates of final inspection issued in compliance with the *Building Act 1993*. This is recorded and retained for all relevant projects and works.

COMPLIANCE – MAINTENANCE WORKS 2019

The maintenance and upgrade of existing buildings remained a strong focus during 2019. The works were prioritised and delivered in accordance with the Strategic Asset Management Plan to bring the University built environment to the quality standards it has set. A few examples are presented below.

On campus

Diverse teaching spaces refurbishments, Clayton, Caulfield and Peninsula campuses

The Building K Lecture theatres are the largest capacity spaces on the Caulfield Campus. They each support up to 65 hours of teaching per week and have a combined capacity of nearly 650. They are high volume and highly utilised spaces. The fitout works improved the quality from average to very good and will improve the student experience.

The Monash Maker Space within the engineering precinct at the Clayton campus provides exemplary facilities to harvest collaboration and create entrepreneurial opportunities. The Monash Maker Space of approximately 1,000sqm was developed with a series of shared fabrication, build and workspace zones, supporting the ebb and flow of students and student project team's activities. It provides workspace for industry and entrepreneurial engagement that our students tap into and showcase achievements.

The Monash Maker Space facilitates the creation of new ideas, encourage splinter groups from established student research projects and foster new start up initiatives. The facility's activated frontages and edges, formal and informal workspace and communal amenity complement the precinct masterplan and the developing technology design and build, and entrepreneurial ecosystem.

The Department of Nursing and Midwifery activities are highly successful for the University. The Faculty was seeking to enhance the quality of learning spaces at the Peninsula Campus to be in line with those at the Clayton Campus. This project increases the number of beds from 14 to 23.

Emergency warning and information system replacement, Clayton, Caulfield and Peninsula campuses.

This project delivered new EWIS panels, associated building hardware, new cabling and an integrated network with site specific graphic packages enabling the central monitoring of evacuations systems at both Caulfield and Peninsula locally or from the security control room at the Clayton campus.

COMPLIANCE – MAJOR WORKS 2019

In 2019, the division delivered a large capital program in line with programs delivered in the previous years. This sustained level of financial commitment supported the ambition of the University. A summary of the development of new buildings and major refurbishments is provided below:

CAULFIELD CAMPUS

Divers teaching spaces refurbishments

The Building K lecture theatres were the largest-capacity spaces on the Caulfield campus. They each support up to 65 hours of teaching per week and have a combined capacity of nearly 650. They are high-volume and highly utilised spaces. Their condition was average and the advice from the maintenance team was that the chairs were no longer viable and unable to be replaced.

Project scope of works were as follows:

1. Replace existing lecture seats with new seats. Seats to have Monash tablets in laminate Laminex, 1no GPO and 1no USB charging per seat
2. Replace the existing broadloom podium carpet at the floor level to a plain grey carpet; carpet to be from approved carpets in the MDCS
3. Install a new dark-colour vinyl on the infill stairs to ensure a compliant slip rating of P4
4. Replace stair nosing lights with LED-compliant lighting.

Emergency warning and information system replacement

All Monash University buildings were fitted with a variety of fire, life safety and health systems, installed or constructed to ensure adequate levels of fire safety and protection are provided to the occupants of the building. Broadly classified as essential safety measures (ESM), they included sprinkler systems, fire detection, elements of mechanical air handling systems, occupant warning systems (EWIS), passive fire safety such as fire doors, fire-rated structures, paths of travel and emergency lighting.

EWIS provides occupants with an evacuation alert and public address (PA) voice messaging instructions allowing for a controlled evacuation of the building in the event of a fire alarm or emergency. The building fire wardens and, when in attendance, the Metropolitan Fire Brigade (MFB) are also able to communicate via warden intercom phones (WIPs) located throughout the building to the EWIS panel or security office.

Maintenance activities at both the Caulfield and Peninsula campuses identified a number of issues with the Emergency Warning Intercom System (EWIS). The current EWIS panels were obsolete and no longer supported by the panel manufacturer, limiting our ability to maintain or upgrade the panels, source spare parts and increasing the risk of panel failure. The WIPs at Caulfield had poor functionality, and the phone lines suffer from interference creating communication issues and increased risk in an emergency situation.

This project delivered new EWIS panels, associated building hardware, new cabling and an integrated network with site-specific graphic packages, enabling the central monitoring of evacuations systems at both Caulfield and Peninsula locally or from the security control room at the Clayton campus.

CLAYTON CAMPUS

Chancellery

The Chancellery project delivered a new Chancellery building, associated landscaping, pathways and car parking on the current footprint of Buildings 3A and 3B at the Clayton campus. The project comprised the demolition of Chancellery Buildings 3A and 3B due to structural limitations in developing the existing buildings.

The new building accommodates offices for executive staff, notably the President and Vice-Chancellor, Chief Financial Officer, Chief Operating Officer and Senior Vice-President, and Deputy Vice-Chancellors; a variety of meeting spaces, support facilities; and publicly accessible central facilities.

The project was fully funded by the capital development plan and has a budget of \$55 million, not inclusive of works associated with the demolition of Buildings 3A and 3B.

The targeted completion date for the project was January 2020.

Woodside Building for Technology and Design

The Woodside Building for Technology and Design project was a fundamental catalyst for addressing the recommendations of the learning spaces review, aligned with the broader campus renewal program. This project fostered the design and development of a landmark building to accommodate the faculties of Engineering and Information Technology at Monash University, Clayton campus.

In 2016, the project received approval to proceed with concept design phase only. Following the concept design phase, there was to be a pause while an attempt was made to secure external funding through industry partners. In 2018, Woodside confirmed a philanthropic contribution that secured the approval of the business case and delivery of the project.

The project team anticipated delivering the building in time for occupation by semester one, 2020.

World Mosquito Program

The World Mosquito Program is committed to strengthening the capacity of local communities around the world to reduce the threat of mosquito-borne diseases. The project is significant in terms of function, scope and location.

In order to support growth for this group commensurate with a world-leading research facility, additional laboratory, staff accommodation and seminar spaces was required. The project site consisted of approximately 1100m² on the ground floor of Building 53 in the Science, Technology, Research and Innovation Precinct (STRIP) at the Clayton campus.

The \$13 million funding for the project was sourced from the Capital Development Plan. Occupation for this project is forecast for April 2021.

Sports precinct

Monash Sport identified that it would like to increase the utilisation rates of its sporting facilities in order to accommodate an increasing demand of student-run sporting programs. Unfortunately, due to the revitalisation rate of traditional grass fields, Monash Sport was restricted in meeting expectations of University staff and students. In line with the 2015 Monash Sport Precinct Masterplan, Buildings and Property worked alongside Monash Sport to propose a number of new synthetic sports fields, sustainable water retention, revitalised information landscape areas, and a new sporting pavilion to facilitate both the new fields and the tennis courts.

Monash Sport allocated a construction period of outside of the peak sporting months, between September 2018 and March 2019. Completion was achieved in July 2019.

PENINSULA CAMPUS

Gillies Hall

The project consisted of the delivery of a 150-bed student accommodation building in addition to landscaping and infrastructure upgrades. Monash Residential Services (MRS) operates both facilities, in addition to a further 1172 beds at the Clayton campus and 118 beds at the Peninsula campus. As a result of the recent development of 1600 beds, Monash has a well-established student accommodation model and a high level of experience in design development.

The existing accommodation at the Peninsula campus is consistently oversubscribed, with MRS receiving almost twice as many applications as beds available. Demand for student accommodation has been independently estimated at 205-305 beds, rising to 240-360 beds by 2019. In order to address this demand, along with meeting a number of Monash strategic objectives, the University built an additional 150 beds to increase provision on the Peninsula campus to about 240 beds.

The project was delivered at the end of January 2019.

Student Hub

Refurbishment of Building A commenced, consolidating student service department functions, activities and student informal study space in and around the George Café and the George Jenkins Theatre. The project included 1400m² of refurbished space split between levels one and two. It is proposed to open the existing north-facing main vertical stair to provide visual connectivity between level one, level two and the external landscaped environment.

Level one will be departmental service touchpoints and informal space merging with the café and theatre foyer, while level two will primarily be student activity and informal learning space.

The \$8.4 million project was set for completion by February 2020.

PARKVILLE CAMPUS

Talos microscope installation

This project was for the refurbishment of two rooms in Building 404 on the Parkville campus to accommodate a new microscope. The kitchen was retained as a small alcove with the remainder of the room to be allocated to the microscope.

Power installation upgrade

The Parkville campus power installation and supply capacity was approaching 100 per cent. The substations were required to be upgraded in support of future growth of the campus involving significant refurbishment of laboratories and spaces in all buildings.

The project was split into two separate sub-projects. First, power optimising strategies were required, which involved installing a power factor correction unit for Building 402's sub-station, upgrading existing mechanical equipment serving large open spaces to ensure efficient systems, and modifying the current mechanical control strategies to non-critical areas to reduce the electrical load in peak conditions.

Second, the long-term power upgrade required the main electrical infrastructure to be upgraded, and electrical engineering services to upgrade power supply to substations in buildings 402 and 404. This required a full review and design, works to existing electrical installation of mains cable, main switch boards and supply capacity control devices, etc.

Kitchen refurbishments

The ground floor space, part of the foyer space, and external facade and seating, was upgraded to uplift the arrival and informal study space to this campus building for Pharmacy and Pharmaceutical Sciences.

OFF CAMPUS

Monash College city campus

Monash College sought to consolidate a suite of its geographically-dispersed teaching facilities into a central campus in the Melbourne CBD. Monash College entered into an agreement for lease with GPT (the landlord) to fit-out and lease the 750 Collins Street building at the Docklands, which co-located a suite of the College's teaching spaces from the Clayton, Caulfield and city campuses into a central campus. The project comprised refurbishment of 45,000m² (approximate net lettable area) of existing office space into a modern educational facility. This required a change in the building classification from a Class 5 to Class 9b.

As part of the lease agreement, GPT provided \$113.5 million in incentive funding towards the project costs. The incentive funding comprises \$12 million in development funding for design and consultancy fees, with the remaining \$101.5 million allocated towards construction costs. Monash University agreed to contribute \$41.8 million to achieve a maximum total funding amount of \$155 million.

The construction program was constrained by existing lease agreements within 750 Collins Street. The majority of the existing tenants were scheduled to vacate the building by 15 December, 2019, the earliest date that construction mobilisation could commence.

STATEMENT ON RISK MANAGEMENT

The University Council's risk management strategy centralises the coordination 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: key, operational, regulatory and project risks. It is supported by a defined Enterprise Risk Management Policy and Appetite Statement. Risk management processes in place are consistent with the Victorian Government Risk Management Framework and the ISO 31000:2018 Australian/New Zealand Risk Management Standard.

The University's risk profiles are reviewed by the University's executive management, Audit and Risk Committee, and Council at least twice a year. The Audit and Risk Committee monitors the adequacy of arrangements in place to ensure that risks were effectively managed across the University.

ATTESTATION

I, Margaret Gardner, certify that Monash University has risk management processes in place to manage its key risk exposures. Monash University Council and Audit and Risk Committee verifies this assurance. The risk profile of Monash University has been reviewed within the past 12 months.



Professor Margaret Gardner AO
President and Vice-Chancellor

Monash University
28 November, 2019

WEBSITE ADDRESS FOR CURRENT AND PREVIOUS ANNUAL REPORTS

Copies of the University's annual reports may be accessed at: monash.edu/about/who/publications/annual-report

AUDIT AND RISK COMMITTEE

The Audit and Risk Committee met on 13 March 2020 and recommended to Council that the 2019 University Consolidated Financial Statements and Report of Operations be approved by Council.

Social performance

Monash people

WORKFORCE PROFILE

Table 1: Gender breakdown—Australian campuses

		Women executives	Women (total staff)	Men executives	Men (total staff)	Self-described	Women executives	Women (total staff)	Men executives	Men (total staff)	Self-described
		DECEMBER 2018					DECEMBER 2019				
All employees	Number (headcount)	9	9184	15	6950	2	9	9425	16	7001	4
	FTE	9	4933.8	15	3883.8	0.3	9.0	5157.3	16.0	4027.8	0.3
Ongoing	Full-time (headcount)	0	1918	3	1700	0	0	2019	2	1734	0
	Part-time (headcount)	0	588	0	85	0	0	622	0	90	0
	FTE	0	2324.4	3	1746.6	0	0.0	2453.5	2.0	1786.1	0.0
Fixed term and casual	Number (headcount)	9	6678	12	5165	2	9	6784	14	5177	4
	FTE	9	2609.4	12	2137.2	0.3	9.0	2703.7	14.0	2241.7	0.3

Table 2: Age banding breakdown—Australian campuses

		15–24	25–34	35–44	45–54	55–64	OVER 64	TOTAL
DECEMBER 2018								
All employees	Number (headcount)	2333	5007	3841	2705	1738	536	16,160
	FTE	485	2553.8	2580	1861.3	1147.5	214.3	8841.9
Ongoing	Full-time (headcount)	44	751	1131	967	641	87	3621
	Part-time (headcount)	3	93	271	174	105	27	673
	FTE	45.8	816.2	1314.4	1084.5	710.9	102.1	4074
Fixed term and casual	Number (headcount)	2286	4163	2439	1564	992	422	11,866
	FTE	439.2	1737.6	1265.6	776.8	436.6	112.2	4767.9
DECEMBER 2019								
All employees	Number (headcount)	2,276	5,064	4,018	2,735	1,787	524	16,404
	FTE	511.1	2,660.6	2,741.5	1,917.8	1,147.3	221.7	9,200
Ongoing	Full-time (headcount)	62	769	1,184	1,003	642	95	3,755
	Part-time (headcount)	2	100	288	174	114	32	710
	FTE	63.2	839.2	1,383.5	1,124	716.6	113	4,240
Fixed term and casual	Number (headcount)	2,212	4,195	2,546	1,558	1,031	397	11,939
	FTE	447.9	1,821.4	1,358	793.7	430.7	108.7	4,960

Notes

- ▶ Report last updated on 17 January 2019.
- ▶ Headcount values are as at 31 December 2018 and 31 December 2019. Report includes refreshed headcounts and FTE values as at 31 December 2019. Increased headcounts from the 2018 annual report indicates retrospective casual/sessional contracts renewals processed in 2019.
- ▶ FTE values are point-in-time (31 December 2018 and 31 December 2019) for fixed-term and ongoing staff, while an annualised value is used for casual/sessional staff (January to December 2018 and January to December 2019).
- ▶ 'Executives' include staff within the University who are members of committees with responsibility for planning, directing and controlling the activities of the University, either directly or indirectly. This may include staff reported as Responsible Persons. Values presented in this report may differ from those previously listed or presented in other reports—this is mostly likely due to the relevant date selections (most reports utilise 31 March, for example: www.education.gov.au/selected-higher-education-statistics-2018-staff-data and/or updated information).

- ▶ Values presented in this report may differ from those previously listed or presented in other reports—this is mostly likely due to the relevant date selections (most reports utilise 31 March, for example: www.education.gov.au/selected-higher-education-statistics-2018-staff-data and/or updated information).
- ▶ All roles covered by Monash enterprise agreements have been classified consistently with the Monash Enterprise Agreement (Academic and Professional Staff) 2014, the Monash University Enterprise Agreement (Trades and Services Staff—Building and Metal Trades Staff) 2009 and the Monash University Enterprise Agreement (Trades and Services Staff—Catering and Retail, Cleaning and Caretaking and Miscellaneous Services Staff) 2005. The University's policies and practices are consistent with employment standards and provide for transparent operational governance, fair treatment and a commitment to a culture of integrity and professionalism.

Staff engagement and employment conduct

HUMAN RESOURCES STRATEGY

Aligning with the *Focus Monash* strategic plan, Talent, Culture and Performance remain the three core pillars of Monash University's human resources strategy.

A workforce enabling plan guided priority work on building a contemporary workforce, shaping the workforce profile, improving gender equity and diversity across Monash, and expanding the University's technology investment to streamline processes, support professional development and improve the staff experience.

STAFF RETENTION

Staff retention is linked to staff engagement and organisational performance. One indicator of staff retention is the median length of service. The University's measure in this regard decreased overall, largely driven by growth in staffing cohorts.

Table 2: Median length of service (years)

Report run on 17 December 2019 (SAP data as at 16 December 2019).

YEAR	ACADEMIC	PRO	TOTAL UNIVERSITY
2017	4.4	5.7	5.2
2018	3.9	5.7	4.7
2019	3.7	5.0	4.3

Notes

- ▶ Considers all active fixed-term and ongoing academic (employee groups A-D) and professional 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 the organisational length of service metrics, as other employment types are not considered, and breaks of service constitute a loss of organisational tenure. Backdated adjustments may be applied annually to ensure accuracy.

DEVELOPMENT AND PERFORMANCE

More than 19,300 (Australia only), Monash staff accessed professional development activities in 2019, with more than 1500 learning and development programs delivered. The programs addressed capability uplift in areas such as, leadership, management, working with others, occupational health and safety, equal opportunity, and technology systems training.

STAFF RECOGNITION

The University recognised exceptional performance of staff through a range of programs, including the Vice Chancellor's Awards for Excellence. The award recipients for 2019 were as follows:

TEACHING AWARDS

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

- ▶ Associate Professor Ruth Jeanes, Faculty of Education
- ▶ Dr Kristin Lo, Faculty of Medicine, Nursing and Health Sciences
- ▶ Ms Gitanjali Bedi, Monash Sustainable Development Institute
- ▶ Teaching Associate Mr Mike Yeates, Faculty of Information Technology.

Vice-Chancellor's Award for Teaching Excellence

- ▶ Monash Nutrition Indigenous Curriculum Working Group, Faculty of Medicine, Nursing and Health Sciences. Team members: Ms Julia McCartan, Ms Janeane Dart, Ms Andrea Bryce, Dr Aimee Dordevic, Ms Liza Barbour, Dr Nicole Kellow and Associate Professor Julie Brimblecombe.

Vice-Chancellor's Award for Programs that Enhance Learning

- ▶ MyDispense, Online Community Pharmacy Simulation, Faculty of Pharmacy and Pharmaceutical Sciences. Team members: Mr Keith Sewell, Dr Vivienne Mak, Professor Tina Brock, Mr Keenan Beaumont and, Ms Marian Costelloe.

Vice-Chancellor's Award for Technological Innovation in Learning and Teaching

- ▶ Dr Jonathan Li and Mr Nathan Sherburn, Faculty of Engineering.

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

- ▶ Professor Robert E Widdop, Faculty of Medicine, Nursing and Health Sciences.

EDUCATION AND RESEARCH AWARDS

Vice-Chancellor's Award for Research Excellence by an Early Career Researcher (STEM)

- ▶ Dr Barbara Barbosa Neves, Faculty of Arts.

Vice-Chancellor's Award for Research Excellence by an Early Career Researcher (HASS)

- ▶ Dr Alisa Glukhova, Faculty of Pharmacy and Pharmaceutical Sciences.

Vice-Chancellor's Award for Excellence in Postgraduate Supervision

- ▶ Professor Graham Currie, Faculty of Engineering

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

- ▶ Associate Professor Kate Seear, Faculty of Law, for 'Improving outcomes and support for victims of crime in Victoria'.

Vice-Chancellor's Award for Research Enterprise

- ▶ Professor Jayantha Kodikara, Faculty of Engineering.

OH&S AWARDS

Vice-Chancellor's Award for Exceptional Contribution to Occupational Health and Safety

Individual

- ▶ Rachael Borg, Central Clinical School, Faculty of Medicine.

Team

- ▶ The Performing Arts Centre (PAC) Technical Team, Faculty of Arts.

PROFESSIONAL STAFF AWARDS

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

Individual

- ▶ Ms Claudette Gerreyn, Department of General Practice, Faculty of Medicine, Nursing and Health Sciences.

Team

- ▶ English Connect team, Student Engagement and Campus Experience. Team members: Ms Marta Spes Skrbis, Dr Rosalind McFarlane, Dr Negar Mehr, Ms Josephine Prestia and, Dr Lucas Santos.

VICE-CHANCELLOR'S DIVERSITY AND INCLUSION AWARDS

Vice-Chancellor's Award for Diversity and Inclusion

- ▶ Associate Professor Nick McGuigan, Dr Alessandro Ghio and Dr Lisa Powell, staff team, Monash Business School
- ▶ Erik Denison, student, Faculty of Arts
- ▶ Dr Vivienne Mak, staff, Faculty of Pharmacy and Pharmaceutical Sciences
- ▶ Dr Sudha Mani, staff, Monash Business School
- ▶ Neshan Anantha Rajah, student, psychology, Monash Malaysia.

Vice Chancellor's Commendations for Diversity and Inclusion

- ▶ Dr Lenise Prater and Susannah Phillips, staff team, Library
- ▶ Monash Residential Services, staff team
- ▶ Amanda Chong Sze Menn, staff, psychology, Monash Malaysia.

LEADERSHIP DEVELOPMENT

The University delivered a diverse range of leadership development activities, events, programs and services to its emerging, new and experienced leaders in 2019. These included several new offerings such as leader masterclasses on 'Master Storytelling' and 'Leader as Facilitator'; an inaugural alumni event for the Emerging Academic Leader program; and an innovative workshop on 'Planning your Next Academic Career Steps' for senior academic leaders to reflect on their leadership legacy and plan their next career move.

Nineteen specialist programs and initiatives were provided, including flagship leadership development programs for targeted cohorts, leadership masterclasses, an academic leader conference, and academic network meetings. More than 400 staff participated in various leader development initiatives, while about a further 80 coaching and mentoring relationships were also facilitated.

WORKPLACE RELATIONS

In 2019, the University successfully finalised negotiations for the new enterprise agreement for academic and professional staff. The majority of employees who participated in the ballot voted in favour of the new agreement, which was filed for approval with the Fair Work Commission in December 2019. While the University and the National Tertiary Education Union Monash Branch engaged in dispute resolution processes on a number of occasions during 2019, as in previous years, the University has not been the subject of any adverse findings in industrial courts or tribunals this year.

Student profile

Table 3: Student enrolment by attendance type and coordinating campus: 2014-2019 data*

CAMPUS	STUDENT ATTENDANCE TYPE	REFERENCE YEAR					
		2014	2015	2016	2017	2018	2019*
BERWICK	FULL-TIME	1590	1521	1114	332		
	PART-TIME	283	210	144	58		
SUB-TOTAL			1873	1731	1258	390	
CAULFIELD	FULL-TIME	13,192	14,684	16,151	16,876	18,707	19,239
	PART-TIME	2801	2757	2522	2499	2335	2035
SUB-TOTAL		15,993	17,441	18,673	19,375	21,042	21,274
CLAYTON	FULL-TIME	25,033	26,577	29,024	32,299	35,296	37,064
	PART-TIME	5869	6707	7185	7856	8492	8222
SUB-TOTAL			30,902	33,284	36,209	40,155	43,788
GIPPSLAND	FULL-TIME	1314	868	528	395	378	386
	PART-TIME	1078	551	311	142	20	8
SUB-TOTAL		2392	1419	839	537	398	394
PARKVILLE	FULL-TIME	1184	1231	1277	1316	1415	1420
	PART-TIME	632	652	697	758	651	632
SUB-TOTAL		1816	1883	1974	2074	2066	
PENINSULA	FULL-TIME	3002	2966	3107	3598	3689	3777
	PART-TIME	863	807	697	579	671	655
SUB-TOTAL		3865	3773	3804	4177	4360	
GRAND TOTAL		56,841	59,531	62,757	66,708	71,654	73,438

Notes

- ▶ *2019 data are preliminary as of 21 October 2019.
- ▶ Enrolment figures based on full-year data reported to the government Department of Education.
- ▶ Does not include students enrolled on overseas campuses or offshore partners.

- ▶ Monash University transferred its Gippsland campus to become part of Federation University Australia on 1 January 2014. Monash ceased making offers to new students, and has made arrangements with Federation University Australia regarding teaching its continuing students. One Monash offering—the MBBS medicine course—will continue to admit Monash students at Gippsland.

Source: University Planning and Statistics, government Department of Education submission data.

Table 4: Student enrolment by attendance mode and coordinating campus: 2014-2019 data*

CAMPUS	STUDENT ATTENDANCE TYPE	REFERENCE YEAR					
		2014	2015	2016	2017	2018	2019*
BERWICK	FULL-TIME	1590	1521	1114	332		
	PART-TIME	283	210	144	58		
SUB-TOTAL			1873	1731	1258	390	
CAULFIELD	FULL-TIME	13,192	14,684	16,151	16,876	18,707	19,239
	PART-TIME	2801	2757	2522	2499	2335	2035
SUB-TOTAL		15,993	17,441	18,673	19,375	21,042	21,274
CLAYTON	FULL-TIME	25,033	26,577	29,024	32,299	35,296	37,064
	PART-TIME	5869	6707	7185	7856	8492	8222
SUB-TOTAL			30,902	33,284	36,209	40,155	43,788
GIPPSLAND	FULL-TIME	1314	868	528	395	378	386
	PART-TIME	1078	551	311	142	20	8
SUB-TOTAL		2392	1419	839	537	398	394
PARKVILLE	FULL-TIME	1184	1231	1277	1316	1415	1420
	PART-TIME	632	652	697	758	651	632
SUB-TOTAL		1816	1883	1974	2074	2066	
PENINSULA	FULL-TIME	3002	2966	3107	3598	3689	3777
	PART-TIME	863	807	697	579	671	655
SUB-TOTAL		3865	3773	3804	4177	4360	
GRAND TOTAL		56,841	59,531	62,757	66,708	71,654	73,438

Notes:

▶ *2019 data are preliminary as of 21 October 2019.

▶ Enrolment figures based on full-year data reported to the government Department of Education.

▶ 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.

▷ Doesn't include students enrolled on overseas campuses or off-shore partners.

▷ Monash University transferred its Gippsland campus to be part of Federation University Australia on 1 January 2014. Monash ceased making offers to new students and has made arrangements with Federation University Australia for teaching its continuing students. One Monash offering—the MBBS medicine course— will continue to admit Monash students at Gippsland.

Source: University Planning and Statistics, government Department of Education submission data.

Student experience

STUDENT SURVEYS

TEACHING

In 2019, the Student Evaluation of Teaching and Units (SETU), a single teaching/unit evaluation survey, was administered over semesters one, two 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 'Exceeding', 'Meeting Requirements', 'Needing Improvement' or 'Needing Critical Attention'. ('Exceeding' was previously referred to as 'Outstanding', and 'Meeting Requirements' was previously referred to as 'Meeting Aspirations'.)

Table 5: Student Unit Evaluation Survey results: 2013-2019

SURVEY PERIOD	RESPONSE BAND PERCENTAGE							
	NEEDING CRITICAL ATTENTION		NEEDING IMPROVEMENT		MEETING REQUIREMENTS		EXCEEDING	
	SEMESTER ONE	SEMESTER TWO	SEMESTER ONE	SEMESTER TWO	SEMESTER ONE	SEMESTER TWO	SEMESTER ONE	SEMESTER TWO
2013	5.7%	4.4%	17.8%	17.0%	67.9%	69.0%	8.6%	9.6%
2014	4.4%	4.0%	17.2%	17.7%	70.2%	68.7%	8.2%	9.6%
2015	3.8%	4.3%	15.9%	17.0%	69.3%	67.2%	11.0%	11.5%
2016	4.1%	4.3%	15.7%	15.8%	68.3%	69.7%	11.9%	10.2%
2017	4.0%	4.7%	16.4%	15.4%	69.7%	70.7%	9.9%	9.2%
2018	4.7%	4.8%	15.2%	12.9%	71.7%	71.2%	8.4%	11.1%
2019	3.4%	3.6%	14.0%	14.0%	73.0%	70.4%	9.6%	12.0%

All results provided in Table 5 are reported using the 'current' response band ranges (which were updated in 2015 to shift the 'Meeting Requirements' and 'Needing Improvement' response bands upwards).

There has been an increase in unit offerings 'Exceeding' — from 8.4 per cent in semester one, 2018, to 9.6 per cent in semester one, 2019, and an increase also in semester two between 2018 and 2019—from 11.1 per cent to 12 per cent. There has been a decrease in unit offerings in the 'Needing Critical Attention' response band between 2018 and 2019 for each semester.

GRADUATION AND BEYOND

All graduating students nationwide were invited to complete the Graduate Outcomes Survey (GOS). The GOS consists of a questionnaire on graduates' employment and further study activities, along with the Course Experience Questionnaire (CEQ) for coursework graduates, and the Postgraduate Research Experience Questionnaire (PREQ) for research graduates. Monash University's 2019 CEQ overall satisfaction result for domestic and international bachelor graduates saw Monash ranked equal first in the Group of Eight (Go8) universities on this indicator. Moreover, Monash was the only Go8 or Victorian university that showed significant improvement on this indicator between 2018 and 2019.

ORIENTATION AND TRANSITION

In 2019, as part of the rewriting of the learning and teaching procedures, the orientation policy was incorporated into that document. This process included the endorsement of the orientation and transition framework and guidelines, the model for orientation and transition programs at Monash. This work was also core to the development of the University's new retention strategy.

Two successful orientation programs were delivered in February and July. The Wominjeka Monash event continued to be the official welcome to the University, and a highlight of the program.

A reinvigorated Caulfield campus orientation experience was launched. A three-day program was delivered, with timetables dedicated to undergraduate and graduate students, as well as an additional day for international students. Each day included a welcome breakfast, a lunchtime festival and student life electives. Feedback on the new program has been excellent, and this new coordinated approach has been accepted as the plan for future offerings.

The 'New to Monash' Facebook group continued to be a popular source of information and engagement for new students, with more than 6000 members. Members took part in discussions about university life, posting questions, event information and connecting with each other.

The MonTRACK transition program continued with the four major call rounds to all students, as well as calls to new equity and deferred students. New initiatives were trialled, including a drop-in program, enabling students who missed their call to phone back and SMS opt outs. These strategies informed a review of the program undertaken with a view to develop and improve outreach initiatives in 2020.

There was further development of a dedicated transition and support program for students from refugee backgrounds who receive humanitarian scholarships. The year began with a two-day transition program for new students, and there were events during and just after the semesters that addressed common transition topics, provided networking opportunities and congratulated them on completing the semester/year.

English Connect provides English language and cross-cultural competency activities at Monash University. Since 2015, English Connect has seen 36,582 student registrations across the three main portfolios: Conversational English, Academic English and Employment English. For core programs, the number of registrations has grown exponentially, with an average growth rate of 66 per cent.

In 2019, there were 11,664 registrations and 5205 attendances for all English Connect programs. Employing 63 student facilitators, English Connect provided approximately 2606 hours of classes, workshops, and drop-in sessions and activities across Clayton, Caulfield, Parkville and Peninsula. Comparing the annual percentage growth in registration between portfolios for 2018/2019, Conversational English and Employment English show growth of 7.9 per cent and 9.5 per cent, respectively.

The English Connect program was also shortlisted in the International Education category of the Australian Financial Review Higher Education Awards 2019, and was a winner at the Vice-Chancellor's Award for Exceptional Performance by Professional Staff. Key outcomes for 2019 included the trialling of Academic English workshops for winter and summer semesters, which were well-attended, successful collaboration projects with faculties and the Library, and the Let's Chat pilot program at the Southeast University-Monash University Joint Graduate School in Suzhou, China.

STUDENT LEARNING EXPERIENCE

The Library contributes to student learning through an extensive range of programs, resources and services as part of, and alongside, students' coursework. These enable students to effectively develop their skills for successful learning, research and study, and for future professional success.

The Library works closely with faculty and educators across the University to embed research, communication and academic skills in undergraduate, graduate coursework and research degrees for all students. In 2019, 1064 skills development programs were delivered in blended, face-to-face and fully online modes, aligned with 333 faculty units and with broader cohorts/course year levels, including honours programs, and undergraduate and master's orientation. A range of self-paced e-learning tutorials and other online resources was also provided. The latter included some 140 online library guides, with approximately 5.5 million accesses in 2019; online reading lists for 1056 faculty units; and an extensive collection of 1.5 million e-books, 140,000 e-journals and more than 1800 databases, including LinkedIn Learning online learning tools. There were more than 18 million downloads of Library e-resources in 2019, including nine million downloads of e-book sections or chapters.

The Library's Research and Learning Online (RLO) provides 'anytime, anywhere' resources to equip students with the skills to successfully complete their assignments, exams and research. In 2019, these resources had some 1.24 million page views by 587,000 users across the year. RLO includes e-learning modules and information on studying at university, academic integrity, citing and referencing, and research and writing in different disciplines, from undergraduate and graduate coursework to graduate research level. Many of these modules and other Library e-learning resources are also linked directly within faculty Moodle units, and are incorporated into the Monash Get Started and orientation websites for commencing students.

During 2019, librarians and learning skills advisers provided more than 8700 drop-in sessions at Library research and learning points for students across all cohorts, together with longer individual consultations for higher degree by research and identified 'at-risk' students.

The six branches on four campuses that comprise Monash University Library were open a total of 465 hours per week during semester, and 505 hours per week during exam study weeks. Throughout 2019, more than 4.35 million visits were made across these opening hours. Following completion of transformational refurbishments of the Caulfield and Sir Louis Matheson libraries in 2017, seating capacity has been increased in these and other Monash University branch libraries, with an additional 200 seats added to Caulfield Library in 2019 (from its initial doubling of seats through the 2017 extension of floor space). This takes Caulfield Library's seating to a total of some 1700, and that of the Sir Louis Matheson Library to more than 1900 seats of an approximate total of 6500 seats across six branch libraries. These spaces provide contemporary group, individual and technology-rich environments for students for study, research, informal learning and participation in skill development programs.

STUDENT LEADERSHIP DEVELOPMENT

The Vice-Chancellor's Ancora Imparo Student Leadership Program is designed to assist selected, community-minded, second-year undergraduate students to prepare for future leadership roles. In 2019, 40 participants attended a three-day residential workshop in February, and eight evening seminars with presentations from inspiring leaders, focused on transdisciplinary approaches to solving modern leadership challenges and creating positive social change. The speakers included Professor Margaret Gardner AO, President and Vice-Chancellor of Monash University; Professor Richard Larkins AC, Vice-Chancellor of La Trobe University; Dr Djuke Velduis; Dr Leanne Rowe AM; Dr Megan Clark AC, former Chief Executive Officer of CSIRO and former Deputy Chancellor of Monash University; Mr Jonathan Burke; the Honourable Chief Justice Marilyn Warren AC; Mr Julian Burnside AO QC; and Professor Jacinta Elston, the inaugural Pro-Vice Chancellor (Indigenous) at Monash University.

The students also designed and delivered interactive workshops for their peers on topics of local and global significance, including individual responsibility for tackling climate change, sexism in society, intergenerational resentment and communication, whether capitalism is incompatible with humanitarianism, the impacts of voluntourism, and the subjectivity of morality. As part of the program, students completed more than 190 hours of service learning while volunteering their time to three community projects. These projects included developing a volunteer engagement and retention strategy for Eastern Volunteers; research into the public transport offerings for the Upper Yarra Ranges local government area; and development of the 'Lilydale Lounge' centre to reduce homelessness.

The Monash Minds Leadership Program is offered to selected high-achieving first-year students, and aims to cultivate the next generation of leaders. In 2019, 150 students participated in leadership masterclasses with speakers including Dr Ranjana Srivastava OAM; Mr Mat Bowtell, a Monash alumnus and founder of Free 3D Hands; the Honourable Justice Marcia Neave AO, the former head of the Royal Commission into Family Violence; Ms Rosie Thomas OAM, co-founder of Project Rockit; Mr Simon McKeon AO, Chancellor of Monash University; and Professor of Law Mick Dodson AM.

As part of the program, the cohort completed more than 1700 hours of volunteering across 17 projects in the community sector. Students also completed Monash-based service learning, including with Respect. Now. Always, the Diversity and Inclusion Unit, the Buildings and Property Division sustainability team, Campus Experience and Major Events, TeamMONASH, External Relations, Development and Alumni, and Career Connect. The students also helped with the reading curriculum at both Noble Park and Clayton North primary schools.

Monash Connect continues to drive excellence and inclusion by providing students with industry-leading customer experience and support across all faculties and divisions. Monash Connect outperformed nine other major Australian universities to win the 2018 Future Students Benchmarking Program. Its digital transformation has allowed it to provide new channels and levels of service previously unattainable, including introducing chatbots to automate more than 11,000 support conversations with an 85 per cent success rate, providing students an immediate response. Monash Connect was also the first organisation in Australia to sign an agreement to use Apple Business Chat on Salesforce to provide students an iPhone-based communication channel in 2019.

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.

GRADUATE DESTINATIONS

Career Connect (CC) consolidated the workshop program introduced in 2018, and significantly built student engagement throughout the year. With the addition of multi-level career planning, leadership essentials, volunteering, and resilience-based workshops (growth mindset and building resilience in the job search process), and streams for students interested in self-employment and entrepreneurship, student engagement with CC offerings has increased by almost 35 per cent.

In addition to its core activities, CC continues to facilitate mock graduate assessment centres, giving students an opportunity to experience the graduate recruitment processes now used by many employers. For international students, CC also provides highly interactive interview skills boot camps. This program equips students with a full set of interview techniques, increasing their confidence and helping them stand out from other applicants.

The Student Leadership Summit ran for its fifth consecutive year, with keynote speaker Rhiannon Tracey, 2012 Young Australian of the Year and 2014 Access and Inclusion Australia Day Award recipient. The summit was an opportunity for students to network, hear from inspiring speakers, participate in workshops, and enhance their ability to make a positive change.

Leap into Leadership Online (LiLO) is a series of 12 practical online modules that develop employability and leadership skills. During 2019, almost 8000 LiLO modules were completed.

CC also delivers three selective student leadership programs. The Monash Minds program is offered to first-year students, and in 2019, 150 students took part. The Vice Chancellor's Ancora Imparo Student Leadership Program is open for all first-year students to apply and then participate in their second year—there were 40 participants in 2019. The Sir John Monash Mentoring Program is offered to later-year scholarship recipients. In 2019, 34 students were each matched with an alumni mentor.

Across the year, students in these programs also completed almost 2000 hours of volunteering in support of various community projects and activities.

The Student Futures platform continues to guide Monash students to practically source appropriate experiences that build their employability skills, record those skills, and develop their ability to articulate them to potential employers. The platform is used by all Monash Engineering students to complete the Continuing Professional Development program, a requirement for certification by Engineers Australia. New features in 2019 included improved flexibility for students to select and export skill reflections to help them with job applications, and to define and practise responses to interview questions.

ALUMNI

In 2019 a further 23,313 students became Monash alumni, adding their numbers to the University's current 385,000-strong global alumni network living in more than 155 countries.

Nine honorary doctorates were awarded during the 2019 May graduations. In the October graduations, 11 Distinguished Alumni Awards were presented, along with six fellowships to Monash alumni, and three honorary fellowships.

Monash alumni are increasingly being acknowledged by the wider community in Australia through their nominations for Australia Day or Queen's Birthday Honours that acknowledge outstanding service and contribution by an individual to the community. The University takes great pride in congratulating members of the Monash community with a personal letter. In 2019, 68 alumni were awarded an Australia Day Honour, and 61 alumni were awarded a Queen's Birthday Honour.

A suite of engagement opportunities has been curated and socialised with alumni who are seeking different ways to remain connected with both the University and each other, while also contributing positively to the student experience.

Graduating 23,313 students provided Alumni Engagement with an exceptional opportunity to engage influential alumni. Of the 52 graduation ceremonies held in 2019, almost all the graduation keynote addresses were delivered by alumni who hold the position of CEO, CFO, CIO, CMO, CPO or other senior executive roles in their company or organisation. These speeches by alumni were delivered in person to 16,536 graduates able to attend their graduation ceremony, while those 6777 graduating in absentia were able to watch the graduation ceremony as it was live-streamed.

The Global Leaders' Network committees of senior executive Monash alumni have continued to develop across eight priority locations, with active committees operating on the east and west coast of the US, Hong Kong, the UK and Indonesia. Further work is taking place to formalise networks in Malaysia, Singapore and mainland China, and planning is underway on the program for the University's third Global Leaders' Summit to be hosted and the Clayton campus in 2020.

The Global Discovery Program in July hosted a study tour in New York for students from our Australian and Malaysian campuses. In 2019, the program received video applications from 340 students. The study tour, funded by Monash University and alumni based in New York, enables students to meet leaders from business, industry, government and non-profit organisations. This initiative is led by our senior executive alumni who make up the Global Leaders' Network Advisory Committee, supported by our locally engaged international alumni manager in the US.

In 2019, 10 students were selected from the 340 applications to attend the Global Discovery Program in New York. Across nine days, the students had an opportunity to hear from some of our leading alumni in the following companies: Facebook, Spotify, WeWork, Forethought Research, S&P Global, Rubicon Capital Advisors, MetLife Insurance, The United Nations Moelis & Co., LiveTiles, and Bluestone Lane Coffee. The annual reception dinner was another opportunity for an array of alumni based in New York to meet the student scholars and each other.

Significantly, in the 2019 program, applications were specifically invited from students who are recipients of the University's Achieving Potential Scholarships, which give academically bright students experiencing disadvantage the chance to reach their full potential. Two of the 10 students were Achieving Potential Scholarship recipients.

Throughout the year, Monash implemented a range of initiatives to improve contact with alumni (through post, email and phone), and launched a re-engagement plan guided by qualitative and quantitative research commissioned by the Alumni Engagement team in the first half of 2019. The 2019 Monash Alumni Survey was completed by 7620 respondents, of whom 63 per cent were open to engaging with the University, with many willing to mentor a student (or alumni) and provide internships and/or graduate placements.

A new Alumni to Alumni Mentoring Program was launched to a pilot group of alumni in August ahead of a launch to the entire global alumni community in February 2020. This program uses technology to allow alumni to elect to be a mentor, mentee or both, and be automatically matched with other alumni on the platform based on their skills and interests. The Alumni to Alumni Mentoring Program enables the University to offer mentoring at scale, in addition to bespoke mentoring programs such as the prestigious annual Sir John Monash Mentoring Program.

The success of the pilot Alumni to Alumni Mentoring Program has resulted in the development of a proposal to launch a University-wide Alumni to Student Mentoring Program in 2020.

The University's annual alumni magazine, *Monash Life*, featured interviews with 55 alumni in 2019 (up from 37 interviews the previous year). The magazine celebrates the diversity and achievements of our global alumni community, and the ways in which individual alumni stay connected with Monash. The magazine specifically invites alumni to reconnect with the University through various calls to action (share your story, become a mentor, be a guest speaker, or offer an internship).

Monash Life also incorporates editorial that specifically supports the University's philanthropic efforts, including profiles of students who are Achieving Potential Scholarships recipients, alumni who have left bequests, and other compelling ways alumni have chosen to donate through Monash. A bequest story in the 2018 edition inspired an alumnus to make a significant bequest to the Monash Law Clinics in 2019. The physical copy of the magazine was supported by a digital edition, ensuring the magazine was accessible to our alumni community worldwide.

During the year, the Vice-Chancellor hosted more than 30 events for senior executive alumni in China, Hong Kong, India, Indonesia, Malaysia and the US, as well as events in Melbourne and Sydney.

In addition to centrally-led alumni events and activities, a growing number of faculties delivered alumni engagement initiatives in Australia and cities around the world where large numbers of Monash alumni are living and working.

Our alumni were also acknowledged through many awards in Australia and beyond, including the Advance Australia Awards held in Sydney. The Singapore Alumni Association celebrated its 23rd anniversary with the award for most Outstanding Australian Alumni Association in Singapore for the third consecutive year.

More than 3830 alumni (up from 3350 in 2018) made donations to the University's philanthropic campaign, 'Change It. For Good.', supporting a range of initiatives, including equity scholarships and research.

MONASH RESIDENTIAL SERVICES

Monash Residential Services (MRS) is the sole provider of on-campus accommodation, responsible for providing housing to more than 3000 residents across multiple residential sites. These students come from diverse socio-economic backgrounds, and comprise more than 76 nationalities; their ages can vary from under 18 to graduate students. MRS, in union with Monash University, recognises diversity to be one of our greatest assets, and champions this belief through formal initiatives and specific programs that celebrate diversity and improve the residential experience on all our sites. Through these initiatives, MRS strives to provide an environment for residents that provides support, engagement and development specific to their needs.

The nations providing the most international residents in 2019 were China, Singapore, Malaysia, India, Indonesia, the UK, Sri Lanka, Vietnam, the US and Canada. The diversity of MRS is enhanced through the international reach of the University, and the inclusive approach Monash takes to forming its student and staff bodies. The scope of this inclusive approach extends to students of varying age, socio-economic status and culture.

While the majority of MRS residents continue to be first and second-year students, there has been a considerable increase in the number choosing to continue living in on-campus accommodation beyond their second year. In 2019, 27.3 per cent of residents were third and fourth-year students. Additionally, 10.5 per cent of the residential population was undertaking higher education studies beyond the fourth year.

Supporting this diverse community is a group of strong residential leaders who provide guidance for all residents. These leaders complete training that includes responding to sexual assault disclosure, mental health first aid, and vicarious resilience. This training ensures our residential leaders are equipped to maintain and improve our community standards.

Ensuring respectful relationships, and responsible and safe sexual behaviour within the residential community is an area of focus for MRS. The age range of residents, combined with the diversity in backgrounds, cultures, sexualities and life experiences, necessarily requires that appropriate safeguards and supports are in place to create a safe, respectful and healthy environment. MRS has a number of initiatives in place that are critical in ensuring this environment is free from gender-based violence.

Key examples in 2019 included:

- ▶ completion of the face-to-face training program for new residents, Sexpectations, which educates the community on how to have equal, respectful sexual relationships
- ▶ mandatory completion of the Respect at Monash online module for all new residents
- ▶ reporting and support framework cards provided in each residential room
- ▶ various initiatives under the University's Respect. Now. Always. campaign.

Monash Residential Services' commitment to safety and celebration of diversity has strengthened the residential support, engagement and development programs. MRS has consistently delivered quality services to create connected, supportive and vibrant communities. The positive effects of the environment created by MRS have been demonstrated in the consistently higher pass rate for students living in MRS-managed accommodation. Across a five-year period, 3.4 per cent more MRS students were able to progress past a first-year undergraduate level than students not living in MRS accommodation.

Health, safety, wellbeing and family

COUNSELLING AND MENTAL HEALTH PROGRAMS

Counselling and mental health programs were provided to all four Australian campuses in 2019. In addition, counselling services were provided to the Alfred Hospital precinct, the Law Chambers in Melbourne, and at Monash University Malaysia.

The Monash University Counselling Service operates under a six-tiered mental health and wellbeing strategy that aims to provide a strong community focus through programs and services that destigmatise mental health; build resilience and wellbeing; enable early identification and intervention for those who are struggling; enable easy access to triage, grief counselling and referral, as well as rapid responses to those in need of emergency mental health management.

In February 2019, the Vice-Chancellor's Executive Committee endorsed the Monash University Mental Health and Wellbeing Strategy 2018-2020. This strategy saw an additional tier added to the model, and a whole-of-University responsibility for implementing the bottom two tiers. This is designed to change the culture and attitude of the University to take responsibility for the mental health and wellbeing of both students and staff, out of the clinic.

In 2019, the counselling service saw 7083 individual students and staff for a total of 22,359 visits for face-to-face counselling. This outcome was achieved through the expansion of psychologists engaged as private contractors in 2019.

In addition, the online email counselling service was used by 411 students with 1506 email exchanges. In 2019, students participated in a range of mental health programs. In total, 11,423 students and staff took part in resilience and wellbeing programs, and 1711 in mental health literacy programs such as Mental Health First Aid (899), SafeTALK, a suicide prevention program (210), and the Understanding Mental Health program (602). These programs strengthen the University community's capacity to identify emerging mental health issues and seek early treatment.

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 were available, including Mindfulness for Wellbeing and Peak Performance, Mindfulness for Academic Success, Mindfulness Stress Reduction, and Mindful Relationships. Many faculties now have mindfulness taught within assessable units.

SAFER COMMUNITY UNIT

The Safer Community Unit (SCU) is Monash University's central point of contact for students, staff and other community members who are seeking support, information, advice or a response to any form of concerning, threatening or inappropriate behaviour, whether on or off campus. To minimise the risks to the safety and wellbeing of the Monash community arising from these kinds of behaviours, throughout 2019 the SCU has focused its operations on the following interconnected core functions:

- ▶ Risk assessment, management and support, including providing all affected persons with information, advice and support, coordinating strategies for early intervention and the management of high-risk situations, and ongoing risk monitoring.
- ▶ Investigations in relation to matters that are serious or that pose a high risk to the safety of the Monash community.

The behaviours managed by SCU during 2019 have included threats to a person's self or to others, violence, sexual assault, stalking, harassment, sexual harassment, and missing persons where there is a potential for harm.

During 2019, SCU enhanced its initiatives targeted to build awareness of its core functions within the Monash community, as well as increase its accessibility. In addition to a dedicated phone line, email and online web portal, SCU has developed a comprehensive information, support and reporting mobile app, Mpal, for Monash students and staff that will be released at the start of semester one, 2020.

SCU has also strengthened its relationships with a range of key stakeholders throughout 2019, including Victoria Police, equivalent teams at other Australasian universities, and with threat assessment teams and investigative branches at universities in the US.

There are now five designated family violence contact officers within SCU.

RESPECTFUL COMMUNITIES

Respectful Communities was created at the start of 2018 in response to the Respect. Now. Always. campaign, and the commitment of all Australian universities to work to end sexual assault and sexual harassment across campuses. The team works to create an equal and respectful community, free from gender-based violence and harm, through a range of educational initiatives including workshops and events.

After successfully seeing Monash University fulfil all nine recommendations of the Australian Human Rights Commission's Change the Course report in 2018, throughout 2019 Respectful Communities focused on the recommendations from the Worklogic independent review of Monash University's sexual harassment and sexual assault policies and response pathways. All recommendations from this review were successfully implemented throughout 2019.

The mandatory Respect at Monash online module process was implemented by Respectful Communities with support from other stakeholders for the 2019 academic year. The module sets an important standard of respect and equality for new students joining our community. By December 2019, more than 37,500 students had completed the module. In addition, more than 20,000 students had completed the optional survey at the end of the module, with 68 per cent indicating that after completing the module they would call out disrespectful behaviours among their friends, and 75 per cent felt they were highly likely to change their behaviour to be more respectful.

Respectful Communities engaged more than 1500 students and staff in face-to-face training programs throughout 2019 through their team of eight peer facilitators. To ensure programs and initiatives are evidence-based and best practice, Respectful Communities engages with many internal experts, but has also developed strong working relationships with many external expert stakeholders. These include the South Eastern Centre Against Sexual Assault (SECASA), Women's Health East and Our Watch. Training that proved particularly successful was the BRIGHT program, with 958 student leaders completing this in 2019. The training focuses on equipping students with the skills to advocate for gender equality, and ensures their sub-communities are free from gender-based violence and harm. Ninety-five per cent of students who completed BRIGHT felt better-equipped to change their club or group's culture around gender; 97 per cent felt better-prepared to be an active bystander if they witnessed gender-based violence; and 98 per cent felt better-equipped to respond to a disclosure and outline support services available.

Events were again hosted for the Monash community by Respectful Communities in 2019. More than 5000 students and staff engaged in Respect. Now. Always. events throughout the year across the Clayton, Caulfield, Peninsula and Parkville campuses. The Respect. Now. Always. Week events were particularly successful, delivered in collaboration with a group of Monash Minds student volunteers. The theme of the event was 'Do not stand by, step up', with peer-to-peer conversations and a short activity encouraging our community members to be active bystanders. These events provide an important opportunity for peer-to-peer learning, while also reinforcing the important educational messages distributed to the community through online modules, face-to-face workshops, and social marketing campaigns promoting respectful relationships around the University.

SPORTING PARTICIPATION

Monash Sport programs, services, events, facilities and activities attracted more than 1.1 million visits in 2019. These services and programs are integral to enhancing student and staff experiences in physical activity, sport and recreational/social activities and events on campuses.

There was a continued focus on student engagement, and significant service, program and event enhancements and highlights from 2019 included:

- ▶ the introduction of a new Mind and Body Studio at Clayton campus that enabled an additional 20 classes per week during semester periods for programs such as meditation, mindfulness, yoga and Pilates
- ▶ the introduction of two inclusive gym, group fitness and swimming events at Clayton campus that engaged the LGBTIQ+ community
- ▶ the introduction of mass-participation 'Zumba After Dark' events at the Caulfield, Clayton and Peninsula campuses that engaged approximately 1000 students and staff
- ▶ the introduction of an 'escape room' team-building program, 'The Lab', at Clayton campus, that has catered for more than 50 teams in team-building sessions
- ▶ the introduction of an inaugural outdoor social sport five-a-side soccer competition that engaged 200 students and staff across 18 teams
- ▶ the creation of a 'health services hub' program of activities at Monash Sport, Clayton campus, that integrated services such as BASE nutritional programs, staff health checks, mindfulness programs, first aid courses, mental health first aid courses, resilience workshops and cooking classes

- ▶ the introduction of a mental health membership for students experiencing anxiety and depression, with partnership and referrals from the University's counselling teams
- ▶ the Staff Wellbeing and Activity Program (SWAP) facilitated 157 10-week staff wellness and exercise programs throughout 2019, with 15,866 participant experiences
- ▶ group fitness classes attracted 79,919 participants in 2019 (compared to 71,866 in 2018)
- ▶ more than 600 teams participated in social sport across three campuses in 2019, resulting in more than 6000 participant experiences for students
- ▶ the College Clash event hosted more than 1000 MRS and NRC participants, and the Campus Community Cup was hotly contested in the form of an aquatic raft race at the Doug Ellis Swimming Pool at the Clayton campus
- ▶ the Monash College Games were held, with more than 1000 participants competing in a range of 'quick-fire' sports, including carpet bowls, three-on-three basketball, fast five netball, futsal, volleyball, slot car racing, board games and dodgeball
- ▶ the annual Monash 24-hour MS Mega Swim attracted 130 swimmers in nine teams, comprising University students and staff, as well as those from the broader community. They swam continuously for 24 hours, and raised more than \$20,464 to support those living with multiple sclerosis
- ▶ about 1200 Monash University students (predominantly) received free aquatic education tuition (SSAF funding initiative), and more than 1000 primary-aged students participated in weekly swimming lessons at the Doug Ellis Swimming Pool
- ▶ partnering with Monash City Council to facilitate the Rang Barse Festival of Colours that attracted more than 7000 participants at Clayton campus (compared with 4000 in 2018)
- ▶ hosting University examinations in indoor sport venues at Clayton campus, with more than 6000 students attending
- ▶ hosting the University Careers Expo in indoor sport venues at Clayton campus, with more than 4000 students attending
- ▶ the gaining of Fitness Australia accreditation of services delivered at all Monash Sport fitness centres at Caulfield, Clayton and Peninsula campuses

- ▶ gaining 'Platinum Pool' accreditation (from Life Saving Victoria) of services delivered at the Doug Ellis Swimming Pool at Clayton campus.

In 2019, there was significant planning and investment in enhancing sporting infrastructure at Monash, including:

- ▶ the installation of three rectangular synthetic sports pitches at Clayton campus
- ▶ the completion of a refurbished main sports pavilion, including change rooms and function rooms, at Clayton campus
- ▶ the construction of a refurbished soccer and tennis pavilion at Clayton campus has commenced, and will be finalised and fully constructed in 2020
- ▶ construction of a games room featuring billiards, darts, air-hockey, foosball and electronic games at Clayton campus has commenced, and will be finalised and fully constructed in 2020
- ▶ the planning for the refurbishment of the tennis court facilities at Clayton campus has started, and will be finalised and completed in 2020.

In the representative sport space managed by Team Monash, 929 students represented the University, with 93 teams competing in 39 sports at 30 official events.

Internationally, our student teams represented the University in competitions in Russia, the US, the UK, Germany and France. Domestically, Monash University won five division one titles at Unisport Australia events—in badminton, basketball and beach volleyball, plus two from our all-conquering cheer and dance teams that also took out the AASCF open national titles in eight events.

The University affiliated 34 sporting clubs that provide a wide range of competitive and recreational activities across all campuses for more than 3500 students. There were 330 students supported through the Elite Student Support Scheme in 2019, including five who competed at the 2019 World University Summer Games held in Naples, Italy, where they brought home gold and silver medals against Olympic-level competition.

HEALTH AND WELLBEING

In 2019, the Monash Health and Wellbeing Program continued to grow across all campuses and sites. A suite of physical, mental, general, nutritional and occupational health activities was delivered to an engaged staff community.

The Staff Wellbeing Activity Program (SWAP) attracted more than 4000 participants in a range of activities including Pilates, yoga, Zumba, mindfulness, mental health and nutrition, and the annual 10,000 Steps program saw more than 2030 participants (staff, students, family and friends) come together to get active and compete in teams.

The annual Monash health checks program attracted 945 staff, and more than 300 completed the online health assessment. Our flu immunisation program saw more than 5700 staff take part.

In the area of nutrition, master's student-led evaluations of the Retail Green Labelling program demonstrated an increase in purchasing of 'green' (best choice) products. To ensure the sustainability of healthy drink choices, all new retail leases will in future include compliance requirements for healthy drink choices.

In recognition of the positive impact towards healthy campus vending and food retail, Monash was a finalist in the VicHealth Awards category of Promoting Healthy Eating. The VicHealth Awards are the state's highest accolade for health promotion.

Monash hosted more than 120 delegates at the 7th Global Healthy Workplace Awards and Summit in late October. Partnering with the Global Centre for Healthy Workplaces and based on the World Health Organization's Healthy Workplace Framework, this was the first time the summit had been held on Australian soil. It showcased exciting developments, including the world's healthiest workplaces and the best international health and wellbeing programs.

Occupational health programs continue to strengthen, and first aid and defibrillator awareness training was delivered and well-received across broad areas of the University. Health surveillance initiatives saw the completion of the noise/hearing program, and respiratory monitoring for staff working in risk areas, improving early detection and maintenance of staff health at work.

FAMILY AND CHILDCARE SUPPORT

Monash-supported childcare services were offered at Caulfield, Clayton and Peninsula campuses. An on-site school holiday program was offered across the four Victorian school holiday periods, with daily places for up to 40 school-aged children of Monash University staff, students and community members in each of the school holiday periods. We continued to provide family events that supported engagement with the University, and to support staff with parental and other caring responsibilities, hosting workshops for staff transitioning back to work after parental leave, sessions for new fathers and publishing a comprehensive guide for new and expectant parents.

In 2019, 204 staff accessed paid parental leave (table 6).

**Table 6—Uptake of paid parental leave:
Number of staff accessing paid parental leave
(adoption, maternity, primary caregiver)**

2015	2016	2017	2018	2019
181	179	185	207	204

COMPLAINT MANAGEMENT

Staff

The University provides a range of options for staff complaint management under policy and the enterprise agreement. These include processes for the resolution of complaints regarding:

- ▶ discrimination or harassment complaints
- ▶ bullying complaints
- ▶ other forms of unacceptable behaviour complaints
- ▶ disputes by an individual staff member or the NTEU in relation to alleged breaches of the Monash enterprise agreement
- ▶ grievances regarding disciplinary decisions
- ▶ grievances regarding unsatisfactory performance decisions
- ▶ grievances regarding probationary review decisions
- ▶ grievances regarding academic promotion matters
- ▶ grievances regarding redundancy decisions.

These internal processes are overseen by the Director, Workplace Relations, with the exception of discrimination and harassment complaints, which are overseen by the Office of General Counsel. If these matters aren't resolved through these University processes, they may be referred to external jurisdictions such as courts and tribunals. Grievances received have either resolved or not resulted in any decisions unfavourable to the University in a court or tribunal this year.

Students

The University Student Ombudsman (USO) investigates complaints after going through a formal complaint process with the grievance officer of the faculty, division or department. The USO operates in accordance with the University's Student Complaints and Grievances Policy. The USO tries to resolve complaints informally through negotiation and conciliation. Where a formal investigation is undertaken, the USO may make recommendations to the Deputy Vice-Chancellor (Education) for resolution of the grievance. In all cases, the student is advised they can take the matter to the Victorian State Ombudsman for appeal.

As at mid-December 2019, the USO had received 143 complaints from 1 January, 2019, which had all been resolved. Some of the complaints investigated had yet to be addressed at the faculty or department level, and the students were advised to take the complaint to the faculty or department in the first instance.

OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety (OHS) is an essential component of work practices at Monash University. The University's OHS Management System is certified to international best-practice standards as a result of ongoing efforts to improve workplace health and safety. The University has consistently achieved low rates of incidents and claims for workers' compensation as a result of its proactive OHS approach.

Key OHS achievements in 2019 included:

- ▶ continued certification of the University's OHS Management System to OHSAS 18001 and AS4801
- ▶ expansion of an online OHS risk management system, with a comprehensive analytics tool to include auditing and event management implementation of an annual University-wide OHS audit program with the completion of 37 audits
- ▶ hosting the 7th Global Healthy Workplace Awards and Summit at Monash University
- ▶ winning the 2019 Australasian University Safety Association inaugural award for Best Initiative in Health and Safety

- ▶ continued development of online, competency-based OHS training modules and inductions.

Monash has shown a continuing commitment to OHS training to ensure staff and students are trained and skilled to undertake teaching, research and campus support activities and functions. Throughout 2019, 6927 Monash staff attended a structured program of 34 OHS courses, a 62 per cent increase in attendance since 2017.

Monash implemented two primary strategies to improve injury prevention: increasing hazard reporting, and improving the speed of implementation of corrective actions of identified hazards or workplace incidents. The University maintained a significant difference between hazard reporting and incident reporting in 2019, contributing to the primary strategy of identifying and controlling hazards before injuries occur (figure 3).

Through early intervention strategies and continuous improvement of the OHS Management System, the University has consistently recorded a low number of WorkCover claims and lost-time incident rates (figures 1 and 2), and a lower lost-time claims rate compared with most other Australian tertiary education institutions, including other Group of Eight universities (figure 4).

While the total number of hazards and incidents reported in 2019 remained static in relation to previous years, the lost-time claims rate per 100 employees decreased due to pre-emptive return-to work strategies and targeted interventions (figure 4).

The average cost per claim in 2018 and 2019 was significantly lower compared with previous years due to the closure of long-term ongoing claims (table 7). This also resulted in a significant reduction in the amount of premium paid to WorkCover.

Table 7 – Standard claims and associated costs: 2016 – 2019

	2016	2017	2018	2019
	\$44,343	\$36,994	\$8639	\$8456

Figure 1: Reported workplace injuries resulting in an accepted WorkCover claim

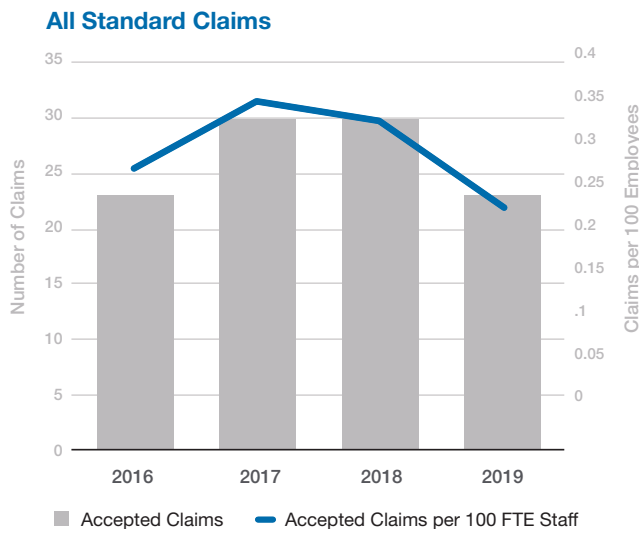


Figure 3: Reported hazards and incidents per 100 employees



Figure 2: Lost-time incident rate per 100 employees

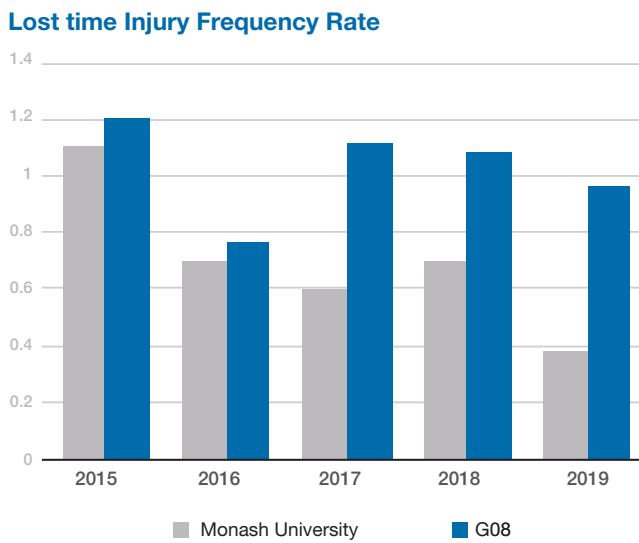
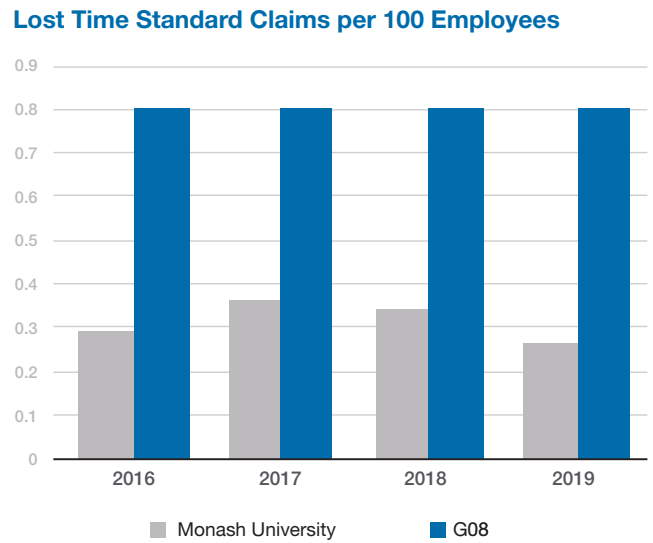


Figure 4: Lost-time standard claims per 100 employees



Equity, access, and diversity — students and staff

DIVERSITY AND INCLUSION

Monash University continued to show a strong commitment to social justice and human rights in 2019. We're fostering an inclusive working and learning environment that supports a diverse staff and student population. In 2019, we launched the Monash Aboriginal and Torres Strait Islander Framework 2019-2030, and continued to implement our University-wide Diversity and Inclusion Framework, drawing together the activities, programs and initiatives under one strategy, focusing on our six priority areas:

- ▶ Aboriginal and Torres Strait Islander staff and students
- ▶ Staff and students of culturally and linguistically diverse backgrounds
- ▶ Staff and students of diverse genders, sexes and sexualities
- ▶ Staff and students with disability, ongoing medical or mental health conditions
- ▶ Gender equality and gender equity
- ▶ Students from low socio-economic backgrounds.

Diversity and Inclusion Week was held from 7-11 October, and was expanded to incorporate more than 60 events representing the six priority areas across all four Victorian campuses. Events celebrated the University's diverse community, with highlights including a 'First in Family' student panel, a screening of the film *The Australian Dream*, and a debate on the topic 'Is AI inclusive?'.

The University was also recognised nationally for its work supporting its diverse staff and student population; Access Monash won the Equity and Opportunity Award for the Access Monash Mentoring Cycle at the Australian Financial Review Higher Education Awards; and the University received a Silver Award from the Australian Workplace Equality Index, and an Athena SWAN Bronze Award.

GENDER EQUALITY AND GENDER EQUITY

The University's longstanding commitment to advancing gender equality continued in 2019 through a range of strategies, programs and initiatives with oversight from the Diversity and Inclusion Committee, chaired by the Vice-Chancellor.

The representation of women in senior roles reached 38.1 per cent (31 March, 2019). The most accelerated improvements were recorded in the representation of women among associate professors and professors, increasing from 33 per cent in 2018 to 35.4 per cent in 2019.

Table 8: Representation of female staff in senior roles: 2015-2019

EMPLOYMENT CLASSIFICATION (ANNUAL REPORT)	31 MARCH					5-YEAR CHANGE
	2015	2016	2017	2018	2019	
Senior academic roles (Level D and above)	31.7%	32.4%	33.1%	33%	35.4%	+3.7%
Senior professional roles (HEW 10 and above)	44.3%	47%	46%	46.2%	46.7%	+2.4%
Senior roles total	35.1%	36.1%	36.3%	36.2%	38.1%	+3%

In 2019, Monash University Council approved the University's Workplace Gender Equity Strategy, which sets out to:

- ▶ improve the gender composition of staff in leadership roles
- ▶ increase the participation of women in science, technology, engineering, mathematics and medicine (STEMM) disciplines, along with areas of the University where women have been historically under-represented
- ▶ promote a flexible workplace culture
- ▶ support staff with caring responsibilities
- ▶ achieve improvements across gender pay equity measures.

Supporting the Workplace Gender Equity Strategy, targets were introduced to:

- ▶ increase the representation of women in senior roles (HEW 10 and above, and Level D and above) to 42 per cent by 2022
- ▶ increase the representation of women in senior academic roles (level D and above) to 40 per cent by 2022
- ▶ halve the organisation-wide gender pay gap by 2020.

We welcomed 77 mentees into the 2019 Women's Mentoring Program. The six-month program, introduced in 2000, supports the career progression and development of female professional and academic staff by facilitating mentoring partnerships and encouraging a focus on professional learning and growth. Participants were matched with experienced mentors, and provided with networking events and development opportunities.

The Advancing Women's Research Success Grant program was delivered again, its ninth consecutive year. The program supports women with caring responsibilities during the crucial early-mid academic career period, aiming to mitigate the impact caregiving responsibilities and career breaks can have on career trajectory and research productivity. As a flagship gender equity program, it's also one of the proactive ways the University works to address the underrepresentation of women in senior academic roles. In 2019, grants were awarded to 26 women, who also received career coaching to enhance the positive impact of the grant.

The Monash University Athena SWAN Committee, chaired by Professor John Carroll, continued to drive the implementation of the University's Athena SWAN Action Plan (2018-2021). With the committee's oversight, the Staff Equity and Diversity Survey was rolled out for the second time. The survey focused on gaining a deeper understanding of how Monash staff experience their work environment, and how we can further build a workplace culture that values diversity and supports inclusion.

Supported by Staff Equity and Diversity in Monash HR, the Athena SWAN Committee hosted inaugural sessions on 'Assessing Achievements Relative to Opportunity' for academic staff at Clayton, Caulfield and Monash University Malaysia. These sessions provided strategies for addressing relevant personal and professional circumstances in applications for academic promotion, research funding and probation confirmation.

The University's focus on supporting women's participation and progression in STEMM continued in 2019 with tailored interventions and initiatives designed to improve the retention and advancement of women in these disciplines.

The Athena SWAN Committee launched the Panel Pledge campaign at Monash to influence change and advocate for gender equality on panels, at events and other public forums. In 2019, 185 staff members joined this initiative, committing to participate only in events that feature a diversity of speakers, including diversity of gender.

The STEMM Women Academic Network was launched, with Professor Maria Garcia de la Banda (Information Technology) appointed as inaugural chair, and Professor Rebekah Brown as the program's executive sponsor. A total 230 Monash staff joined the STEMM Women Academic Network in 2019, validating the need for a women-only network to make connections with colleagues in other departments, sharing a platform to make their voices heard, and providing a source of support.

To further solidify the University's commitment to advancing gender equity within STEMM-based careers, Monash became an inaugural Women in STEM Decadal Plan Champion. In its public submission, the University successfully demonstrated how our gender equity, inclusion and diversity activities align with the six opportunities identified in the decadal plan, developed by the Australian Academy of Science and the Australian Academy of Technology and Engineering: leadership and cohesion; evaluation; workplace culture; visibility; education; and industry action.

GENDER

The Ally Network at Monash continued to promote Monash as a safe and inclusive space for lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) students and staff. At the end of 2019, there were 752 trained and registered allies across our Australian campuses. Tailored training was delivered to student leaders, student groups, frontline staff and senior staff leaders to assist them in gaining a greater understanding of diverse genders and sexualities, equip them to work and learn effectively and respectfully with LGBTIQ people, and empower them to make positive change in their communities.

Monash continued to work with Pride in Diversity, Australia's first and only national not-for-profit employer support program for all aspects of LGBTIQ inclusion, to provide strategic advice and deliver training for the Ally Network. In 2019, Monash maintained its standing and was awarded Silver in the Australian Workplace Equality Index (AWEI) for our work in LGBTIQ inclusion.

We developed guidelines that outline best practice in inclusive gender data collection to support research, and the creation of surveys and forms broadly.

The Diverse Genders, Sexes and Sexualities (DGSS) Advisory Group continued to drive and promote initiatives around LGBTIQ support and inclusion across the University.

Monash expanded its number of all-gender toilets, with 15 across Clayton and Caulfield campuses and other off-campus locations. All-gender toilets are for those of all-gender identities and expressions, and work towards making the Monash community more inclusive for all students, staff and visitors.

Monash students and staff participated in the annual Midsumma Pride March for the fourth year, with the Monash contingent led by Deputy Vice-Chancellor and Vice-President (Enterprise) Professor Ken Sloan. Monash held a number of events across all Victorian campuses to celebrate and promote inclusion for LGBTIQ people, including a week-long celebration to mark the International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) in May, flying the pride flag alongside the national, state, Indigenous and Torres Strait Islander flags on all Australian campuses.

INDIGENOUS PARTICIPATION AND SCHOLARSHIP

Through the commitments outlined in the Aboriginal and Torres Strait Islander Framework 2019 – 2030 launched in November, 2018, Monash is committed to fostering an environment that respects Aboriginal and Torres Strait Islander peoples, cultures and knowledges, and works towards addressing the legacies of the past.

On 6 December, 2019, Monash University rebranded its Indigenous Engagement Unit—previously known as Yulendj—as the William Cooper Institute. The institute will connect research, learning and engagement for Aboriginal and Torres Strait Islander peoples and communities through the establishment of a 'hub-and-spoke' model of Indigenous leadership, and participation across and within the University.

The institute will oversee the development of targeted strategies to increase the participation of Indigenous students across the country; in particular, graduate students and those from regional areas. It will also implement comprehensive engagement programs with secondary schools, and strengthen connections with Indigenous community-controlled organisations, to build greater awareness of the University's educational offerings, pathways, entry schemes, scholarships and support programs.

In addition to the launch of the institute, several key achievements have been delivered, falling within the framework's four pillars.

1. Increasing the participation and success of Indigenous students

- ▶ A redevelopment of the Monash Indigenous Experience Camp saw Indigenous students from across the country in years 10-12 attend a five-day camp during NAIDOC Week in July. The camp enables students to participate in activities run by all faculties.
- ▶ The refreshed Indigenous Leadership Program saw eight Indigenous participants complete modules from the Leap into Leadership suite, as well as four masterclasses. The program culminated in a seven-day study abroad tour to visit the University of British Columbia, where students experienced First Nations culture, and the opportunity to establish international connections.
- ▶ The William Cooper Institute relocated to a purpose-built Indigenous student engagement space in late 2019, with dedicated tutoring facilities, a quiet study space, a fully-serviced kitchen, an outdoor native garden, and social space to assist with the attraction, retention and success of Indigenous students at Monash.

2. Embedding Indigenous perspectives and context into curriculum

- ▶ Work has commenced to develop an online Aboriginal and Torres Strait cultural awareness module for all Monash students, to be launched in 2020.
- ▶ The Faculty of Science, in consultation with the William Cooper Institute, has begun development of an Indigenous science unit for second-year students that will begin to take enrolments from semester two, 2020.

3. Growing research contributions to address and serve the needs of Indigenous peoples and communities

- ▶ The Pro Vice-Chancellor (Indigenous) and the Monash Business School collaborated to design and launch the Master of Indigenous Business Leadership, with the first intake in 2020. The new flagship course will be jointly offered by the William Cooper Institute and the Monash Business School. This is a transformational leadership program for Indigenous Australians, designed to strengthen Australia's Indigenous workforce in public, private and community sector organisations.
- ▶ In 2019, an inaugural graduate workshop was held for Indigenous PhD and master's students, to discuss the ways in which the University can support and attract Indigenous researchers and grow research capacity.

4. Upholding traditional knowledge, and respecting Indigenous students, staff and communities

- ▶ In 2019, Monash expanded the Indigenous Traineeship Program, which saw four new Indigenous trainees onboarded and commence a graduate certificate and/or diploma-level qualification. The two-year program provides trainees with structured rotations across the University, with a view to secure participants in ongoing positions at the completion of the traineeship.
- ▶ The fourth annual Reconciliation Lecture was delivered by Craig Ritchie, CEO of AITSIS, and was attended by a record number of Monash staff. The lecture focused on 2019 being the International Year of Indigenous Languages.
- ▶ The 11th annual Elders Day was held at Monash Residential Services. The event was an opportunity to celebrate Indigenous cultures, and recognise local Elders who are a vital part of the University's partnerships with Indigenous communities. Elders from across Victoria joined staff and students for a morning research forum, followed by a formal lunch hosted by the President and Vice-Chancellor, Deputy Vice-Chancellor (Education) and Pro Vice-Chancellor (Indigenous).

LOW SOCIO-ECONOMIC STATUS (LSES) STUDENTS

Monash is committed to having the greatest positive impact on social mobility of any Australian university by supporting students who've experienced educational disadvantage to access university study, ensuring they have a fulfilling experience during their studies, and striving to have them graduate ready to start their careers. Access Monash leads the University's strategy for improving the access and participation of students from lower socio-economic communities and supporting their future success.

Key achievements relating to low-SES student engagement in 2019 included the following:

- ▶ Access and participation rates for students from low-SES backgrounds both increased at Monash in 2019. In 2019, 29.2 per cent of commencing domestic undergraduate students and 26.7 per cent of all domestic undergraduate students were from a low-SES background, representing increases of 0.2 percentage points and 0.6 percentage points respectively over 2018.
- ▶ Monash continued to increase the level of financial support offered to students from low-SES backgrounds. In 2019, more than 5000 students received an equity scholarship to support their participation in all aspects of university, including 28 Asylum Seeker Scholarships, which provide a full-fee waiver, a living allowance, and a specialised transition program.
- ▶ The UniStart Support Scholarship guarantees all commencing Indigenous Australian students, and those from low-income families, financial assistance with the costs of university, including books, equipment, transport and accommodation. The value of this scholarship is \$1500 in the first year and \$500 in subsequent years. In 2019, 1645 students received this scholarship.
- ▶ The Champions Program—a leadership and personal development program designed to inspire year 9 and 10 students to become active community leaders. The program saw 187 students from 17 schools, supported by 66 Champions Mentors (current Monash students), design and deliver projects that make a positive difference in their community.
- ▶ The Access Monash Mentoring Program offered intensive one-on-one mentoring by Monash students to year 11 and 12 students from low-SES backgrounds aspiring to attend university. The program supported 545 mentees from 43 schools in 2019, with the help of 394 volunteer mentors.
- ▶ The Strengthening Engagement and Achievement in Mathematics and Sciences (SEAMS) program aims to increase equitable participation and attainment in science and maths in higher education for individuals from low-SES backgrounds, and is run in partnership with the University of Melbourne. Students are invited to attend two SEAMS camps during the year, in January and July, held on campus at Monash University or the University of Melbourne. In 2018, 105 year 12 students completed the program, and 96 per cent of contactable participants received a University offer for 2019.
- ▶ In 2019, the Betty Amsden AO Alumni Mentoring program continued to expand, supporting an increased number of final-year students from low-SES backgrounds to transition successfully into the workforce and beyond. Monash alumni mentors provided mentoring for the participants, focusing on industry knowledge, networks, career planning and personal development. This year, 10 Monash students from low-SES communities participated in the Alumni Mentoring Program, with the remaining mentor leaders receiving access to alumni networking and professional development workshops. Two leadership workshops were conducted, focusing on expanding professional networks, 'careers of the future', and 'making the first few years count'.
- ▶ In 2019, 28 Monash Humanitarian Scholarships were awarded to cover full course fees and a \$5000 study support allowance.
- ▶ The Special Entry Access Scheme (SEAS) and Monash Guarantee scheme continued to expand, supporting more students from educationally disadvantaged backgrounds to access university. There was an increase in students eligible for both schemes in 2019, which has resulted in a higher number of offers being made to students from low-SES communities, and a subsequent increase in the number of enrolments of low-SES students. In 2019, 1570 students were made an offer under the Monash Guarantee (up from 1410 students in 2018).

DISABILITY SUPPORT SERVICES—ENABLING THE SUCCESS OF STUDENTS

As of 26 November 2019, there were 2722 Monash students registered with Disability Support Services (DSS), a 17.23 per cent increase from 2018. A total of 1359 new students registered with DSS for the first time in 2019. More than half (52.5 per cent) of DSS-registered students in 2019 were registered with a mental health condition (slightly up from 52 per cent in 2018).

By the end of 2019, a total of 45 student carers had registered with DSS for support (45 students were registered in 2018).

In July 2019, DSS launched the GradWISE program, in partnership with Monash Career Connect and WISE Employment. As of 29 November, there were some excellent outcomes for students with disabilities accessing the program:

- ▶ 62 students have registered their interest
- ▶ 42 students are actively engaged with the program
- ▶ Seven students (graduates) of the GradWISE program have commenced employment
- ▶ Seven students have applied for summer internships, with one securing a graduate position with Victoria Police, commencing in 2020
- ▶ Three students have secured pro-bono work
- ▶ Four students attended a job-shadowing day at City of Port Melbourne (AccessAbility Day) and spent time with mentors who were senior to executive-level leaders.

To celebrate Diversity and Inclusion Week 2019, DSS hosted a lunchtime event at Caulfield campus, Disability—The Lived Experience, together with the City of Glen Eira Metro Access Program. Three presenters with different experiences of living with a disability, including a former Monash Business School student, shared their stories and answered questions from the audience.

During 2019, there were 53 students with a disability who applied for Stepping Into Internships, offered by the Australian Network on Disability (AND), with 35 students shortlisted; so far, six students have been successful in gaining paid internships.

Alternative arrangements were put in place for a total of 6096 exams for 2490 individual students during the semester one and semester two centrally-run exam periods in 2019. These figures don't include alternative arrangements put in place for other faculty or department-run exams (including graduate law and Monash College), or deferred, supplementary or summer semester exams.

The DSS' 2019 student survey results indicate that 92.1 per cent of registered students believe the support they received had moderately to extremely enhanced their academic performance. Overall, 98.2 per cent of registered students were satisfied with DSS, and 96.7 per cent stated they would recommend DSS to their friends. These results demonstrate that DSS staff continue to provide a high-value, high-quality service to Monash students, while balancing a continued increase in registered students.

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 each other's rights and responsibilities is vital.

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 takes staff through all of these critical frameworks.

ETHICAL CONDUCT

Beginning in 2017 and continuing throughout 2018, Human Resources redesigned existing resources and developed new resources that focus on ethics, workplace culture, workplace behaviour, and discrimination and harassment. This included rewriting the University's Ethics Statement, Equal Opportunity Policy, and Integrity and Respect Policy.

Our publicly accessible website, which was improved in 2018 with streamline reporting processes, has seen an increase in the reporting and resolution of behavioural complaints.

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 operated five animal ethics committees registered under five Scientific Procedures Premises Licences issued by Agriculture Victoria, Department of Economic Development, Jobs, Transport and Resources. All activities of the five 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.

RESEARCH INTEGRITY

Monash University values the community's trust, and shares community expectations of honesty and integrity. The University continues to provide leadership to ensure its research is conducted responsibly and ethically in line with expectations. Our research governance framework fosters an ethical and conscientious culture that supports high-quality research that returns benefits to the community.

COMMUNITY ENGAGEMENT

In 2019, the non-residential colleges' program continued to offer students the opportunity to engage in a social mentoring support program across Clayton, Caulfield and Peninsula campuses, and added a college to engage Parkville campus students. In 2019 there were eight colleges, with 2000 student members and 193 student leaders. The program also enabled students to engage in casual employment opportunities, with four casual staff involved in supporting college events and activities.

The University's sector-leading program again ensured more than 850 approved off-campus events (covering 90,000-plus student visits and interactions) met the prerequisite safety, compliance and representative standards through integrated and comprehensive training, awareness-raising information, off-campus activity guidelines, and flexible digital support tools. Under the leadership of our representation group, Team Monash, this initiative seeks to ensure that all off-campus student experiences provided by Monash and its affiliates are rewarding and safe for our students.

The year saw a continuation of our campus activation program of on-campus events, highlighted by SummerFest and WinterFest, week-long festivals with events on most campuses that provided experiences covering musical, artistic, sporting and visual activities. These events were delivered with significant student input, ranging from volunteering and casual work opportunities to student talent being showcased as part of all activities. Combined, these events drew more than 45,000 attendees.

Monash partnered with local Hindu community groups and Monash City Council to deliver a significant Holi Festival (Festival of Colours) in March, 2019. The event was extremely successful, with more than 5000 people attending.

For the second consecutive year, Monash was the largest university team entered globally in 2019 Wings For Life World Run. With 250 participants registered, Team MONASH also raised \$16,000 for spinal cord research in the process.

HUMAN RIGHTS

Monash remained listed as a participant in the Academia category of the United Nations Global Compact, and was 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 with which the University complied.

SOCIALLY RESPONSIBLE ECONOMIC CONSIDERATIONS

Loans

In 2019, 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 course texts, technology, transport and housing, and were offered over favourable periods, with a guarantee not required for loans of up to \$1000 over a period of six months.

Accounts payable

While the University generally applied a standard trading term on disbursements of 30 days from the end of the 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 cashflow burdens experienced in rural communities, and also catering/food vendors, as these businesses are predominantly sole proprietors, and reliant on this income as their only source.

Accounts receivable

Monash 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 regarding students. Wherever possible, a negotiated arrangement was seen as preferential to placing the debt in the hands of collection agencies.

Environmental performance

Environmental performance

INTRODUCTION AND SCOPE

Monash University's vision is to strive to achieve excellence in research and education, built through a deep and extensive engagement with the world, to serve the good of our communities and environment. To achieve its goals, the University must be financially, socially and environmentally sustainable, and must reflect its values in the way it operates, acting ethically, fairly, transparently and with generosity of spirit. The University's practice must also support these goals, with our campuses aiming to become exemplars of environmental practice (*Focus Monash Strategic Plan 2015-2020*).

The environmental performance section focuses on Australian operations, with particular references to the Malaysian campus stated. Results for the period 1 July 2018 to 30 June 2019 (financial year 2018/19) are referenced as such, where provided. References to 2019 are for the calendar year.

2018/19 ENVIRONMENTAL SUSTAINABILITY AT A GLANCE:

- ▶ 749,721 gigajoules of energy used (electricity, gas and fuel)
- ▶ 608,773 kilolitres of potable water consumed
- ▶ 1,348,163 kilowatt hours of renewable energy generated
- ▶ 5113 tonnes of waste generated, of which 1480 tonnes (29 per cent) was recycled
- ▶ 215,489 tonnes CO₂e emitted in 2018 carbon footprint
- ▶ 62 per cent of the University's carbon emissions came from electricity, 22 per cent from air travel and 11 per cent from natural gas
- ▶ 67 per cent of staff and students in 2019 used sustainable transport to get to campus, which included public transport, carpooling, cycling and walking.

Commitments, governance and resources

PUBLIC COMMITMENTS

Priority: To continually strive to lead the sector towards environmental sustainability

The University's Environmental, Social and Governance (ESG) statement outlined how the University seeks to show leadership in responding to climate change and the United Nations' Sustainable Development Goals through its teaching, research, engagement, investments and campus operations.

The key commitments in the ESG statement are:

- ▶ leveraging the University's research and teaching capabilities to adopt a proactive and multi-dimensional ESG strategy
- ▶ becoming a signatory to the Universities Commitment to the Sustainable Development Goals Charter
- ▶ becoming a signatory to the Principles of Responsible Investment
- ▶ confirming all University investment managers are signatories to the Principles for Responsible Investment
- ▶ reviewing the ESG factors relating to both direct and indirect investment portfolios, and applying appropriate positive and/or exclusionary screens
- ▶ lowering the carbon footprint of the investment portfolio with a significant investment in low-carbon equity funds
- ▶ committing publicly to achieve net zero emissions on our Australia campuses by 2030
- ▶ actively and transparently monitoring and reporting on the progress of the incorporation of ESG factors into the University's teaching, research, investment and campus practice.

GOVERNANCE

The University's Estates Committee had responsibility for monitoring the environmental performance and legislative responsibilities of the University. The Estates Committee is a standing committee of council chaired by the Deputy Chancellor and attended by the Chancellor and Vice-Chancellor, external stakeholders and senior University management. An ESG statement steering group had the responsibility to monitor and report on progress against the commitments in the statement. The Provost chaired the steering group, and it was attended by representatives from the teaching, research, finance and campus operations portfolios.

Other committees with environmental responsibility included the occupational health, safety and environment committees based in faculties and divisions. All committees were supported by the Buildings and Property Division 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 campus operations.

NET ZERO EMISSIONS

In 2017, Monash University committed to achieving net zero emissions for its Australian campuses by 2030, and commenced the journey to 100 per cent renewable power.

The Net Zero Initiative aims to facilitate the transition to an energy-efficient, renewable energy-powered future by transforming and utilising campus assets. Jointly developed with ClimateWorks Australia and based on its research for the United Nations' Sustainable Development Solutions Network Deep Decarbonisation Pathways Project, the Net Zero strategy includes the following key pillars:

- ▶ Extensive energy efficiency measures within existing buildings
- ▶ Performance standards for new builds
- ▶ Campus electrification, switching from gas to all-electric campuses
- ▶ Deployment of on-site renewable energy, and off-site renewable energy through power purchase agreements to power all Australian campuses with 100 per cent renewable energy
- ▶ Innovating on how renewable energy is used and stored through the development of the Monash microgrid

- ▶ Engaging with industry partners and communities to help create a more sustainable future
- ▶ Monash University has committed \$135 million over the next 11 years that encompass operational aspects of the strategy. Energy savings will result in significant cost savings, estimated to be in the order of \$15 million per annum from 2030.

In 2018-19, Monash:

- ▶ commenced implementing its energy efficiency program, including upgrading lights to LED and mechanical plant renewal and optimisation
- ▶ installed more than 10,000 solar panels to date, bringing its existing rooftop solar capacity to nearly 2.7 megawatts, enough to power 475 average Australian households
- ▶ signed a long-term power purchase agreement with the Murra Warra wind farm to help meet its 100 per cent renewable power target
- ▶ continued roll-out of the Thermal Precinct Electrification strategy, with upgrades underway in the medicine and science precincts
- ▶ installed and commissioned a 1MWh hybrid energy storage system at the Clayton campus
- ▶ installed and commissioned four new electric vehicle charging facilities
- ▶ secured funding from both federal and state governments, as well as industry, to develop a market-leading microgrid that will enable the University to control how and when energy is used, and provide a model for how to power a sustainable and reliable electricity network and maximise value for customers
- ▶ commenced installation of microgrid equipment and integrated this with the building automation systems on selected buildings at the Clayton campus.

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 two distinct groups dedicated to environmental sustainability: the Buildings and Property Division, and the Monash Sustainable Development Institute (MSDI).

BUILDINGS AND PROPERTY DIVISION

The Buildings and Property Division was responsible for improving the environmental performance of the University's campus operations.

The division undertook a range of programs and initiatives to improve the environmental sustainability of the infrastructure and operations of the University, and also to enhance the sustainable behaviour of the thousands of staff and students studying, working and living on the campuses. The Buildings and Property Division draws on the sustainability expertise of 14 staff integrated into the division.

Further information on the work of the Buildings and Property Division can be found at: monash.edu/environmental-sustainability

MONASH SUSTAINABLE DEVELOPMENT INSTITUTE

The Monash Sustainable Development Institute (MSDI) is one of the world's leading research and education institutes in sustainable development. It's harnessing Monash's strength in interdisciplinary research, education and translation programs to help achieve the United Nations' 17 Sustainable Development Goals (SDGs). This includes hosting the Australia, New Zealand and Pacific chapter of the Sustainable Development Solutions Network (SDSN), which brings together universities, research institutions, foundations and civil society organisations in the region to develop and promote solutions, policies and public education for sustainable development. Work and initiatives advanced by MSDI in 2019 included:

- ▶ Together with the faculties of Science, Arts and the Monash Business School, MSDI won the Research and Academia category at the 2019 Banksia Sustainability Awards for the Master of Environment and Sustainability. Hosted by the Banksia Foundation, the awards recognise innovation and excellence in environmental and social stewardship. The Research and Academia award acknowledged Monash University's multidisciplinary education program as a prime example of living and implementing the SDGs.
- ▶ Led by the MSDI, the Revitalising Informal Settlements and their Environments (RISE) program has moved confidently from an inception phase to achieving many project milestones in 2019. The global team has grown to 170 people across nine countries. Three new partners have joined the RISE consortium, including the Australian Department of Foreign Affairs and Trade, the New Zealand Ministry of Foreign Affairs and Trade, and the United Nations Human Settlements Programme (UN-Habitat), with \$9.3 million of new funding from across the global consortium secured in 2019. A truly transdisciplinary program, the number of Monash faculty collaborators has been boosted to six, with the Faculty of Law now contributing research to RISE alongside the faculties of Art, Design and Architecture; Science; Medicine, Nursing and Health Sciences; Business and Economics; and Engineering. Support from RISE's Fijian and Indonesian government partners has continued, with the mayor of Makassar opening the program's demonstration site, showcasing how RISE's green infrastructure functions in informal settlements in Indonesia. In 2019, the Fiji government integrated sustainable infrastructure into its national work plans, and provided funding for RISE's construction of the first six sites in Fiji.

- ▶ MSDI's ClimateWorks, founded by Monash University and the Myer Foundation, is a mission-based organisation focused on the transition of Australia and its neighbours to a net zero future. In 2019, ClimateWorks launched the Net Zero Momentum Tracker. The initiative will collate information on Australian emissions reduction commitments, showing the continued progress of action on climate change. By demonstrating what organisations have done, and how, the initiative aims to encourage more organisations to commit to reduce their emissions, in line with the goal of net zero emissions by 2050. ClimateWorks also worked with Vivid Economics to develop comparative advantage papers for Vietnam, Indonesia and the Philippines. The papers examine how these countries can join the 'green race' to take advantage of growing low-carbon markets. These countries can be at the forefront of this global transition by taking advantage of nascent and emerging opportunities that will help their economies be resilient and future-focused.
- ▶ MSDI's BehaviourWorks Australia (BWA) brings together decision-makers in government and industry with behavioural experts to explore policy problems through a behavioural lens. Since its launch in 2011, BWA has worked on more than 35 waste projects, and this year sought to leverage that knowledge by bringing together its consortium partners to tackle the issue of waste in a more coordinated manner. Five leading government agencies are involved in the Waste and Circular Economy Collaboration, with the purpose of understanding the behaviours that will make it easier for households, businesses and the entire Australian community to avoid, reduce, reuse and recycle waste. Three flagship projects commenced this year. One is examining how to reduce bin contamination; the second looks at the effect of consumer labelling; and the third will identify barriers to businesses making the transition to a circular economy. BWA's behavioural experts are also contributing to a range of energy, food waste and other environmental projects, both with its external partners and with Monash University faculty-based teams.
- ▶ BWA is also making a significant contribution to Monash University's Innovative Behaviour Change Graduate Research Industry Partnership (GRIP) program, with several PhD candidates investigating environmental issues with their industry partners, including how to improve Victoria's rental housing energy performance, the role of behaviour in energy transformation, and programs to reduce single-use plastics.
- ▶ In 2019, the Urban Water Cluster, a multidisciplinary team from Monash University, University of Indonesia (UI) and Institut Pertanian Bogor (IPB), completed a three-year research program funded by the Australia-Indonesia Centre (AIC). The Urban Water Cluster Showcase was held in December, 2018, in Bogor, West Java, and was attended by senior government officials and community groups, who spoke about the importance of integrating the recommendations made by the cluster into future city plans and informal settlement upgrades. A series of reports was published for government and community to help implement recommendations to guide Greater Bogor towards becoming a water-sensitive city that provides nature-based infrastructure to address stormwater and flooding, and also provides a safe and secure water supply for its citizens.
- ▶ In 2019, the Faculty of Art, Design and Architecture, MSDI and Faculty of Arts responded to an invitation by the governor of West Java, Indonesia, to support his vision to clean up the Citarum River, arguably one of the world's dirtiest waterways. In collaboration with Universitas Indonesia, Monash explored the challenges of river contamination through a series of workshops and meetings with the Citarum Taskforce and local universities. Key insights on the socio, political and economic challenges faced by the government have informed proposals for further engagement, capacity-building and research. In 2020, there'll be opportunities for Monash to build new international partnerships for transdisciplinary collaboration that focus on the problem of the revitalisation of rivers, and also the vulnerable communities that are dependent on the river for clean water and sustainable livelihoods.
- ▶ MSDI embarked on a major new initiative in partnership with McMaster University in Canada to co-curate Social Systems Evidence, a continuously updated repository of review-level evidence about how to address the Sustainable Development Goals (SDGs). In addition to building the repository's content for SDGs 7 (Affordable and Clean Energy), 13 (Climate Action), 14 (Life Below Water) and 15 (Life on Land), the team focused on introducing the initiative to a wide range of potential users and contributors. This included an international launch and a stakeholder workshop held in New York in September as part of UN Climate Week. In addition, the team hosted a week-long Australian visit by Professor John Lavis, Director of Social Systems Evidence from McMaster, to meet with local and national policymakers and discuss how the initiative can support research, policy and practice.

- ▶ The institute's executive education program expanded in 2019. MSDI and our ClimateWorks Australia team ran the Climate Change and Business Risk executive education program twice in this year. The course is the first of its kind in Australia, priming businesses to respond strategically to climate risk – to become climate-resilient, to plan for uncertainty, and integrate climate change into their business strategies. It featured expert speakers alongside MSDI and ClimateWorks educators, with positive feedback received from business and public sector participants. MSDI's BehaviourWorks Australia team held a 12-week Behaviour Change Bootcamp with the New South Wales Environment Protection Authority (NSW EPA) in 2019. The program involved 20 EPA staff, four workshops, seven webinars and weekly tasks. The program drew upon the BehaviourWorks Method, and aimed to build a culture of behaviour change application within NSW EPA by providing participants with a detailed understanding of human behaviour and its influences.
- ▶ MSDI's curriculum offerings were extended in 2019, with the addition of the Sustainable Business and Innovation unit to Monash Business School's Master of Global Business. The unit provides students with the opportunity to demonstrate a broad knowledge of global sustainable development challenges, and understand the role of business globally and locally in contributing to innovation and the entrepreneurial solutions that address these challenges.
- ▶ MSDI leads the Oxfam Monash Partnership (OMP), which brings together world-leading researchers with international development experts to address the root causes of poverty around the world. Together with the Department of Chemical Engineering, OMP jointly developed a solar-driven water desalinators and purifier that not only produces pure water from a variety of contaminated sources, but also is portable, low-energy and cost-efficient. The water purification system makes use of the latest developments in membrane technology and solar power, making it more affordable than previously. It's also more feasible, as the system is easy to use and maintain, and is extremely robust. Weighing just 20 kilograms, it can be easily transported into hard-to-reach communities. Oxfam has previously partnered with researchers from the University of California, Berkeley, and Lawrence Berkeley National Laboratory to develop a 'road map' that identified a set of criteria to be met by emerging desalination technologies. This road map has been used to inform the work undertaken by the partnership, and has been supported by Monash Infrastructure and Perpetual Impact.
- ▶ MSDI staff collaborated on three key reports published in 2019:
 - ▷ *Climate Risk and the Financial System*, authored by Chris Barrett, Executive Director, Finance Strategy, at the European Climate Foundation, and Anna Skarbek, CEO of ClimateWorks Australia, sets out the risks to global finance posed by climate change, and how financial systems around the world are responding to these risks and seeking to capture the opportunities.
 - ▷ The institute worked in partnership with the Australia and New Zealand School of Government (ANZSOG) and the Governance Lab at New York University (GovLab) to produce *Today's Problems Yesterday's Toolkit*, a pioneering report on innovation in the public service. Authored by MSDI's Professor Rod Glover and Professor Beth Noveck, Director of GovLab, the report includes survey results of nearly 400 public servants in Australia and New Zealand.
 - ▷ *Health and climate change: from Townsville to Tuvalu*, a landmark report from the Global Health Alliance Australia, looks at the health impacts of climate change. Australia and its neighbouring countries are experiencing more deaths, illnesses and injuries from erratic and extreme weather brought about by climate change. This report, published in collaboration with MSDI and the School of Public Health and Preventive Medicine at Monash, outlines nine key points to tackle global health issues relating to climate change, and includes contributions from Australia's leading global health organisations.

Staff and student engagement

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

Engagement with staff and students on campus with environmental sustainability issues and how they can contribute continued to be a strong focus in 2019.

Staff continued to embed sustainability into their local areas through participation in the Monash Green Impact program. In its second year at Monash, the Green Impact program attracted more than 50 teams and implemented more than 1400 actions across multiple campuses and sites. Teams worked to drive positive environmental change within their local areas through a range of activities focused on climate action, resources, mobility, health and wellbeing, engagement and change, and urban ecosystems. This year also saw the successful introduction of a laboratory-based toolkit.

We started work on a Towards Zero Waste strategy, with a particular focus on reducing single-use food packaging. The Ditch the Disposables campaign was launched, encouraging customers to bring their own cup or container, dine in, or borrow reusable containers as a way to reduce disposables. Monash also trialled waste-free dining at new food retail outlets, providing reusable crockery and cutlery, accepting clean customer containers, and using only compostable takeaway packaging. Organics bins were introduced at these sites to divert waste from landfill, with food waste collected from a number of locations on campus. Monash has also introduced a ban on single-use plastic bags on campus through retail and events in line with legislative changes.

Strong support of student-led initiatives continued throughout 2019, with the Monash BorrowCup program introduced to nine campus cafes. This successful program involved more than 50 student volunteers, and seven students employed for BorrowCup operations. On average, 1400 reusable coffee cups were used per week, with more than 67,000 disposable cups being diverted from landfill in a year. The BorrowCup program was another element of the University's commitment to zero waste.

Student engagement continued to grow at key University events, including orientation, SummerFest and WinterFest, and Ride to Work/University days. Students also contributed to a number of on-campus sustainability projects through participation in the Greensteps program, Monash Minds Student Leadership Program, and through coursework in the Bachelor of Science Advanced - Global Challenges (Honours), and Master of Environment and Sustainability courses.

A joint collaboration between Monash University, Monash City Council and Sustainability Victoria saw the 'War on Waste' come to Monash. An audience of more than 800 staff, students and members of the local community turned out to hear from Craig Reucassel, Monash City Council and Monash University about innovative research projects and correct e-waste disposal. The event was a great opportunity to learn more about the ban on electronic waste from landfill, waste avoidance and how to take action in your community.

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. A student-based environmental committee was active in facilitating positive environmental change. MRS continued to expand vegetable gardens, tree plantings and community engagement activities such as a Facebook 'buy swap and sell' group with more than 700 members. These actions helped reduce hard rubbish waste. MRS introduced the Returnr program to reduce single-use plastic consumption in the Hall's Cafe. In six months, more than 700 residents have participated in the program, avoiding the use of more than 10,700 single-use plastic takeaway containers. The program has been complemented by the introduction of biodegradable takeaway packaging options.

Engagement by Monash staff and students was instrumental in the success of the Monash Sustainable Development Conference, providing academics with an opportunity to share how their research is advancing sustainable practice, as articulated by the UN Sustainable Development Goals. More than 100 Monash academics across 10 faculties, as well as Monash University Malaysia and MSDI, took part.

Monash also participated in the inaugural Times Higher Education Impact Rankings, which measures university performance against the Sustainable Development Goals. Monash ranked 45th in the world overall, out of 500-plus universities, and 15th in the world in SDG 17, Partnerships for the Goals.

BIODIVERSITY

Monash University's landscapes and Indigenous flora, with an estimated value of more than \$100 million, are designated by the Australian Institute of Landscape Architects as being nationally significant. They're critically important to the University's campus amenity and identity. Embedded in the campus masterplans is a commitment to sustain a rich biodiversity on each campus, acknowledging local contexts. The masterplans for each Victorian campus include clear deliverables and metrics for the infrastructure and landscape development to achieve University aspirations, including sustainability goals, as outlined in *Focus Monash*. In 2019, more than 5000 native trees and shrubs were planted across our Victorian campuses.

CARBON MANAGEMENT

The Monash University carbon footprint has been measured for each calendar year since 2005. Since 2009, the carbon footprint has included the greenhouse gas 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 2018, gross total emissions for the University increased by 6 per cent when compared to the 2017 carbon footprint (see table 9). The greenhouse gas emissions arising from gas used for heating and cooling (included in Scope 1 emissions) decreased by 7.6 per cent, while the emissions from electricity consumption (Scope 2 emissions) increased by 3.5 per cent compared to the previous year.

Table 9: Monash University's carbon footprint (tonnes CO₂e emitted/year) 2015-2018 calendar year

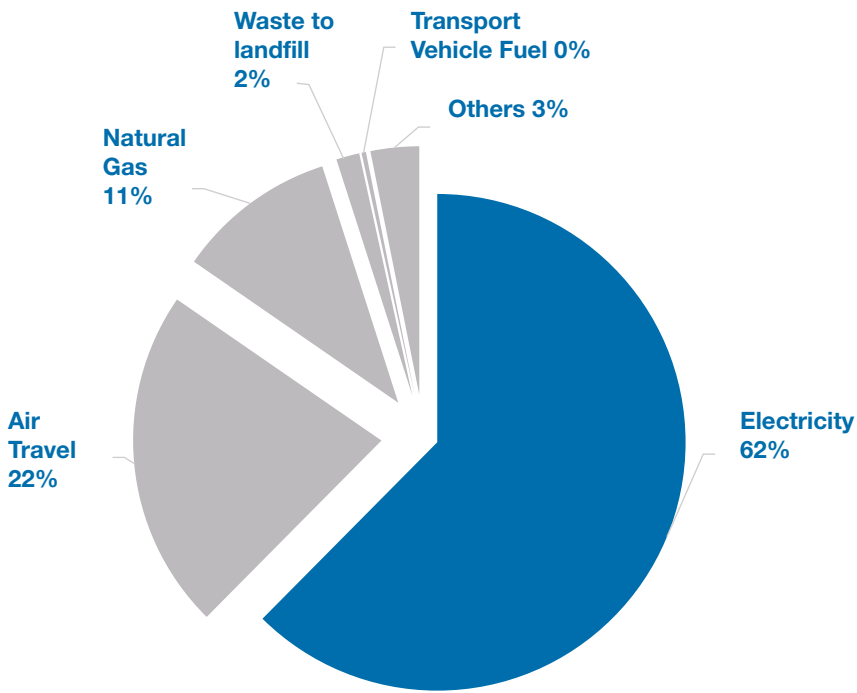
	2015	2016	2017	2018
Scope 1: On-site emissions arising from combustion of gas and fuels, and the use of refrigerants and livestock	21,051	21,833	23,727	22,021
Scope 2: Indirect emissions arising from the generation of imported electricity	108,730	108,832	113,425	117,376
Scope 3: Indirect emissions arising 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	60,027	61,349	64,495	74,498
Additional estimate for small facilities	3204	3719	1503	1595
Total	193,012	195,733	203,150	215,489
Emissions offsets tonnes CO ₂ -emitted/year	18,883	18,378	19,602	20,793
Net total of all emissions after including offsets tonnes CO ₂ -e emitted/year	174,129	177,355	183,548	194,696

Notes:

► Data is collected and calculated according to the National Greenhouse and Energy Reporting (Measurement) Determination 2008, the National Greenhouse Accounts (NGA) Factors, July 2014 workbook, and the Australian Standard 14064.1-2006.

- Electricity and gas consumption and air travel continued to be the major contributors to the footprint (Figure 5). Approximately 15 per cent of the University's electricity consumption was accredited GreenPower. Solar photovoltaic arrays at the Caulfield, Clayton, Parkville and Peninsula campuses generated 1,348,163 kWh of electricity (1.3 per cent of total consumption).
- In 2018, reporting of air travel emissions was expanded to include non-Monash staff travel procured through the Corporate Travel Management system. This has resulted in a 29 per cent increase in air travel emissions.

Figure 5: Major contributors to the 2018 carbon footprint



Source: Carbon footprint calculation, Buildings and Property Division.

Energy consumption

Total energy (electricity, gas and fuel) used in 2018-19 was 749,721 gigajoules (GJ) (see table 10), an increase of 0.4 per cent from that used in 2017-18. Electricity and gas represented more than 97 per cent of this energy use.

Table 10: Energy consumption (gas, electricity and fuel use) 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)	TOTAL ENERGY (GJ)	CHANGE IN ENERGY
	2014 – 15	2015 – 16	2016 – 17	2017 – 18	2018 – 19	2017 – 18 TO 2018 – 19
Berwick	8951	9695	9322	4899	-	-
Caulfield	80,675	80,627	88,860	84,377	84,104	-0.3%
Clayton	499,071	529,675	497,354	491,776	504,434	2.6%
Gippsland (field station)	10,619	10,116	13,345	14,898	12,553	-15.7%
Parkville	38,878	38,458	38,323	41,335	44,605	7.9%
Peninsula	20,690	22,351	25,387	28,375	26,443	-6.8%
The Alfred hospital	20,255	21,014	21,788	21,947	20,816	-5.2%
Monash accommodation services	13,807	26,308	51,570	38,576	36,691	-4.9%
Other	19,376	20,918	22,550	20,857	20,075	-3.7%
Total	712,322	759,162	768,499	747,040	749,721	0.4%

Notes:

- ▶ Data has been extracted from invoices by Buildings and Property Division.
- ▶ Data from previous years has been recalculated as more accurate data became available.

ENERGY CONSERVATION

Energy conservation remained a major component of infrastructure and sustainable behaviour initiatives. Improvements in the energy efficiency of heating, ventilation and air conditioning (HVAC) and lighting systems continued to be a major focus in 2019, including:

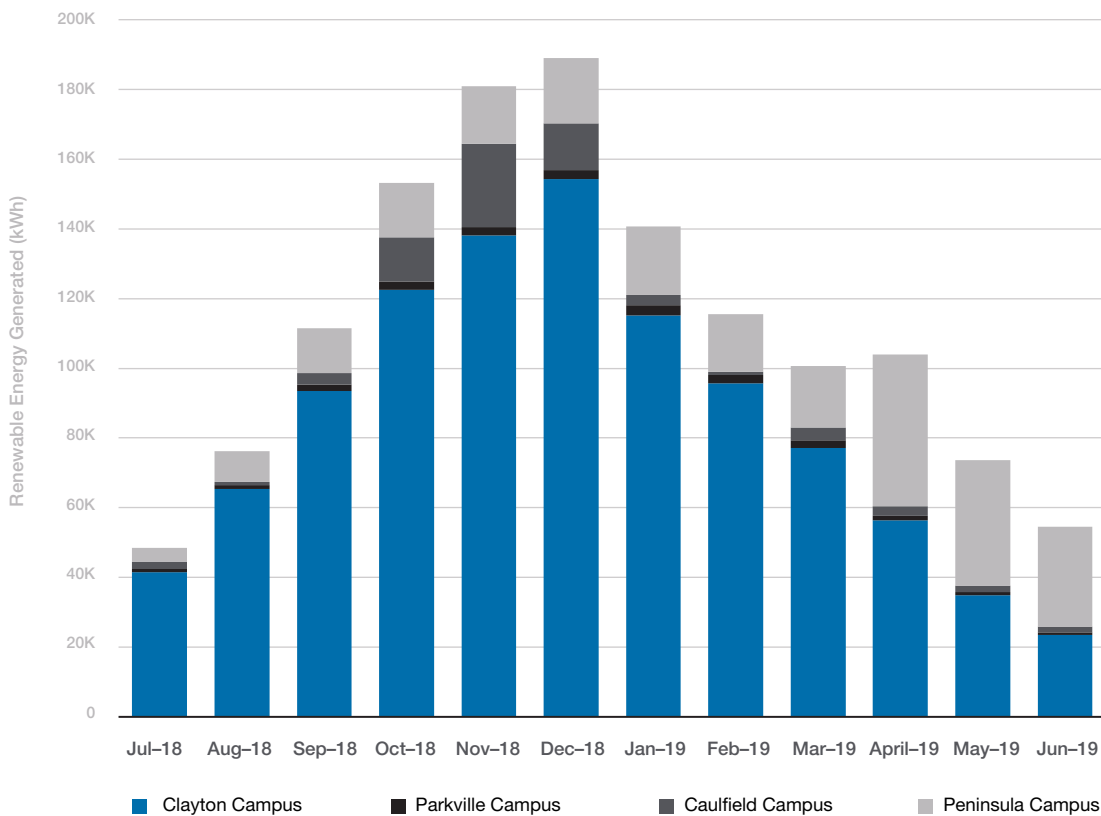
- ▶ upgrading lighting in 35 buildings across all four campuses to LED lamps (18,000 fixtures in total)
- ▶ electrification works conducted as part of the heating and cooling precinct strategy, and net zero electrification strategy in the Clayton science and engineering precincts, including chiller and boiler upgrades, detailed design work and enabling infrastructure works to allow for continued expansion of the systems in the future
- ▶ conversion of the existing domestic hot water (DHW) from natural gas (NG) to all-electric CO₂ heat pump technology in the James Gormley bike arrival station
- ▶ detailed audits and minor works undertaken to optimise the efficiency of HVAC plant and building automation software in 24 buildings across the Caulfield and Clayton campuses for stage one of the building optimisation project.

RENEWABLE ENERGY

In 2019, we completed the 740 kWp N1 carpark solar canopy at the Clayton campus, our largest solar photovoltaic (PV) system to date.

A 740 kWp solar photovoltaic array was installed at the Clayton campus, increasing the total installed capacity of solar PV arrays at Monash University to 1131 kWp. This system, combined with existing systems and the large-scale deployment of solar PV across campuses from 2017, provides Monash with a total solar capacity of 3.5MW. Solar PV systems generated 1,348,163 kWh of renewable energy in 2018-19, a 55 per cent increase from 2017-18 (see figure 6).

Figure 6: Renewable energy generated in 2018-19



Source: Solar management and monitoring web system.

Water consumption

The total potable water consumed by Monash University in 2018-19 was 608,773 kilolitres (KL), a 3 per cent increase on 2017-18. Table 11 shows the total potable water consumed by each campus.

Table 11: Potable water consumed per campus (2018 – 19) in comparison to levels in previous years

	TOTAL KILOLITRES (KL) 2014-15	TOTAL KILOLITRES (KL) 2015-16	TOTAL KILOLITRES (KL) 2016-17	TOTAL KILOLITRES (KL) 2017-18	TOTAL KILOLITRES (KL) 2018-19	CHANGE IN WATER CONSUMPTION 2017-18 TO 2018-19
Berwick	11,766	11,588	13,281	3,853	-	-
Caulfield	55,089	67,653	54,841	62,591	49,078	-22%
Clayton	432,398	486,098	454,561	494,337	518,706	5%
Gippsland	2758	2947	3971	4119	4115	0%
Parkville	12,003	10,425	10,752	9940	10,479	5%
Peninsula	19,864	16,468	21,784	22,585	26,395	17%
Total	533,879	611,648	559,190	597,426	608,773	3%

Notes:

- ▶ Data has been extracted from invoices by Buildings and Property Division.
- ▶ Data from previous years has been recalculated as more accurate data became available.

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 2018-19 included:

- ▶ modifications to the Melbourne stormwater inlet, and installation of a new biofilter bypass to support full-time operation of the harvested water system
- ▶ connection of the harvested water ring main to the new Chancellery building.

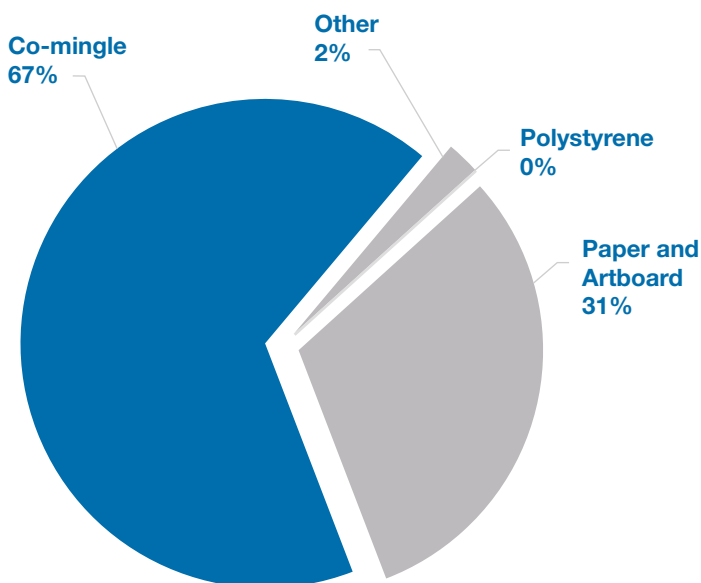
Waste

The University produced 5113 tonnes of waste in 2018-19, a 4.9 per cent decrease on 2017-18. A total of 1480 tonnes of waste was recycled. The amount of waste recycled decreased from 33 per cent in 2017-18 to 29 per cent of total waste generated in 2018-19 (see table 12). The contributions to recycled waste are shown in figure 7.

Table 12: Total waste generated, waste recycled and percentage of waste recycled (2014-15 to 2018-19)

YEAR	WASTE TO LANDFILL (TONNES)	WASTE RECYCLED (TONNES)	TOTAL WASTE (TONNES)	PERCENTAGE OF WASTE RECYCLED
2014-15	3619	1032	4651	29%
2015-16	3837	1090	4927	28%
2016-17	3460	1914	5374	36%
2017-18	3752	1830	5582	33%
2018-19	3633	1480	5113	29%

Figure 7: Contributions to recycled waste, by weight in 2018-19



Notes:

- ▶ Data has been provided by Monash University’s waste collection companies.
- ▶ Conversion factors are from the National Greenhouse and Energy Reporting System Measurement Technical Guidelines for the Estimation of Greenhouse Gas Emissions by facilities in Australia, July 2012.

Sustainable transport

Priority: For more than 70 per cent of staff and students to travel to Monash campuses using sustainable transport options by 2020

The University's integrated campus access strategy aims to reduce greenhouse gas emissions associated with travelling to Monash campuses through a shift from single-occupancy vehicles towards sustainable alternatives, such as public transport, University shuttle buses, carpooling, walking and cycling.

In 2019 across all campuses, approximately 67 per cent of staff and students travelled to Monash using sustainable transport options.

Buildings and Property Division provided travel planning advice to students, staff and visitors through information on the transport and parking website. The website includes user-friendly guides to driving, cycling and public transport options on campus.

Monash had 166 vehicles in its fleet in 2019, a 14 per cent decrease on 2018. Fuel use decreased by 23 per cent comparing 2017-18 to 2018-19. Total energy consumption by fuel type for 2018-19 is shown in table 13.

Table 13: Total energy consumption by fuel type in 2018-19.

FUEL TYPE	LITRES (L)	MEGAJOULES (MJ)
Diesel	87,238	3,367,373
Ethanol E10	68	1586
Petrol	109,805	3,755,346

Patronage on the 601 shuttle bus service, the primary link between the Clayton campus and Huntingdale railway station, continued to grow in 2019, with more than 9200 passengers each day. The University continued to advocate for improvements to the service, including articulated buses. The intercampus shuttle bus continued to be highly patronised in 2019, providing more than 770,000 trips across the year.

Carpooling was actively promoted to staff and students through a pilot of the Liftango carpooling app, used to match drivers with riders and validate their trip to campus.

Procurement

Priority: To include consideration of sustainability in all University purchases

Monash University's procurement framework continued to ensure environmental and social sustainability, with value for money and probity 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 have been developed for staff to use when scoring sustainability criteria in tenders.

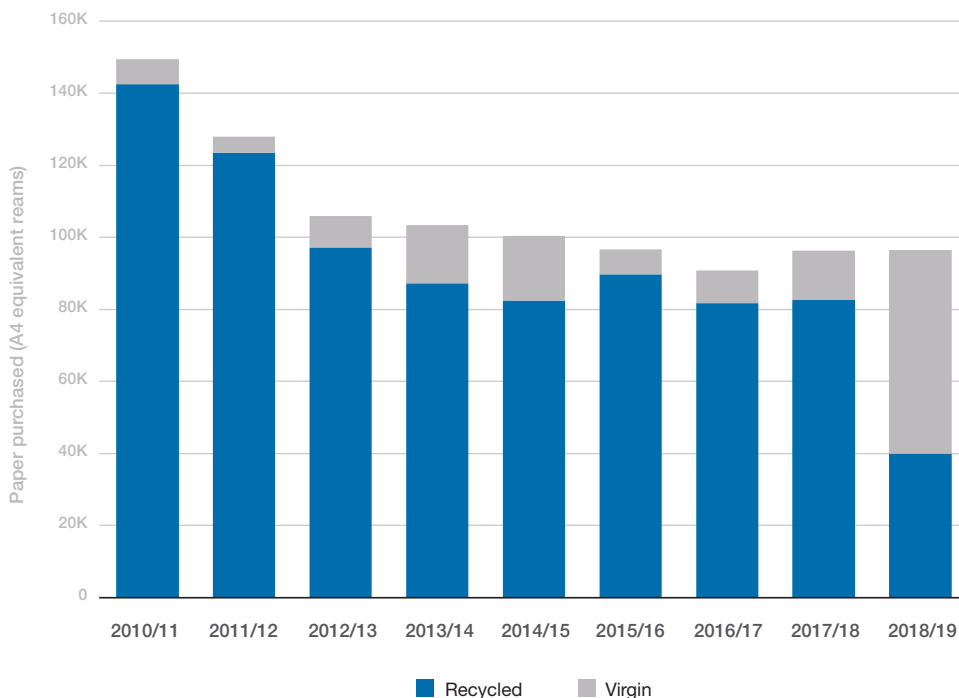
Paper

Priority: To decrease the overall volume of paper purchased

Monash University continues to promote reduction of paper consumption through automation, online delivery and digital marketing. Paper consumption per EFTSL has decreased 24 per cent since 2014-15. The volume of paper consumed by the main paper providers (Monash Print Services and Winc) remained consistent compared with 2017-18, with a marginal 0.2 per cent increase.

Of the paper purchased in 2018-19, 41 per cent was recycled content paper. The main change in paper supply in 2019 was a switch to carbon-neutral virgin paper by Monash Print Services. Although this reduced the percentage of paper with recycled content, 81 per cent of Monash’s paper purchased had both PEFC and the Australian government’s National Carbon Offset Standard (NCOS) Carbon Neutral Program certification. In 2020, Monash will seek paper with both 100 per cent recycled content and carbon-neutral certification.

Figure 8: Paper purchased (virgin and recycled content) by major users from 2010-11 to 2018-19



Notes:

► 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

The commitment to designing and constructing buildings to deliver occupant comfort and healthy indoor environments continued in 2019, with the new Chancellery and Woodside Building for Technology and Design being designed to the Passive House ‘fabric first’ design methodology. These buildings are well-insulated, sealed and shaded, with dedicated fresh-air systems. Both buildings have all-electric plant and rooftop solar, allowing them to become 100 per cent renewable-powered as the Murra Warra wind farm comes on line in 2020.

In addition to having low energy and water use, these buildings are to be connected to the campus microgrid (electricity) and harvested water network to allow for more efficient use of resources both in the buildings and across the campus.

LEGISLATIVE COMPLIANCE

The University is required to meet its environmental compliance obligations as outlined in the following state and federal legislation:

- ▶ *Census and Statistics Act 1905* (Commonwealth)
- ▶ *Environment Protection Act 1970* (Vic)
- ▶ *Environment Protection (Industrial Waste Resource) Regulations 2009* (Vic)
- ▶ *Environment Protection and Biodiversity Conservation Act 1999* (Commonwealth)
- ▶ *Environment Protection and Biodiversity Conservation Regulations 2000* (Commonwealth)
- ▶ *National Greenhouse and Energy Reporting Act 2007* (Commonwealth)
- ▶ *National Greenhouse and Energy Reporting Regulations 2008* (Commonwealth)
- ▶ *National Greenhouse and Energy Reporting (Measurement) Determination 2008* (Commonwealth)
- ▶ *State Environment Protection Policy (Prevention and Management of Contamination of Land) 2013* (Vic)
- ▶ *Water Act 1989* (Vic)

- ▶ *Water (Estimation Supply and Sewerage) Regulations 2014* (Vic)
- ▶ *Ozone Protection and Synthetic Greenhouse Gas Management Act 1989*

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

A new sustainability strategy framework has been developed to drive sustainability initiatives across the campus, taking into consideration the UN’s Sustainable Development Goals. It will also be synergised with the University social responsibility goals.

The inaugural Sustainability Day was also held in 2019, and will become an annual event on the campus calendar.

PAPER

The introduction of e-assessment in 2019 brought significant reduction in paper use for examinations. The initiative involved six schools and 44 study units taken by about 3000 students and 5000 examination sittings. This will bring significant recurring reductions in paper usage for assessments over time.

A paper reduction initiative with six strategies has also been developed and implemented to drive paper reduction initiatives across campus operations. A target of 60 per cent reduction in paper usage has also been established for schools and administrative units beginning in 2020, to be achieved through the increased use of digital processes.

PLASTIC

A campus-wide #QuitPlastic campaign was launched in 2019, together with the phasing out of plastic straws. Also discontinued were single-use plastic bags, cups and plates by food outlets on campus.

BIODIVERSITY

A new biodiversity initiative to establish feeding stations for campus birds has been approved for implementation as part of the Urban Biodiversity Strategy Monash 2018-2028.

ENERGY

As of 30 November, 2019, our 232.5 kWp solar photovoltaic system generated 280.42 MWh of electricity, resulting in about 2.2 per cent of our total electricity consumption being met through renewable energy sources.

Financial performance

Report on financial operations

In 2019 the University operating result is \$230.0 million (2018, \$162.8 million) and the consolidated result is \$352.7 million (2018, \$164.5 million).

The University operating margin from continuing operations is 8.2% (2018, 6.5%) and 11.8% on a consolidated basis (2018, 6.2%).

The underlying consolidated result is \$256.1 million (2018, \$141.1 million), which excludes net investment revenue (i.e. net of management fees and finance costs), donations and bequests, capital grants, unspent research funds and other specific grants.

The 2019 result includes adjustments for the new revenue and lease accounting standards on a prospective basis from 1 January 2019.

- ▶ Lease accounting requires all leases to be recorded on the balance sheet as a lease liability with a corresponding lease asset (i.e. Right of Use – ROU asset), with depreciation and interest expense recognised in the income statement.
- ▶ Revenue standard requires the recognition of revenue to be based on specific performance obligations identified in each contract (including grant contracts), resulting in a contract liability being recognised for the first time (i.e. deferral of revenue and unspent grant funds).

Refer to Note 1(k) for further information on the impact of the new accounting standards.

COMMENTS ON THE GROUP RESULT (INCLUSIVE OF THE IMPACTS OF THE NEW ACCOUNTING STANDARDS):

- ▶ Australian Government funding increased marginally by 1.3% (\$14.7 million) to \$1.1 billion, after an unspent grant funds adjustment of \$15.8 million.
- ▶ Non – government funding decreased by 7.1% (\$7.5 million), after deferral of revenue adjustments of \$25.6 million.
- ▶ International student fee revenue continued to increase in 2019, up by \$153.3 million (a 15.6% increase on 2018).
- ▶ Contract research has again increased significantly by 27.5% (\$16.2 million) to \$75.1 million, after a \$7.0 million deferral of revenue.

- ▶ Net investment income increased significantly by \$158.4 million. Significant realised investment income of \$82.3 million (2018, \$96.9 million) coupled with \$93.8 million in unrealised market value gains on investments (largely externally managed funds).
- ▶ Employee related costs remained at 51% of total expenses in 2019 and have increased by \$65.6 million on par with budget to \$1.3 billion.
- ▶ The University continued to invest strongly in infrastructure in 2019, funded by operating cashflow. Due to timing of completion, the majority of the increased depreciation and amortisation of \$37.1 million / 25.7% relates to amortisation of ROU assets recognised under the new leasing standard (\$30.3 million).
- ▶ Finance costs now include \$7.7 million of imputed interest relating to the incremental borrowing rates applicable to each lease under the new leasing standard.
- ▶ Other significant increases in expenses relate to scholarships and grants, which are up \$44.2 million (16.9%).

ESG RELATED ACTIVITIES

The University is committed to social and environmental sustainability under its strategic plan *Focus Monash*. Monash has an Environment Social and Governance Statement, incorporating a number of elements in investment policy and processes that can be found through the following website: monash.edu/about/sustainable-development

The University's Investment Advisory Committee(IAC) has general oversight responsibilities for the short and long – term investment pools. Members have significant relevant experience and the University also draws on expertise from an independent external advisory firm. The IAC is cognisant of the ESG statement in its decision making and ESG is a standing item at each meeting. The advisors actively engage with external managers on approach to ESG, and it is considered as part of investment manager selection. With a continuing focus on ESG, the integration into investment processes is considered by the IAC as part of the annual manager reviews and presentations, and asset sector reviews.

As part of its commitment, Monash is a signatory to the Principles of Responsible Investment (PRI) and mandates that all investment managers must be PRI signatories. Coal investments were previously removed from the main equity portfolios and a significant investment in a low carbon equity fund has been maintained.

Consistent with a number of sustainability initiatives at Monash, long term debt was raised by the University in the US Private Placement market with 3 separate issuances of certified climate bonds between 2016 and 2018 totalling \$400m.

MAJOR FINANCIAL AND PERFORMANCE STATISTICS

	2015	2016	2017	2018	2019
	\$'000	\$'000	\$'000	\$'000	\$'000
Net results*	162,134	171,485	143,317	164,534	352,698
Revenue	2,031,126	2,198,212	2,401,731	2,636,971	2,979,919
Expenses	1,868,980	2,026,727	2,258,414	2,472,437	2,627,221
Assets	3,751,924	4,041,211	4,486,429	4,777,292	5,715,391
Liabilities	1,064,474	1,202,206	1,485,363	1,601,322	2,272,121
Equity	2,687,450	2,839,003	3,001,066	3,175,970	3,443,270

Notes:

- *After tax and non – controlling interests. 2018 includes unrealised market value losses on investments.

STATEMENT OF CONSOLIDATED CASHFLOWS (FOR THE YEAR ENDED 31 DECEMBER 2019)

	2015	2016	2017	2018	2019
	\$MILLION	\$MILLION	\$MILLION	\$MILLION	\$MILLION
Net cash inflows from operating activities	276.0	316.6	256.4	305.0	429.5
Net cash outflows from investing activities	(380.6)	(393.7)	(455.3)	(351.7)	(309.4)
Net cash inflows / (outflows) from financing activities	138.1	66.5	227.0	75.5	(34.3)
Net increase / (decrease) in cash assets held	33.5	(10.6)	28.1	28.8	85.7

STATEMENT OF CONSOLIDATED FINANCIAL POSITION (AS AT 31 DECEMBER 2019)

	2015	2016	2017	2018	2019
	\$MILLION	\$MILLION	\$MILLION	\$MILLION	\$MILLION
ASSETS					
Property, Plant and Equipment	2,535.8	2,739.9	3,028.8	3,256.9	3,477.8
Right – Of – Use Assets	–	–	–	–	283.2
Other financial assets (FVTPL, FVOCI)*	543.1	632.0	768.3	761.4	956.0
Deferred Government Superannuation Contributions	162.2	156.5	156.9	163.2	167.2
Other	510.8	512.8	532.4	595.8	831.1
	3,751.9	4,041.2	4,486.4	4,777.3	5,715.4
LIABILITIES					
Borrowings	428.1	495.8	713.6	811.9	804.1
Provisions	203.1	215.2	230.2	239.6	273.2
Lease Liabilities	–	–	–	–	292.4
Contract Liability	–	–	–	–	320.7
Deferred Consideration	–	–	–	–	100.4
Deferred Employee Benefits for Superannuation	162.2	156.5	156.9	163.2	167.2
Other	271.1	334.7	384.8	386.6	314.0
	1,064.5	1,202.2	1,485.4	1,601.3	2,272.1
NET ASSETS	2,687.4	2,839.0	3,001.0	3,176.0	3,443.3

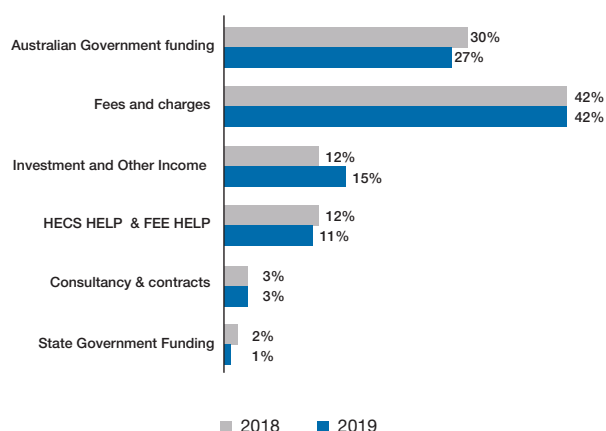
Notes:

- ▶ *Prior to 2017 these were classified as Available – for – sale financial assets
- ▶ FVTPL: Fair value through profit or loss;
FVOCI: Fair value through other comprehensive income

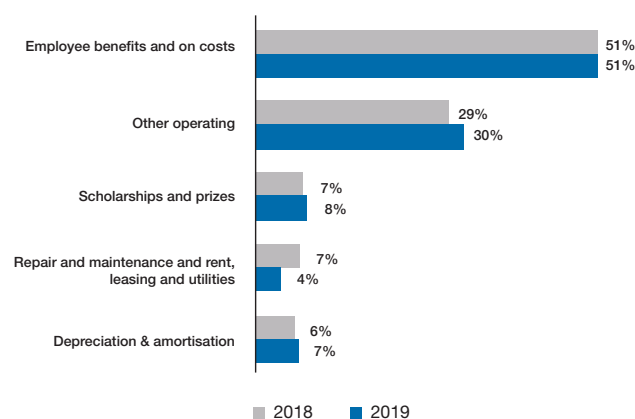
STATEMENT OF CONSOLIDATED FINANCIAL PERFORMANCE (FOR THE YEAR ENDED 31 DECEMBER)

	2015	2016	2017	2018	2019
	\$MILLION	\$MILLION	\$MILLION	\$MILLION	\$MILLION
REVENUE FROM CONTINUING OPERATIONS:					
Australian Government funding	735.8	741.8	753.6	791.8	789.9
HECS HELP & FEE HELP	267.0	288.5	304.2	309.3	325.9
State Government funding	29.0	35.9	41.7	41.3	42.4
Consultancy & contracts	50.4	51.6	45.3	75.8	94.2
Fees and charges	660.7	778.8	929.7	1,109.1	1,266.4
Net Investment income	60.9	45.8	72.6	18.3	176.7
Other revenue	227.3	255.7	254.5	291.5	284.44
Total revenue from continuing operations	2,031.1	2,198.2	2,401.7	2,637.0	2,979.9
EXPENSES FROM CONTINUING OPERATIONS:					
Employee benefits and on costs	982.1	1,055.5	1,172.2	1,269.0	1,334.5
Depreciation & amortisation	109.5	118.7	127.9	144.2	181.2
Repair & maintenance and rent, leasing & utilities	103.9	120.1	144.8	165.6	116.3
Scholarships and prizes	136.9	143.5	156.6	176.6	199.2
Other operating	536.6	588.9	656.9	717.1	796.1
Total expenses from continuing operations	1,869.0	2,026.7	2,258.4	2,472.4	2,627.2
Operating result before income tax	162.1	171.5	143.3	164.5	352.7
Income tax	–	0.1	–	–	–
Net operating result from continuing operations	162.1	171.4	143.3	164.5	352.7

REVENUES



EXPENSES



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.

SUBSIDIARY	OBJECTS	INVESTMENT \$ '000	TURNOVER \$ '000
Monash Accommodation Services Pty Ltd	Construction and supply of affordable student rental accommodation.	31,003	30,747
Monash College Pty Ltd	Education activities on behalf of Monash University or in its own right.	500	178,224
Monash Investment Trust	Manage investments on behalf of Monash University.	–	4,407
Monash University Foundation Trust	Generation of investment income for the future benefit of Monash University.	–	103,256
Monash (Suzhou) Consulting Company Ltd	Technical and consulting services to industries in China.	1,400	–
Monash University Indonesia Ltd	Strengthen local partnership encourage education and research collaborations through a representative office in Indonesia	1,308	–
Monash University Malaysia Sdn. Bhd	Provide tertiary courses	124,651	99,162

All companies have 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 have 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.

CONSULTANTS

The University engaged a wide range of consultants to assist in the evaluation of new systems, and to provide advisory services and information for business developments and a variety of research and strategic projects or initiatives.

During the year ended 31 December 2019, there were 92 consultancies where total fees payable to the consultants were \$10,000 or greater. The total expenditure incurred during 2019 in relation to these consultancies is \$11,569,684.54 (excl. GST). Details of individual consultancies can be viewed at www.monash.edu/about/who/publications

During the year ended 31 December 2019, there were 23 consultancies where the total fees payable to the consultants were less than \$10,000. The total expenditure incurred during 2019 in relation to these consultancies is \$157,614 (excl. GST).

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 2019 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 2018 was \$303 and eligible students were able to defer their SSAF to the government loan scheme, SA – HELP. For further information regarding amounts collected, organisations to which the fees were made available and purposes for which the money was spent – refer to monash.edu/__data/assets/pdf_file/0010/2098720/2019-annual-report-ssaf.pdf

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.

STATEMENT ON EX – GRATIA PAYMENTS

There were no ex – gratia payments made by the University during the year, other than fees and other receivable amounts forgiven and disclosed as bad debts in Note 14 to the financial statements.

STATEMENT OF ALLOCATION OF PUBLIC FUNDS

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

ICT EXPENDITURE

Operational BAU ICT Expenditure	Non- BAU ICT Expenditure (Total)	Non- BAU ICT Expenditure (Opex)	Non- BAU ICT Expenditure (Capex)
(A)	(B)=(C)+(D)	(C)	(D)
\$'000	\$'000	\$'000	\$'000
159,633	47,835	43,426	4,409

Disclosure Index

REPORT OF OPERATIONS

ITEM NO.	SOURCE	SUMMARY OF REPORTING REQUIREMENT	PAGE
CHARTER AND PURPOSE			
1.	FRD 22H 5.4	Manner of establishment and the relevant Minister	08
2.	FRD 22H 5.4	Purpose, functions, powers and duties linked to a summary of activities, programs and achievements	08-40
3.	FRD 22H	Nature and range of services provided, including communities served	08
MANAGEMENT AND STRUCTURE			
4.	FRD 22H 5.6	Organisational structure and chart, detailing members of the governing board, Audit Committee, CEO, senior officers and their responsibilities	09-15
FINANCIAL AND OTHER INFORMATION			
5.	FRD 03A	Accounting for dividends	NA
6.	FRD 07B	Early adoption of authoritative accounting pronouncements	119
7.	FRD 10A	Disclosure index	99-102
8.	FRD 17B	Long service leave and annual leave for employees	145-146
9.	FRD 22H 5.11 c	Operational and budgetary objectives, performance against objectives and achievements	17-40 93-97
10.	FRD 22H 5.10	Occupational health and safety statement, including performance indicators and performance against those indicators.	66-67
11.	FRD 22H 5.8	Workforce data for current and previous reporting period, including a statement on the application of employment and conduct principles, and that employees have been correctly classified in the workforce data collections	49-50
12.	FRD 22H 5.11 a	Summary of the financial results, with comparative information for the preceding four reporting periods	94-97
13.	FRD 22H 5.11 b	Summary of significant changes in financial position	94-95
14.	FRD 22H 5.7	Key initiatives and projects, including significant changes in key initiatives and projects from previous years, and expectations for the future	17-21
15.	FRD 22H 5.11 d	Post – balance sheet date events likely to significantly affect subsequent reporting periods	154

FINANCIAL AND OTHER INFORMATION (CONTINUED)

16.	FRD 22H 5.18 a	Summary of application and operation of the <i>Freedom of Information Act 1982</i>	41-42
17.	FRD 22H 5.18 b	Statement of compliance with building and maintenance provisions of the <i>Building Act 1993</i>	42-46
18.	FRD 22H 5.12	The report of operations shall provide a discussion and analysis of the entity's operating results and financial position, and include details about significant factors that affect the entity's performance	93
19.	FRD 22H 5.9	University workforce inclusion policy (where a University has one), including a measurable target and report on the progress towards the target	NA
20.	FRD 22H 5.16	Schedule of any government advertising campaign in excess of \$100,000 or greater (exclusive of GST)	NA
21.	FRD 22H 5.18 e	Statement, where applicable, on the implementation and compliance with the National Competition Policy, including compliance with the requirements of Victoria's Competitive Neutrality Policy and any subsequent reform	42
22.	FRD 22H 5.18 g	Protected Disclosure (Summary of application and operation of the Protected Disclosure Act 2012 including disclosures required by the Act)	42
23.	FRD 22H 5.18 h & FRD 24D	Summary of environmental performance	76-91
24.	FRD 22H 5.13 5.14 5.15	<p>Consultants: Report of operations must include a statement disclosing each of the following:</p> <ul style="list-style-type: none"> ▶ Total number of consultancies of \$10,000 or more (excluding GST) ▶ Location (e.g. website) of where the schedule with the below details of the consultancies over \$10,000 has been made publicly available ▶ Consultant engaged ▶ Brief summary of project ▶ Total project fees approved (excluding GST) ▶ Expenditure for reporting period (excluding GST) ▶ Any future expenditure committed to the consultant for the project ▶ Total number of consultancies individually valued at less than \$10,000 and the total expenditure for the reporting period 	98
25.	FRD 22H 5.19	List of other information available on request from the Accountable Officer, and which must be retained by the Accountable Officer	103
26.	FRD 22H 5.17	<p>An entity shall disclose the following in the report of operations:</p> <ol style="list-style-type: none"> a. Total entity ICT business as usual expenditure for the full 12 – month reporting period; and b. Total entity ICT non – business as usual expenditure for the full 12 – month reporting period; and provide a breakdown for: <ol style="list-style-type: none"> i. operational expenditure (OPEX); and ii. capital expenditure (CAPEX) 	98
27.	FRD 25D	Local Jobs First	NA

FINANCIAL AND OTHER INFORMATION (CONTINUED)

28.	AASB 16	Leases	116-117, 146 – 148
29.	FRD 119A	Transfers through contributed capital	148
30.	SD 3.7.1	The Responsible Body must ensure that the Agency applies the Victorian Government Risk Management Framework	47
31.	SD 5.2.1(a)	The Accountable Officer must implement and maintain a process to ensure the Agency's annual report is prepared in accordance with the FMA, the Standing Directions, the Instructions, applicable Australian Accounting Standards and Financial Reporting Directions.	47, 112, 175
32.	SD 5.2.3	Report of operations is signed and dated by the Chancellor or equivalent, and includes the date of the Council Meeting at which the annual report was approved	03

FINANCIAL REPORT**FINANCIAL STATEMENTS REQUIRED UNDER PART 7 OF THE FINANCIAL MANAGEMENT ACT 1984**

33.	SD 5.2.2(a), 5.2.2(b) & FMA s49	The financial statements must contain such information as required by the Minister, and be prepared in a manner and form approved by the Minister. They must be signed and dated by the Accountable Officer, CFO (subject to 5.2.2) and a member of the Responsible Body, in a manner approved by the Minister, stating whether, in their opinion, the financial statements: <ul style="list-style-type: none"> ▶ present fairly the financial transactions during the reporting period and the financial position at the end of the period; and ▶ have been prepared in accordance with applicable requirements in the FMA, the Directions, the Financial Reporting Directions and Australian Accounting Standards 	175
34.	FRD 30D	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"> ▶ \$10,000,000, when the amounts shown in the financial statements may be expressed by reference to the nearest \$1,000; and ▶ \$1,000,000,000, when the amounts shown in the financial statements may be expressed by reference to the nearest \$100,000. 	111
35.	SD 3.2.1.1(c)	The Responsible Body must establish an Audit Committee to: <ul style="list-style-type: none"> ▶ review annual financial statements and make a recommendation to the Responsible Body as to whether to authorise the statements before they are released to Parliament by the Responsible Minister 	47
36.	FRD 11A	Disclosure of ex – gratia payments	98

MANAGEMENT AND STRUCTURE

37.	FRD 21C	Disclosures of Responsible Persons, Executive Officer and Other Personnel (contractors with significant management responsibilities) in the Financial Report	151-152
38.	FRD 102A	Inventories	142
39.	FRD 103H	Non – financial physical assets	107, 133-139, 166-169
40.	FRD 105B	Borrowing costs	106, 110, 124,
41.	FRD 106B	Impairment of assets	112, 133-136
42.	FRD 107B	Investment properties	131-132, 166-169
43.	FRD 109A	Intangible assets	107, 140-142
44.	FRD 110A	Cash flow statements	110
45.	FRD 112D	Defined benefit superannuation obligations	153
46.	FRD 113A	Investment in subsidiaries, jointly controlled entities and associates	111, 123-130, 159-161
47.	FRD 120M	Accounting and reporting pronouncements applicable to the reporting period	111-175

COMPLIANCE WITH OTHER LEGISLATION, SUBORDINATE INSTRUMENTS AND POLICIES

48.	ETRA s3.2.8	Statement about compulsory non – academic fees, subscriptions and charges payable in 2019	98
49.	PAEC	Financial and other information relating to the University's international operations	31-37, 118, 128-129, 159-161
50.	University Commercial Activity Guidelines	<ul style="list-style-type: none"> ▶ 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 	159-161

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 22H—Statement regarding declaration of pecuniary interest: contact Ms Bridgid Connors, Divisional Director—Human Resources Division, telephone +61 3 9902 9675, bridgid.connors@monash.edu
- ▶ FRD 22H—Shares held by senior officers: contact Mr Richard Long, Director—Executive Services, telephone +61 3 9905 2010, richard.long1@monash.edu
- ▶ FRD 22H—Publications: contact Mr Fabian Marrone, Chief Marketing Officer—Strategic Marketing and Communications Office, telephone +61 3 9903 2329, fabian.marrone@monash.edu or visit www.monash.edu/about/who/publications
- ▶ FRD 22H—Changes in prices, fees, charges, rates and levies: contact Mr George Ou, Executive Director—Financial Resources Management Division, telephone +61 3 9905 6057, george.ou@monash.edu
- ▶ FRD 22H—Major external reviews: contact Mr Richard Long, Director—Executive Services, telephone +61 3 9905 2010, richard.long1@monash.edu
- ▶ FRD 22H—Major research and development activities: contact Professor Marc Palange, Office of the Senior Vice – President and Provost, telephone +61 3 9902 9468, edwina.cornish@monash.edu
- ▶ FRD 22H—Overseas visits: contact Mr Richard Long, Director—Executive Services, telephone +61 3 9905 2010, richard.long1@monash.edu
- ▶ FRD 22H—Major promotional, public relations and marketing activities: contact Mr Fabian Marrone, Chief Marketing Officer—Strategic Marketing and Communications Office, telephone +61 3 9903 2329, fabian.marrone@monash.edu
- ▶ FRD 22H—General statement on industrial relations and details of time lost due to industrial disputes and accidents: contact Ms Bridgid Connors, Divisional Director—Human Resources Division, telephone +61 3 9902 9675, bridgid.connors@monash.edu
- ▶ FRD 22H—Major committees: contact Mr Richard Long, Director—Executive Services, telephone +61 3 9905 2010, richard.long1@monash.edu or visit adm.monash.edu/execserv
- ▶ FRD22H—Details of assessments and measures undertaken to improve the OH&S of Employees: contact Ms Bridgid Connors, Divisional Director—Human Resources Division, telephone +61 3 9902 9675, bridgid.connors@monash.edu
- ▶ FRD22H—Details of all consultancies and contractors: contact Mr David McWaters, Executive Director Corporate Finance, telephone +61 3 9905 5665, david.mcwaters@monash.edu

Financial statements

MONASH UNIVERSITY

ABN 12 337 614 012

CONTENTS

For the Year Ended 31 December 2019

	Page
Statement of Comprehensive Income	106
Statement of Financial Position	107
Statement of Changes in Equity	108
Statement of Cash Flows	110
Notes to the Financial Statements	
1 General Statements of Accounting Policies	111
2 Disaggregated Information	118
3 Summary of Revenue and Income from Continuing operations	119
4 Australian Government Financial Assistance	121
5 State and Local Government Financial Assistance	121
6 Non-Government Financial Assistance	122
7 Fees and Charges	122
8 Net Investment Income	122
9 Royalties, Trademarks and Licences	123
10 Consultancy and Contracts	123
11 Other Revenue	123
12 Employee Related Expenses	124
13 Finance Costs	124
14 Other Expenses	125
15 Cash and Cash Equivalents	125
16 Receivables	126
17 Investments Accounted for Using the Equity Method	128
18 Other Financial Assets	130
19 Investment Properties	131
20 Property, Plant and Equipment	133
21 Intangible Assets	140
22 Other Non-financial Asset	142
23 Payables	143
24 Borrowings	143
25 Provisions	145
26 Lease Liabilities	146
27 Other Liabilities	148
28 Capital	148
29 Reserves	149
30 Retained Earnings	149
31 Assurance and Other Services	150
32 Responsible Persons and Executive Officers	151
33 Superannuation Funds	153
34 Contingent Liabilities and Contingent Assets	154
35 Events Subsequent to Balance Date	154
36 Commitments	154
37 Related Parties	154
38 Business Combination	156
39 Reconciliation of Net Result After Income Tax to Net Cash Inflow From Operating Activities	158
40 Subsidiaries	159
41 Financial Instruments Disclosure	162
42 Fair Value Measurements	166
43 Acquittal of Australian Government Financial Assistance	170
Declaration	175
Independent Audit Report to the Members of Monash University	176

MONASH UNIVERSITY

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	Consolidated		Monash University	
		2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Revenue from continuing operations					
Australian Government financial assistance	4	1,115,769	1,101,085	1,109,868	1,095,079
State and Local Government financial assistance	5	42,415	41,259	40,731	39,584
Non-Government financial assistance	6	97,561	105,025	97,561	105,025
HECS-HELP student payments		27,309	28,913	27,309	28,913
Fees and charges	7	1,266,446	1,109,072	1,081,349	923,895
Net investment income	8	176,670	18,260	146,907	39,461
Royalties, trademarks and licences	9	22,679	18,398	40,341	36,019
Consultancy and contracts	10	94,178	75,773	93,938	75,622
Other revenue	11	129,919	131,562	160,742	165,310
Share of net results of associates and joint venture entities accounted for using the equity method	17	6,973	7,624	-	-
Total revenue from continuing operations		2,979,919	2,636,971	2,798,746	2,508,908
Expenses from continuing operations					
Employee related expenses	12	1,334,562	1,268,989	1,252,091	1,190,126
Depreciation and amortisation	21,20	181,261	144,214	164,399	132,121
Repairs and maintenance		41,504	45,360	41,157	43,214
Scholarships, awards and prizes		199,224	176,557	197,433	175,481
Grant and donation payments		105,293	83,722	176,824	84,488
Contracted and professional services		86,531	92,670	97,273	101,563
Finance costs	13	40,831	27,179	42,443	29,076
Other expenses	14	638,015	633,746	597,127	589,999
Total expenses from continuing operations		2,627,221	2,472,437	2,568,747	2,346,068
Net result from continuing operations before income tax		352,698	164,534	229,999	162,840
Income tax expense		-	-	-	-
Net result from continuing operations after tax		352,698	164,534	229,999	162,840
Net result attributable to members of the parent entity		352,698	164,534	229,999	162,840
Other comprehensive income					
Items that will not be reclassified to profit or loss:					
Gain / (loss) on revaluation of land and buildings, including impairment	1(g),29	(20,317)	13,254	(20,317)	7,920
Gain on revaluation of cultural assets	29,20	5,899	152	5,899	152
(Decrease) / increase in deferred government superannuation contributions		4,017	6,300	4,017	6,300
Decrease / (increase) in deferred employee benefits for superannuation		(4,017)	(6,300)	(4,017)	(6,300)
Gain / (loss) on listed securities valuation, net of tax	29	23,819	731	(81)	11
Gain on unlisted securities valuation	29	16,882	(327)	16,882	960
Transfer from retained earnings	30	-	(2,556)	-	(2,556)
Items that may be reclassified subsequently to profit or loss:					
Adjustment to opening retained earnings on adoption of AASB 15 & AASB 1058	1(k)	(132,133)	-	(132,133)	-
Transfer to profit or loss from foreign currency translation reserve on wind-up of subsidiary	29	22,062	-	-	-
Foreign currency translation differences	29	16	1,413	-	-
Valuation loss on cash flow hedge	29	(959)	(10,637)	(959)	(10,637)
Distribution to parent on wind-up of subsidiary	30	(667)	-	-	-
Total other comprehensive income		(85,398)	2,030	(130,709)	(4,150)
Total comprehensive income		267,300	166,564	99,290	158,690
Total comprehensive income for the year is attributable to:					
Members of the parent entity		267,300	166,564	99,290	158,690
Non-controlling interests		-	-	-	-

The above Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

MONASH UNIVERSITY

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2019

	Notes	Consolidated		Monash University	
		2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
ASSETS					
CURRENT ASSETS					
Cash and cash equivalents	15	240,217	154,718	192,345	138,492
Receivables	16	133,916	131,798	135,657	132,731
Other financial assets	18	30,217	11,600	-	-
Other non-financial assets	22	39,525	28,063	33,712	26,825
Contract receivable	3(b)	21,684	-	16,471	-
TOTAL CURRENT ASSETS		465,559	326,179	378,185	298,048
NON-CURRENT ASSETS					
Receivables	16	968	-	144,084	143,250
Investments accounted for using the equity method	17	21,672	53,389	6,642	23,181
Other financial assets	18	925,744	749,826	683,629	460,501
Investment properties	19	80,127	76,323	29,537	27,673
Property, plant and equipment	20(a)	3,477,823	3,256,887	3,244,261	3,046,748
Right of use assets	20(b)	283,215	-	195,005	-
Intangible assets	21	266,945	128,249	146,620	123,355
Other non-financial assets	22	26,093	23,211	26,093	23,211
Deferred Government superannuation contributions	33	167,245	163,228	167,245	163,228
TOTAL NON-CURRENT ASSETS		5,249,832	4,451,113	4,643,116	4,011,147
TOTAL ASSETS		5,715,391	4,777,292	5,021,301	4,309,195
LIABILITIES					
CURRENT LIABILITIES					
Payables	23	278,967	264,743	344,689	316,999
Borrowings	24	53,204	9,704	53,204	9,704
Provisions	25	221,443	196,877	260,730	188,753
Lease liabilities	26	33,261	-	19,956	-
Contract liabilities	3(b)	320,743	-	286,131	-
Deferred consideration	38	5,304	-	5,304	-
Other liabilities	27	22,706	108,097	10,097	88,398
TOTAL CURRENT LIABILITIES		935,628	579,421	980,111	603,854
NON-CURRENT LIABILITIES					
Borrowings	24	750,871	802,197	750,871	802,197
Provisions	25	51,744	42,700	49,413	40,855
Lease liabilities	26	259,185	-	181,638	-
Deferred consideration	38	95,166	-	95,166	-
Other liabilities	27	12,282	13,776	12,282	13,776
Deferred Government superannuation obligations	33	167,245	163,228	167,245	163,228
TOTAL NON-CURRENT LIABILITIES		1,336,493	1,021,901	1,256,615	1,020,056
TOTAL LIABILITIES		2,272,121	1,601,322	2,236,726	1,623,910
NET ASSETS		3,443,270	3,175,970	2,784,575	2,685,285
EQUITY					
Parent entity interest					
Capital	28	246,577	243,995	83,102	83,102
Reserves	29	1,087,838	1,062,014	1,068,224	1,066,800
Retained earnings	1(k),30	2,108,855	1,869,961	1,633,249	1,535,383
TOTAL EQUITY		3,443,270	3,175,970	2,784,575	2,685,285

The above Statement of Financial Position should be read in conjunction with the accompanying notes.

MONASH UNIVERSITY
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2019

2019 Consolidated

	Notes	Capital \$000's	Retained Earnings \$000's	Reserves \$000's	Total \$000's
Balance at 1 January 2019		243,995	1,869,961	1,062,014	3,175,970
Adjustment to opening retained earnings on adoption of AASB 15 & AASB 1058	30,29	-	(132,133)	-	(132,133)
Preservation of capital	30,28	2,582	(2,582)	-	-
Distribution to parent on wind-up of subsidiary		-	(667)	-	(667)
Net result for the year	30	-	352,698	-	352,698
Gain on revaluation of land and buildings, including impairment	29,20	-	-	(20,317)	(20,317)
Gain on revaluation of cultural assets	29,20	-	-	5,899	5,899
Transfer to net profit from foreign currency translation reserve on wind-up of subsidiary	25,29	-	-	22,062	22,062
Foreign currency translation differences	29	-	-	16	16
Gain/(loss) on listed securities valuation, net of tax	29	-	-	23,819	23,819
Gain on unlisted securities valuation	29	-	-	16,882	16,882
Realised gain on sale of investments - transfer to retained earnings	29	-	21,578	(21,578)	-
Valuation loss on cash flow hedge	29	-	-	(959)	(959)
(Decrease) / increase in deferred government superannuation contributions	30	-	4,017	-	4,017
Decrease / (increase) in deferred employee benefits for superannuation	30	-	(4,017)	-	(4,017)
Balance at 31 December 2019		246,577	2,108,855	1,087,838	3,443,270

2018 Consolidated

	Notes	Capital \$000's	Retained Earnings \$000's	Reserves \$000's	Total \$000's
Balance at 1 January 2018		241,458	1,673,528	1,086,080	3,001,066
Adjustment to opening retained earnings on adoption of AASB 9	30,29	-	36,992	(28,652)	8,340
Preservation of capital	30,28	2,537	(2,537)	-	-
OS Help net liability adjustment		-	(2,556)	-	(2,556)
Net result for the year	30	-	164,534	-	164,534
Gain on revaluation of land and buildings, including impairment	29,20	-	-	13,254	13,254
Gain on revaluation of cultural assets	29,20	-	-	152	152
Foreign currency translation differences	29	-	-	1,413	1,413
Gain/(loss) on listed securities valuation, net of tax	29	-	-	731	731
Gain on unlisted securities valuation	29	-	-	(327)	(327)
Valuation loss on cash flow hedge	29	-	-	(10,637)	(10,637)
(Decrease) / increase in deferred government superannuation contributions	30	-	6,300	-	6,300
Decrease / (increase) in deferred employee benefits for superannuation	30	-	(6,300)	-	(6,300)
Balance at 31 December 2018		243,995	1,869,961	1,062,014	3,175,970

The above Statements of Changes in Equity should be read in conjunction with the accompanying notes.

MONASH UNIVERSITY

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2019

2019 Monash University

	Notes	Capital \$000's	Retained Earnings \$000's	Reserves \$000's	Total \$000's
Balance at 1 January 2019		83,102	1,535,383	1,066,800	2,685,285
Adjustment to opening retained earnings on adoption of AASB 15 & AASB 1058	30, 29	-	(132,133)	-	(132,133)
OS-Help net liability adjustment	30	-	-	-	-
Net result for the year	30	-	229,999	-	229,999
Gain on revaluation of land and buildings, including impairment	29,20	-	-	(20,317)	(20,317)
Gain on revaluation of cultural assets	29,20	-	-	5,899	5,899
Gain/(loss) on listed securities valuation, net of tax	29	-	-	(81)	(81)
Gain on unlisted securities valuation	29	-	-	16,882	16,882
Valuation loss on cash flow hedge	29	-	-	(959)	(959)
(Decrease) / increase in deferred government superannuation contributions	30	-	4,017	-	4,017
Decrease / (increase) in deferred employee benefits for superannuation	30	-	(4,017)	-	(4,017)
Balance at 31 December 2019		83,102	1,633,249	1,068,224	2,784,575

2018 Monash University

	Notes	Capital \$000's	Retained Earnings \$000's	Reserves \$000's	Total \$000's
Balance at 1 January 2018		83,102	1,356,825	1,077,569	2,517,496
Adjustment to opening retained earnings on adoption of AASB 9	30, 29	-	18,274	(9,175)	9,099
OS-Help net liability adjustment	30	-	(2,556)	-	(2,556)
Net result for the year	30	-	162,840	-	162,840
Gain on revaluation of land and buildings, including impairment	29,20	-	-	7,920	7,920
Gain on revaluation of cultural assets	29,20	-	-	152	152
Gain/(loss) on listed securities valuation, net of tax	29	-	-	11	11
Gain on unlisted securities valuation	29	-	-	960	960
Valuation loss on cash flow hedge	29	-	-	(10,637)	(10,637)
(Decrease) / increase in deferred government superannuation contributions	30	-	6,300	-	6,300
Decrease / (increase) in deferred employee benefits for superannuation	30	-	(6,300)	-	(6,300)
Balance at 31 December 2018		83,102	1,535,383	1,066,800	2,685,285

The above Statements of Changes in Equity should be read in conjunction with the accompanying notes.

MONASH UNIVERSITY

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	Consolidated		Monash University	
		2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Cash from operating activities:					
Australian Government Financial Assistance	43	1,139,805	1,101,511	1,133,904	1,095,505
OS-HELP net		266	(618)	266	(618)
State and Local Government Grants		41,304	41,259	44,333	40,834
HECS-HELP - Student payments		27,309	28,913	27,309	28,913
Receipts from student fees and other customers		1,710,274	1,526,768	1,577,917	1,390,897
Dividends and distributions received		26,157	11,115	19,279	8,129
Interest received		8,132	4,965	7,558	4,377
Distribution from related parties		-	-	34,336	16,863
Payments to suppliers and employees (inclusive of goods and services tax)		(2,469,646)	(2,368,843)	(2,398,117)	(2,251,403)
Finance costs		(50,830)	(40,030)	(52,442)	(41,927)
Short-term lease payments		(2,240)	-	(2,393)	-
Lease payments for lease of low-value assets		(739)	-	(182)	-
Variable lease payments not included in the measurement of the lease liability		(322)	-	(322)	-
Net cash provided by operating activities	39	429,470	305,040	391,446	291,570
Cash flows from investing activities:					
Proceeds from sale of property, plant, equipment and intangibles		242	20	242	20
Repayment of loans received from external/related parties		28,453	-	37,038	8,102
Funds provided by / (to) related parties		7,000	(650)	27,222	3,933
Proceeds from other financial assets		93,343	25,966	42,958	23,000
Cash acquired on business combination		5,752	-	-	-
Payments for property, plant, equipment, intangibles and investment properties		(377,663)	(349,595)	(370,763)	(346,911)
Payments for other financial assets		(58,892)	(27,450)	(39,450)	(15,000)
Payment for business combination		(7,643)	-	(7,643)	-
Net cash used in investing activities		(309,408)	(351,709)	(310,396)	(326,856)
Cash flows from financing activities:					
Proceeds from borrowings		-	116,000	-	116,000
Repayment of borrowings		(9,500)	(40,500)	(9,500)	(40,500)
Proceeds from lease incentives		900	-	900	-
Repayment of net lease liabilities		(25,719)	-	(18,353)	-
Net cash provided by financing activities		(34,319)	75,500	(26,953)	75,500
Net cash increase / (decrease) in cash and cash equivalents					
		85,743	28,831	54,097	40,214
Cash and cash equivalents at beginning of year		154,718	123,873	138,492	96,264
Effects of exchange rate changes on cash and cash equivalents		(244)	2,014	(244)	2,014
Cash and cash equivalents at end of year	15	240,217	154,718	192,345	138,492

The above Statement of Cash Flows should be read in conjunction with the accompanying notes.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

1 GENERAL 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 Assistant Treasurer of the Parliament of Victoria; and
- *the requirements of the Australian Charities and Not-for-Profits Commission Act 2012*.

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 International Financial Reporting Standards requirements.

Historical cost convention

These financial statements have been prepared on the basis of historical cost unless otherwise stated, except for the revaluation of managed funds and listed and unlisted securities where a fair value can be determined, land and buildings, investment properties, cultural assets and derivative financial instruments 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 material subsidiaries of the University as at 31 December 2019 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 40.

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 16). 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 16.

(c) Rounding

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

(d) 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.

Tax exposure is not material and is reported under other expenses.

(e) 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 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.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

1 GENERAL STATEMENT OF ACCOUNTING POLICIES (continued)

Capital commitments reported are GST exclusive.

(f) 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.

Transactions 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.

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.

(g) 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 to the extent of the impairment recorded in the asset revaluation reserve.

(h) 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 of payables and trade receivables (less impairment provision) are assumed to approximate their fair values due to their short-term nature. Refer Note 42.

(i) Changes in accounting policy

Following a review of asset capitalisation thresholds, the thresholds for capitalising buildings, leasehold improvements, software, and web development costs have changed from 1 January 2019 (refer Notes 20 and 21). There has been no adjustment made to prior period as the difference is immaterial.

(j) Changes in accounting estimates

Following a review of useful lives, there has been a prospective change to the useful lives of software, and some equipment classes from 1 January 2019 (refer Notes 20 and 21).

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

1 GENERAL STATEMENT OF ACCOUNTING POLICIES (continued)

(k) Adoption of new and revised accounting standards

1(k)(i) AASB15 Revenue from Contracts with Customers and AASB1058 Income of Not-for-Profit Entities

Monash University Group has adopted AASB15 and AASB1058 in accordance with the applicable transitional provisions. The nature and effect of the changes as a result of adoption of these new accounting standards are described below.

Monash University Group adopted AASB 15 and AASB 1058 using the modified retrospective method of transition, with the date of initial application of 1 January 2019. In accordance with the provisions of this transition approach, the Group recognised the cumulative effect of applying these new standards as an adjustment to opening retained earnings at the date of initial application. Consequently, the comparative information presented has not been restated and continues to be reported under the previous standards on revenue and income. In addition, the Group has applied the practical expedient and elected to apply these standards retrospectively only to contracts and transactions that were not completed contracts at the date of initial application.

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

- identifying the satisfied and unsatisfied performance obligations
- determining the transaction price
- allocating the transaction price to the satisfied and unsatisfied performance obligations.

The new accounting policies for revenue and other income in accordance with AASB 15 and AASB1058 respectively are provided in Notes 3-11 below.

Overview of AASB 15 and AASB 1058

Under the new income recognition model applicable to not-for-profit entities, the Group first determines whether an enforceable agreement exists and whether the promises to transfer goods or services to the customer are 'sufficiently specific'.

If an enforceable agreement exists and the promises are 'sufficiently specific', the Group applies the general AASB15 principles to determine the appropriate revenue recognition. If these criteria are not met, the Group considers whether AASB 1058 applies.

The nature and effect of the changes as a result of adoption of AASB 15 and AASB 1058 to the Group's opening balances are described as follows:

	Note	Consolidated 1 January 2019 \$000's	Monash University 1 January 2019 \$000's
Assets			
Contract receivables		18,919	18,919
Total assets		18,919	18,919
Liabilities			
Contract liabilities		150,179	150,179
Other liabilities	3(b)	873	873
Total liabilities		151,052	151,052
Total adjustment to equity		(132,133)	(132,133)
Retained earnings	30	(132,133)	(132,133)
Non-controlling interests		-	-

The Group does not have any contract assets, but does have contract receivables created by timing differences.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

1 GENERAL STATEMENT OF ACCOUNTING POLICIES (continued)

(k) Adoption of new and revised accounting standards (continued)

Set out below are the amounts by which each financial statement line item is affected as at and for the year ended 31 December 2019 as a result of the adoption of AASB15 and AASB1058. The adoption of AASB15 did have a material impact on Other Comprehensive Income but not on operating, investing and financing cash flows. The first column shows amounts prepared under AASB15 and AASB1058 and the second column shows what the amounts would have been had AASB15 and AASB1058 not been adopted in 2019:

Income statement	Note	AASB15/AASB1058			Consolidated			Monash University	
		\$000's	Previous AAS	Increase/decrease	\$000's	AASB15/AASB1058	Previous AAS	Increase/decrease	\$000's
Revenue and income from continuing operations									
Australian Government financial assistance		1,115,769	1,131,551	(15,782)	1,109,868	1,125,650	(15,782)		(15,782)
State and Local Government financial assistance		42,415	46,018	(3,603)	40,731	44,334	(3,603)		(3,603)
Non-Government financial assistance		97,561	123,187	(25,626)	97,561	123,187	(25,626)		(25,626)
HECS-HELP student payments		27,309	27,309	-	27,309	27,309	-		-
Fees and charges		1,266,446	1,266,446	-	1,081,349	1,081,349	-		-
Net investment income		176,670	176,670	-	146,907	146,907	-		-
Royalties, trademarks and licences		22,679	22,679	-	40,341	40,341	-		-
Consultancy and contracts		94,178	101,221	(7,043)	93,938	100,981	(7,043)		(7,043)
Other revenue		129,919	129,919	-	160,742	160,742	-		-
Share of net results of associates and joint venture entities accounted for using the equity method		6,973	6,973	-	-	-	-		-
Total revenue and income from continuing operations		2,979,919	3,031,973	(52,054)	2,798,746	2,850,800	(52,054)		(52,054)
Net result from continuing operations before income tax		352,698	300,644	(52,054)	229,999	282,053	(52,054)		(52,054)
Income tax expense		-	-	-	-	-	-		-
Net result from continuing operations after tax		352,698	300,644	(52,054)	229,999	282,053	(52,054)		(52,054)

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

1 GENERAL STATEMENT OF ACCOUNTING POLICIES (continued)

(k) Adoption of new and revised accounting standards (continued) Statement of financial position

	Consolidated		
	AASB15/AASB1058	Previous AAS	Increase/decrease
	\$000's	\$000's	\$000's
Assets			
Receivables	134,884	134,884	-
Contract receivables	21,684	-	21,684
Other assets	5,558,821	5,564,034	(5,213)
Total assets	5,715,389	5,698,918	16,471
Liabilities			
Contract liabilities	320,743	-	320,743
Other liabilities	1,951,376	2,071,461	(120,085)
Total liabilities	2,272,119	2,071,461	200,658
Equity			
Capital	246,576	246,576	-
Reserves	1,087,838	1,087,838	-
Retained earnings	2,108,856	2,293,042	(184,186)
Total equity	3,443,270	3,627,456	(184,186)
Monash University			
	AASB15/AASB1058	Previous AAS	Increase/decrease
	\$000's	\$000's	\$000's
Assets			
Receivables	279,741	279,741	-
Contract receivables	16,471	-	16,471
Other assets	4,725,089	4,725,089	-
Total assets	5,021,301	5,004,830	16,471
Liabilities			
Contract liabilities	286,131	-	286,131
Other liabilities	1,950,596	2,036,069	(85,473)
Total liabilities	2,236,727	2,036,069	200,658
Equity			
Capital	83,102	83,102	-
Reserves	1,068,224	1,068,224	-
Retained earnings	1,633,249	1,817,435	(184,186)
Total equity	2,784,575	2,968,761	(184,186)

The nature of the adjustments as at 1 January 2019 and the reasons for the significant changes in the statement of financial position as at 31 December 2019 and the income statement for the year ended 31 December 2019 are:

(i) Australian Research Council research projects (Discovery Indigenous, Discovery Projects, Linkage Projects, Australian Laureate Fellowships, Discovery Early Career Researcher Awards, ARC Centres/hubs):

AASB 15:

There is an enforceable contract by provisions in the Australian Research Council funding agreement and corresponding legislation; and sufficiently specific performance obligations in the promise to undertake research activity in the form of the detailed 'mature research plan' and nature of the specific field of research, using funded fellows for a specific time, as contained in the proposal for the grant funding. Revenue is recognised over time as the research activities are performed and measured using an input method (spend to date) and the remainder is deemed as deferred revenue (Contract Liability).

(ii) Australian Research Council Funded Assets (Linkage, Infrastructure, Equipment and Facilities)

AASB 1058:

These contracts meet the criteria in paragraph 15 of AASB 1058 and are treated as transfers to enable an entity to acquire or construct a recognisable non-financial asset to be controlled by the entity (capital grant). The funding received is initially recognised as a liability representing the University's obligation to acquire or construct the identified non-financial asset. The liability is extinguished and recognised

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

1 GENERAL STATEMENT OF ACCOUNTING POLICIES (continued)

(k) Adoption of new and revised accounting standards (continued)

Statement of financial position (continued)

as income as the non-financial asset is acquired or constructed. The non-financial asset is recognised in accordance with AASB 116 Property, Plant and Equipment.

(iii) National Health and Medical Research Council projects (NHMRC Schemes excluding postgraduate scholarships):

AASB 15:

There is an enforceable contract by provisions in the NHMRC funding agreement and corresponding legislation; and sufficiently specific performance obligations in the promise to undertake research activity in the form of the detailed 'mature research plan' and nature of the specific field of research, using funded fellows for a specific time, as contained in the proposal for the grant funding. Revenue is recognised over time as the research activities are performed and measured using an input method (spend to date) and the remainder is deemed as deferred revenue (Contract Liability).

(iv) Income from other types of research : Non-Government Grants, Other Australian Government Financial Assistance (non-ARC/NHMRC), State & Local Government Financial Assistance, Contract Research (Non Government) & Other Research

Individual Contract Assessments Required:

Sufficiently Specific Performance Obligation - The nature, timing, cost, quantity, amount of consideration promised by a customer affect specificity.

Common deliverables that could indicate sufficiently specific performance obligation(s) exist include, but are not limited to, research reports, IP transfers, research conferences, research progress reports, publications, assets or technology that is created, and clinical trials. Revenue is to be recognised when (or as) the University satisfies a performance obligation by transferring a promised good or service to a customer. Satisfaction of performance obligations could be at a point in time or over time and the remainder is deemed as deferred revenue (Contract Liability).

For the above sources of funding, the Group has assessed contracts based on revenue streams on a material sample to determine the accounting treatment for that particular revenue stream. For types of revenue where the material sampling provided inconclusive results, individual contract assessments are performed on an on-going basis.

(v) Income for capital projects

AASB 1058 - Individual Contract Assessments Required:

The funding received is initially recognised as a liability representing the University's obligation to acquire or construct the identified non-financial asset. The liability is extinguished and recognised as income as the non-financial asset is acquired or constructed. The non-financial asset is recognised in accordance with AASB 116 Property, Plant and Equipment.

If funding agreements meet the criteria in paragraph 15 of AASB 1058 and are treated as Transfers to enable an entity to acquire or construct a recognisable non-financial asset to be controlled by the entity (capital grant). If they do not then the funding agreement should be reviewed for any other related amount (AASB 15, AASB 9 etc).

Revenue streams that are in scope of changes as per the new standards, but do not incur a significant change in the statement of financial position as at 31 December 2019 and the income statement for the year ended 31 December 2019 have not been listed above.

1(k)(ii) AASB16 Leases

Monash University Group has adopted AASB16 using the modified retrospective method of transition, with the date of initial application of 1 January 2019. Under the modified approach, the Group has chosen to measure the related right-of-use (ROU) asset at an amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments relating to that lease recognised in the statement of financial position immediately before the date of initial application.

In accordance with the provisions of this transition approach, the Group recognised the cumulative effect of applying this new standard as an adjustment to opening retained earnings at the date of initial application i.e. 1 January 2019. Consequently, the comparative information presented has not been restated and continues to be reported under the previous standards on leases - AASB117 and AASB Interpretation 4 Determining whether an arrangement contains a lease (Interpretation 4). The new accounting policies for leases in accordance with AASB16 are provided in Note 26.

On adoption of AASB 16, lease liabilities were measured at the present value of the remaining lease payments, discounted using the Group's incremental borrowing rate as of 1 January 2019.

The nature and effect of the changes as a result of adoption of AASB16 are as described below:

In 2019, amortisation expense of right-of-use asset and interest expense on lease liability is \$38.0M for leases that are in scope of AASB 16. Cash outflow on these leases (equivalent to lease expense under AASB 117) is \$33.9M.

Practical expedients applied

In applying AASB 16 for the first time, the Group has used the following practical expedients permitted by the standard:
- applying a single discount rate to a portfolio of leases with reasonably similar characteristics

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

1 GENERAL STATEMENT OF ACCOUNTING POLICIES (continued)

(k) Adoption of new and revised accounting standards (continued)

1(k)(ii) AASB16 Leases (continued)

- accounting for operating leases with a remaining lease term no more than 12 months as at 1 January 2019 as short-term leases
- excluding initial direct costs for the measurement of the right-of-use asset at the date of initial application, and
- using hindsight in determining the lease term where the contract contains options to extend or terminate the lease.

Reconciliation of operating lease commitments under AASB117 and lease liabilities under AASB16

	Consolidated 1 January 2019 \$000's	Monash University 1 January 2019 \$000's
Operating lease commitments disclosed as at 31 December 2018	301,317	271,323
Adjust for cancellable leases and outgoing amounts	(29,701)	(20,968)
Less: Short-term leases recognised on a straight-line basis as an expense	(2,946)	(5,772)
Less: Concessionary lease exempted from AASB 16	(19,128)	(19,128)
Less: Discounted using the weighted average incremental borrowing rate	(41,509)	(40,272)
Add/(less): Adjustments as a result of a different treatment of extension and termination options	37,953	37,953
Add/(less): Adjustments relating to changes in the index or rate affecting variable payments	(22,901)	(22,880)
Lease liability recognised as at 1 January 2019	223,085	200,256

Right-of-use asset as at 1 January 2019 is \$221.5M (Monash University: \$201.9M)

Subleases

For subleases where the Group is an intermediate lessor, the sublease shall be classified as an operating lease or finance leases with reference to the right-of-use asset arising from the head lease and not the underlying asset. On transition, the Group reassessed the classification of subleases recognised as operating sub-leases under AASB117 with reference to the right-of-use asset and accordingly recognised impacts on transition.

The assessment was performed on the basis of the remaining contractual terms and conditions of the head lease and sublease at transition date.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

1 GENERAL STATEMENT OF ACCOUNTING POLICIES (continued)

(I) 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 the Monash University Group	Impact on Monash University Consolidated financial statements
AASB 2019-1 Amendments to Australian Accounting Standards - References to the Conceptual Framework	This standard amends the Framework for the Preparation and Presentation of Financial Statements, AASB 2, AASB 3, AASB 6, AASB 7, AASB 8, AASB 9, AASB 10, AASB 12, AASB 14, AASB 17, AASB 101, AASB 108, AASB 110, AASB 112, AASB 116, AASB 119, AASB 121, AASB 124, AASB 128, AASB 132, AASB 133, AASB 134, AASB 137, AASB 138, AASB 139, AASB 140, AASB 1023, AASB 1038, AASB 1048, AASB 1053, AASB 1054, AASB 1055, AASB 1056, AASB 1057, Interpretation 12, Interpretation 16, Interpretation 19, Interpretation 20, Interpretation 22, Interpretation 132, Interpretation 1003, Interpretation 1019, Interpretation 1031, Interpretation 1038, Interpretation 1047, Interpretation 1052, and AASB Practice Statement 2.	Beginning 1 Jan 2020	1 Jan 2020	The impact is expected to be minimal.
AASB 2019-3 Amendments to Australian Accounting Standards - Interest Rate Benchmark Reform	This standard amends AASB 7, AASB 9, and AASB 139.	Beginning 1 Jan 2020	1 Jan 2020	The impact is expected to be minimal.
AASB 2014-10 Amendments to Australian Accounting Standards – Sale or Contribution of Assets between an Investor and its Associate or Joint Venture	The amendments clarify that a full gain or loss is recognised when a transfer to an associate or joint venture involves a business as defined in AASB 3 Business Combinations. Any gain or loss resulting from the sale or contribution of assets that does not constitute a business, however, is recognised only to the extent of unrelated investors' interests in the associate or joint venture.	Beginning 1 Jan 2022	1 Jan 2022	Detail of impact is still being assessed.

2 DISAGGREGATED INFORMATION

	Revenue		Results		Assets	
	2019	2018	2019	2018	2019	2018
	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's
Geographical						
Australia	2,980,300	2,635,745	350,369	162,132	5,709,867	4,734,117
Malaysia	44,623	38,400	2,399	2,398	140,545	33,210
India	1,145	1,494	(70)	72	745	1,111

The above numbers are not intended to match the Consolidated financials as they represent the Group's equity share of material intra group and related entities' balances in each of the geographic locations.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

3 SUMMARY OF REVENUE AND INCOME FROM CONTINUING OPERATIONS

3(a) Unsatisfied performance obligations

Unsatisfied performance obligations represent services the Group has promised to provide to customers which are not yet satisfied. The Group determines transaction price allocated to the remaining performance obligations in the Group's contracts with customers, based on a standard operating cycle (i.e. calendar year), the contract terms, facts, general annual reporting milestones and nature of both higher education and research services. The Group has assessed that it would expect to satisfy its existing performance obligation(s) within the following operating cycle, thereby generating a current contract liability and current contract receivables. The amounts disclosed below further do not include contracts with terms that fall within the calendar year, or where the invoicing pattern materially reflects the satisfaction of performance obligations.

These unsatisfied performance obligations are expected to be satisfied within the following periods:

	Within 1 year	From 1 to 5 years	After 5 years	Total
	\$000's	\$000's	\$000's	\$000's
Consolidated				
Research	188,428	-	-	188,428
Course fees and charges	120,168	-	-	120,168
Commercial	9,359	-	-	9,359
Other grants and donations	2,788	-	-	2,788
	320,743	-	-	320,743
Monash University				
Research	183,462	-	-	183,462
Course fees and charges	91,424	-	-	91,424
Commercial	8,457	-	-	8,457
Other grants and donations	2,788	-	-	2,788
	286,131	-	-	286,131

As permitted under the transitional provisions in AASB15, the transaction price allocated to partially unsatisfied performance obligations as of 31 December 2018 is not disclosed.

3(b) Assets and liabilities related to contracts with customers

Monash University has recognised the following assets and liabilities related to contracts with customers:

	Consolidated		Monash University	
	2019 closing balance	2019 opening balance	2019 closing balance	2019 opening balance
	\$000's	\$000's	\$000's	\$000's
Contract receivables	21,684	18,919	16,471	18,919
Contract receivables - current	21,684	18,919	16,471	18,919
Australian Government unspent financial assistance	111,942	100,241	111,942	100,241
Other contract liabilities	208,801	130,637	174,189	130,637
Contract liabilities - current	320,743	230,878	286,131	230,878

Revenue recognised in the reporting period from the opening contract liability balance at the beginning of the period was \$88M.

Revenue recognised in the reporting period from performance obligations partially satisfied in previous periods was \$234M (of which \$146M relates to invoices raised in 2019). No revenue was recognised in the reporting period from performance obligations that were fully satisfied in previous periods (i.e. changes in transaction price).

Contract assets

The Group does not have any contract assets, but does have contract receivables created by timing differences.

Contract liabilities

The contract liabilities are associated with a range of income sources including but not limited to research, consultancy, and contract research income, whereby the performance obligations are not yet satisfied. The classification of contract liabilities as current was made on the basis of AASB 101 guidance, as detailed in Note 3(a).

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

3 SUMMARY OF REVENUE AND INCOME FROM CONTINUING OPERATIONS (continued)

3(c) Right of return assets and refund liabilities

The Group does not have any right of return assets.

	Consolidated		Monash University	
	2019 closing balance	2019 opening balance	2019 closing balance	2019 opening balance
	\$000's	\$000's	\$000's	\$000's
Refund liabilities	437	-	437	-
Refund liabilities - current	437	-	437	-

Refund liabilities

The refund liabilities are associated to grant relinquishments (see Note 27 Other liabilities). The classification of refund liabilities as current was made on the basis of AASB 101 guidance, and that all refunds are made in the following year.

3(d) Transfers to acquire or construct a non-financial asset

	Consolidated		Monash University	
	2019 closing balance	2019 opening balance	2019 closing balance	2019 opening balance
	\$000's	\$000's	\$000's	\$000's
Australian Government unspent financial assistance	369	-	369	-
Other liabilities	967	872	967	872

During the reporting period, movements in the liability arose from cash received of \$7.3M and income recognised of \$6.9M as a result of acquiring or constructing non-financial assets.

Obligations under such transfers are driven by Commonwealth funded LIEF grants and state government funding. The Group satisfies its obligations as the asset is constructed or when the asset is acquired.

3(e) Reconciliation of revenue and income

	Consolidated	Monash University
	2019	2019
	\$000's	\$000's
Total Australian Government financial assistance including Australian Government loan programs (HELP)	1,115,769	1,109,868
Total State and Local Government financial assistance	42,415	40,731
Total Non-Government financial assistance	97,561	97,561
HECS-HELP student payments	27,309	27,309
Net investment income	176,670	146,907
Total fees and charges	1,266,446	1,081,349
Total royalties, trademarks and licences	22,679	40,341
Total consultancy and contract fees	94,178	93,938
Total other revenue and income	129,919	160,742
Share of net results of associates and joint venture entities accounted for using the equity method	6,973	-
Total	2,979,919	2,798,746
Total revenue from contracts with customers as per AASB15	1,724,339	1,513,661
Total income as per AASB1058	1,255,580	1,285,085
Total revenue and income from continuing operations	2,979,919	2,798,746

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

4 AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE

	Notes	Consolidated		Monash University	
		2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Commonwealth Grants Scheme and Other Grants	43(a)	361,388	357,038	361,390	357,038
Higher Education Loan Programs	43(b)	325,944	309,296	325,096	308,315
Scholarships	43(c)	73	73	71	73
EDUCATION Research	43(d)	169,997	170,533	169,997	170,533
Other Capital Funding	43(f)	1,872	2,977	1,872	2,977
Australian Research Council	43(g)	56,985	63,541	56,985	63,541
Other Australian Government Financial Assistance (Capital)		2,516	15,707	2,516	15,707
Other Australian Government Financial Assistance (Non-Capital)		196,994	181,920	191,941	176,895
Total Australian Government Financial Assistance		1,115,769	1,101,085	1,109,868	1,095,079

Accounting policy

Funding from Commonwealth grants scheme and other grants and Higher Education Loan Programs is recognised over the period of tuition and any amounts received in advance for courses or programs to be delivered in the following year are treated as a contract liability.

Funding from Scholarships is recognised in the year in which the scholarship is paid to the student.

Funding from EDUCATION Research is recognised upfront as there are no sufficiently specific performance obligations.

Revenue relating to capital funding is recognised as the capital asset is constructed/purchased.

Funding received from Australian Research Council and National Health and Medical Research Council is recognised over time as the research activities are performed using an input method.

Funding received from other Australian Government sources is recognised over time as the work is performed using an input method, or based on individual contract assessments as per Note 1(k)(iv).

5 STATE AND LOCAL GOVERNMENT FINANCIAL ASSISTANCE

State Government financial assistance

Non-capital Research	32,386	29,429	32,386	29,429
Non-capital Other	5,087	5,229	3,403	3,554
Capital Other	4,497	6,147	4,497	6,147
Total State Government financial assistance	41,970	40,805	40,286	39,130

Local Government financial assistance

Non-capital Research	379	155	379	155
Non-capital Other	66	299	66	299
Total Local Government financial assistance	445	454	445	454
Total State and Local Government financial assistance	42,415	41,259	40,731	39,584

Accounting policy

State and Local Government financial assistance is recognised over time as the work/research is performed or as the capital asset is constructed/purchased, or based on individual contract assessments as per Note 1(k)(iv).

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

6 NON-GOVERNMENT FINANCIAL ASSISTANCE

	Consolidated		Monash University	
	2019	2018	2019	2018
	\$000's	\$000's	\$000's	\$000's
Research	85,465	97,727	85,465	97,727
Non-research	12,096	7,298	12,096	7,298
Total Non-Government financial assistance	97,561	105,025	97,561	105,025

Accounting policy

Non-Government financial assistance is recognised over time as the work is performed using an input method, or based on individual contract assessments as per Note 1(k)(iv).

Where assistance for research does not meet Higher Education Research Data Collection (HERDC) guidelines it will be classified as non-research.

7 FEES AND CHARGES

Course fees and charges

Fee paying onshore overseas students	1,133,863	980,571	992,954	841,980
Fee paying domestic postgraduate students	25,906	24,654	25,906	24,654
Fee paying domestic undergraduate students	840	783	840	783
Fee paying domestic non-award students	2,001	1,930	2,001	1,930
Fee offshore programs	11,026	10,009	11,026	10,009
Other domestic course fees and charges	24,677	27,174	9,692	10,557
Total course fees and charges	1,198,313	1,045,121	1,042,419	889,913

Other fees and charges

Student accommodation	42,658	41,110	15,575	13,178
Amenities and service fees	3,336	3,408	3,336	3,408
Parking fees	9,888	8,380	9,898	8,394
Other fees and charges	12,251	11,053	10,121	9,002
Total other fees and charges	68,133	63,951	38,930	33,982
Total fees and charges	1,266,446	1,109,072	1,081,349	923,895

Accounting policy

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 contract liability under other liabilities.

8 NET INVESTMENT INCOME

Dividends on equity instruments designated at FVOCI	241	10,487	9,225	10,488
Dividends/distributions on financial instruments designated at FVTPL	68,169	65,787	38,297	33,757
Trust distributions	-	-	34,336	16,863
Interest received on investments and loans	7,154	5,368	14,478	12,760
Fair value gain / (loss) on financial instruments at FVTPL	93,768	(78,630)	45,169	(41,747)
Fair value gain on investment properties	559	11,038	(336)	5,047
Realised profit / (loss) on disposal of investments	6,779	4,210	5,738	2,293
Total net investment income	176,670	18,260	146,907	39,461

Accounting policy

Interest revenue is recognised on a proportional basis taking into account the interest rates appropriate to the financial assets.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

8 NET INVESTMENT INCOME (continued)

Distribution and dividend revenue is recognised when the right to receive a distribution or dividend has been established.

Unrealised gain / (loss) on financial instruments at FVTPL is in accordance with AASB 9. Refer to Note 18 for changes in balance of investments.

9 ROYALTIES, TRADEMARKS AND LICENCES

	Consolidated		Monash University	
	2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Student enrolment royalties	18,100	13,323	35,762	30,998
Intellectual property patents and licences	4,579	5,075	4,579	5,021
Total royalties, trademarks and licences	22,679	18,398	40,341	36,019

Accounting policy

Revenue received from royalties, trademarks and licences is recognised when the individual performance obligations (milestones/targets) are satisfied. Revenue will be recognised over time, at a point in time, or upfront based on individual contract assessments as per Note 1(k)(iv).

10 CONSULTANCY AND CONTRACTS

Consultancy	19,094	16,893	18,854	16,741
Contract research	75,083	58,880	75,084	58,881
Total consultancy and contracts	94,177	75,773	93,938	75,622

The majority of Consultancy and Contract Research revenue is derived from commercial arrangements with local and international industry partners.

Accounting policy

Consultancy and contract revenue is recognised when the individual performance obligations (provision of the goods/services) are satisfied. Revenue will be recognised over time, at a point in time, or upfront based on individual contract assessments as per Note 1(k)(iv).

11 OTHER REVENUE

Donations and bequests	19,618	27,467	19,618	27,067
Scholarships and prizes	8,849	8,055	8,849	8,055
Commercial sales	29,775	29,907	34,166	33,514
Rentals and hiring	30,075	32,302	31,150	30,420
Expense recoveries	15,101	16,788	32,168	32,704
Administration fees	4,824	4,857	24,481	23,951
Foreign exchange gains (net)	-	1,906	-	1,906
Fair value adjustment on business combination	9,658	-	-	-
Other revenue	12,019	10,280	10,310	7,693
Total other revenue	129,919	131,562	160,742	165,310

Accounting policy

Donations and bequests are recognised as income in the year of receipt.

Revenue from sale of goods is recognised upon delivery to the customer; and revenue from services is recognised as the services are performed using an output method which is informed by an input method and in some cases a margin.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

12 EMPLOYEE RELATED EXPENSES

	Note	Consolidated		Monash University	
		2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Academic					
Staff salaries		568,980	544,764	530,692	508,298
Contribution to superannuation and pension schemes:					
Funded		77,313	71,591	72,381	66,987
Payroll tax		30,802	29,550	28,829	27,554
Workers compensation		1,385	1,076	1,095	793
Fringe benefits tax		1,641	1,804	1,604	1,804
Long service leave provision		15,720	6,387	15,179	5,716
Recreation leave provision		4,557	3,968	4,284	3,303
Recreation leave loading		4,041	3,881	4,041	3,881
Total academic		704,439	663,021	658,105	618,336
Non-academic					
Staff salaries		510,856	501,120	480,983	472,342
Contribution to superannuation and pension schemes:					
Funded		72,420	69,457	68,585	65,629
Payroll tax		28,202	27,689	26,469	26,092
Workers compensation		1,309	1,017	1,095	793
Fringe benefits tax		1,604	1,809	1,604	1,804
Long service leave provision		9,112	(481)	8,449	(286)
Recreation leave provision		2,418	1,278	2,599	1,337
Recreation leave loading		4,203	4,079	4,202	4,079
Total non-academic		630,124	605,968	593,986	571,790
Total employee benefits and on costs		1,334,563	1,268,989	1,252,091	1,190,126

Accounting policy

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 33.

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.

13 FINANCE COSTS

Interest expense on borrowings	24	43,310	40,114	45,447	42,011
Less:					
Amounts included in the cost of qualifying assets		(10,177)	(12,935)	(10,177)	(12,935)
Interest expense on lease liabilities		7,698	-	7,173	-
Total finance costs		40,831	27,179	42,443	29,076

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

14 OTHER EXPENSES

	Notes	Consolidated		Monash University	
		2019	2018	2019	2018
		\$000's	\$000's	\$000's	\$000's
Rent and utilities		74,751	120,226	72,212	102,136
Staff related	1(i)	114,069	95,472	112,709	93,990
Travel		64,830	62,227	63,009	61,607
Laboratory		64,475	65,084	64,392	65,029
Student related		57,732	57,160	51,360	48,978
Information technology		82,090	65,533	80,619	64,524
Non-capitalised equipment		24,965	25,157	25,122	24,961
Communication		18,562	19,181	18,361	19,011
Books and library		15,876	17,069	15,526	16,785
Advertising, marketing and promotional		19,355	15,122	18,960	14,522
Motor vehicle expenses		10,466	10,966	10,461	10,956
Printing and stationery		10,939	9,603	10,253	8,821
Net loss on disposal of property, plant and equipment		1,380	5,515	1,380	5,515
Royalties, patents, licences and permits		5,435	4,778	5,435	4,778
Transfer from Foreign currency translation reserve on wind-up of subsidiary	29	22,062	-	-	-
Foreign exchange losses (net)	17	407	-	244	-
Bad and impaired receivables	16(d)	1,833	7,766	1,794	7,747
Impairment of assets		-	1,309	-	1,309
Assurance services	31	1,487	1,424	1,370	1,208
Other financial and administration		11,238	10,432	10,347	9,712
Other expenses		36,063	39,722	33,573	28,410
Total other expenses		638,015	633,746	597,127	589,999

Accounting policy

AASB 16 was adopted in 2019 which changes the recognition of the rental expense, see note 1(k). For the 2018 year (prior to adopting AASB 16), leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases (Note 26). Payments made under operating leases (net of any incentives received from the lessor) were charged to the income statement on a straight-line basis, over the period of the lease.

Non-capitalised equipment includes equipment that is less than the capitalisation threshold of \$5,000.

Other expenses are recognised in the period in which incurred (ie. goods and/or services are received).

15 CASH AND CASH EQUIVALENTS

Cash at bank and on hand	15(a)	25,361	34,360	13,822	25,563
Managed cash	15(b)	178,523	109,429	178,523	109,429
Short-term deposits	15(b)	36,333	10,929	-	3,500
Total cash and cash equivalents		240,217	154,718	192,345	138,492

15(a) Cash at bank and on hand

Cash on hand is non-interest bearing.

Cash at bank had floating interest rates between 0.25% and 1.81% (2018: 1.50% and 1.60%).

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

15 CASH AND CASH EQUIVALENTS (continued)

15(b) Managed cash and short-term deposits

This includes short-term deposits (three months or less) and those held in managed cash and had floating interest rates between 1.08% and 3.30% (2018: 2.08% and 2.75%). Managed cash can be accessed immediately by request without penalty, and had underlying investments with an average maturity of 17 days (2018: 75 days).

Accounting policy

Cash and cash equivalents include cash on hand, deposits held-at call with financial institutions, and 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. Bank overdrafts are shown within borrowings in current liabilities on the Statement of Financial Position.

For the purposes of the Statement of Cash Flows, cash and cash equivalents include cash on hand, in banks, at call deposits with three months or less maturity and bank overdrafts.

16 RECEIVABLES

	Notes	Consolidated		Monash University	
		2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Current					
External					
Sundry receivables	16(a),16(b)	82,928	62,085	68,390	59,763
Provision for impaired sundry receivables	16(a),16(b)	(4,674)	(3,973)	(4,674)	(3,973)
Student fees	16(a),16(b)	8,636	4,556	6,965	4,556
Provision for impaired student fees	16(a),16(b)	(1,406)	(403)	(511)	(270)
Other amounts receivable		22,470	30,771	18,573	21,469
GST refundable (net)		24,841	9,890	24,657	9,676
Total external receivables		132,795	102,926	113,400	91,221
Loans receivable from intra-group and related entities		-	-	4,242	4,300
Other receivables from intra-group and related entities		1,121	28,872	18,015	37,210
Total current receivables		133,916	131,798	135,657	132,731
Non-current					
Other receivables		968	-	939	-
Loans receivable from intra-group entities		-	-	143,145	143,250
Total non-current receivables		968	-	144,084	143,250
Total receivables		134,884	131,798	279,741	275,981

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

16 RECEIVABLES (continued)

16(a) Provision for impaired sundry and student receivables

The ageing of these receivables is as follows:

	Notes	Consolidated		Monash University	
		2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Less than 30 days		442	886	442	886
30 - 60 days		428	179	384	72
60 - 90 days		57	215	22	215
90 - 120 days		65	5	65	5
120 days +		5,117	3,091	4,272	3,065
		6,109	4,376	5,185	4,243

16(b) Sundry and student and related entity 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	60,664	47,716	61,049	45,537
30 - 60 days	5,340	6,921	5,212	7,011
60 - 90 days	2,713	1,767	2,648	1,759
90 - 120 days	2,526	519	2,481	495
120 days +	9,389	5,761	8,379	5,694
	80,632	62,684	79,769	60,496

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

At 1 January	4,350	3,175	4,243	3,037
Provision for impaired receivables recognised during the year	3,340	3,340	1,794	3,329
Receivables written off during the year as uncollectable	-	(2,129)	(852)	(2,123)
Unused amount reversed	-	(10)	-	-
At 31 December	7,690	4,376	5,185	4,243

The creation and release of the provision for impaired receivables has been included in Note 14 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.

16(d) Bad and impaired receivables expense

Bad debts	17, 14	889	6,558	852	6,541
Doubtful debts	14	946	1,208	941	1,206
		1,835	7,766	1,793	7,747

Accounting policy

Receivables includes debts on invoiced student fee income and other income, and sundry and student loan debtors. Sundry debtors are generally required to be settled within 30 days. No interest is currently charged on student loans.

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

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

16 RECEIVABLES (continued)

16(d) Bad and impaired receivables expense (continued)

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.

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. The Group apply the simplified approach permitted by AASB 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables. To measure the expected credit losses, sundry and student receivables have been grouped based on shared credit risk characteristics and the days past due. Default rates per group has been determined based on historical trends. The historical default rates are adjusted to reflect current and forward-looking information on specific debtor situations affecting the ability of the debtors to settle the receivables.

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

17 INVESTMENTS ACCOUNTED FOR USING THE EQUITY METHOD

	Consolidated		Monash University	
	2019	2018	2019	2018
	\$000's	\$000's	\$000's	\$000's
Interest in associates (a)	15,080	46,797	50	16,589
Investments in jointly controlled entities (b)	6,592	6,592	6,592	6,592
Total investments accounted for using the equity method	21,672	53,389	6,642	23,181

(a) Interest in Associates

Ownership / membership Interest

	Place of incorporation	Principal place of business	2019	2018
			%	%
Monash University Malaysia Sdn Bhd (i)	Malaysia	Malaysia	100	45
Hudson Institute of Medical Research (ii)	Australia	Australia	50	50
BioCurate Pty Ltd (iii)	Australia	Australia	50	50
Monash Technology Transformation Institute (iv)	China	China	40	-

(i) The Group took 100% ownership of Monash University Malaysia Sdn. Bhd on 31 December 2019 (refer Notes 38 and 40). The results of Monash University Malaysia Sdn. Bhd have been equity accounted for the period 1 January 2019 to 30 December 2019 after which the entity has been consolidated into the Group.

(ii) An independent institute formed via a merger in 2013 of the Monash Institute of Medical Research and Prince Henry's Institute of Medical Research. The merger provides opportunities to deliver innovative, cutting edge research and respond to key health challenges and priorities. The results of the Institute are not material and therefore have not been disclosed below.

(iii) A joint venture launched in 2016 between two leading Australian biomedical Universities, the University of Melbourne and Monash University, supported by the Victorian State Government. As an independent venture catalyst, BioCurate will target the critical phase of drug development and provide the commercial focus, expertise and funding necessary to translate drug discoveries to a form which attracts investors or other commercialisation partners.

(iv) The establishment of the company provides Monash Technology Transformation Institute (MTTI) R&D and commercialisation expertise to drive medicine, medical devices, engineering, software and other innovations to China and global markets..

There are no other associates over which Monash University has significant influence.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

17 INVESTMENTS ACCOUNTED FOR USING THE EQUITY METHOD (continued)

Summarised financial information for individually material associates

	Monash University Malaysia		BioCurate Pty Ltd	
	2019	2018	2019	2018
	\$000's	\$000's	\$000's	\$000's
Financial Position				
Current assets	-	51,383	30,600	22,052
Non-current assets	-	22,418	241	243
Total assets	-	73,801	30,841	22,295
Current liabilities	-	27,890	689	1,422
Total liabilities	-	27,890	689	1,422
Net assets	-	45,911	30,152	20,873
Share of associates' net assets at 31 December	-	20,660	15,076	10,437
Reconciliation of carrying amounts				
Balance at 1 January	36,361	32,464	10,436	5,210
Share of profits after income tax	2,399	2,398	4,644	5,226
Share of foreign currency gain / (loss) on translation	(23)	1,499	-	-
Share of pre-acquisition dividends	(8,984)	-	-	-
Balance at 31 December (*)	29,753	36,361	15,080	10,436
Financial Performance				
Income	99,162	85,334	14,707	12,995
Profit / (loss) from continuing operations before tax	7,768	6,761	9,287	10,452
Income tax expense	2,436	1,855	-	-
Profit / (loss) from continuing operations after tax	5,332	4,906	9,287	10,452
Other comprehensive income	-	3,331	-	-
Total comprehensive income	5,332	8,237	9,287	10,452
Share of associates' profit / (loss)-recognised (*)	2,399	2,398	4,644	5,226

(*) Relates to Monash University Malaysia's equity accounted balances up to 30 December 2019 prior to becoming a subsidiary on 31 December 2019 under business combination accounting (Note 38).

(b) Investments in jointly controlled entities

Ownership/membership interest

	2019	2018
	%	%
GNUCO Pty Ltd (sole shareholder of Monash South Africa) (i)	25	25
IITB - Monash Research Academy (ii)	50	50
Monash Health Research Precinct Pty Ltd (iii)	43	43

(i) The joint shareholders of Monash South Africa through Gnuco Pty Ltd, Monash University (25%) and Laureate (75%) mutually agreed on a transfer of ownership of the Monash South Africa campus to The Independent Institution of Education (The IIE) with a completion date of 8 April 2019. All students enrolled at this date in Monash South Africa programs delivered in cooperation with Monash University will be taught out under a transition agreement. This sale of business is free of any shareholder loans (Note 17). Shareholders of Gnuco have agreed to deregister the company as soon as practical. No summary financial information for Gnuco has been disclosed.

(ii) The Academy is a joint venture between Indian Institute of Technology, Bombay (IITB), Mumbai and Monash University, Australia. The principal object of the Academy is to promote research and educational leadership and engage collaboratively with industry, enterprise and government to develop high-quality research and educational capability that enhances knowledge in various fields of scientific endeavour. The results of the Academy are not material and therefore not reported.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

17 INVESTMENTS ACCOUNTED FOR USING THE EQUITY METHOD (continued)

Ownership/membership interest (continued)

(iii) The company manages the development and ongoing operation of translational and clinical research facilities co-located within a "Health and Research Precinct", which is occupied predominantly by the three shareholder parties, Monash Health, Hudson Institute of Medical Research and Monash University. The results of the company are not material and are therefore not reported.

The aggregate results of the jointly controlled entities are not material and therefore have not been reported.

18 OTHER FINANCIAL ASSETS

	Notes	Consolidated		Monash University	
		2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Current					
Managed funds at FVTPL		28,217	-	-	-
Term deposits (> 90 days)		2,000	11,600	-	-
Total current other financial assets		30,217	11,600	-	-
Non-current					
Interests in subsidiaries	40	-	-	156,166	30,643
Listed securities at FVOCI		8,048	5,807	9	90
Unlisted securities at FVOCI		53,105	36,136	52,797	35,915
Unlisted securities at FVTPL	42	25,065	20,274	-	-
Managed funds at FVTPL	42	833,713	683,903	469,682	390,147
Deferred tax asset		838	-	-	-
Derivative asset	42	4,975	3,706	4,975	3,706
Total non-current other financial assets		925,744	749,826	683,629	460,501
Total other financial assets		955,961	761,426	683,629	460,501

Accounting policy

Managed funds, listed and unlisted securities 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.

Under AASB 9, the Group has made the irrevocable election to have certain strategic not-for-trading equity securities held at fair value through other comprehensive income (FVOCI). This election can be made on instrument by instrument basis. Managed funds, other equity securities and an investment in a unit trust are held at fair value through profit and loss (FVTPL).

The fair values of investments 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.

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.

Monash University applies only cash flow hedge accounting.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

18 OTHER FINANCIAL ASSETS (continued)

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.

The hedging instruments are assessed to be highly effective and the changes in the fair value of the derivatives are recognised in the hedge reserve in other comprehensive income.

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.

19 INVESTMENT PROPERTIES

	Consolidated		Monash University	
	2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Land				
Valuation as at 1 January	44,537	58,974	19,737	36,724
Additions	2,200	2,093	2,200	2,093
Net fair value gain / (loss)	1,632	2,312	(18)	(238)
Transfer to another class (i)	-	(18,842)	-	(18,842)
Valuation as at 31 December	48,369	44,537	21,919	19,737
Buildings				
Valuation as at 1 January	31,786	22,560	7,936	2,650
Additions	1,046	500	-	-
Net fair value (loss) / gain	(1,074)	8,726	(318)	5,286
Valuation as at 31 December	31,758	31,786	7,618	7,936
Total investment properties	80,127	76,323	29,537	27,673

(i) Caulfield investment property land titles were consolidated as part of the Caulfield campus land in 2018 and was transferred to Land (under Property, Plant and Equipment) and revalued on the basis of that new title. Caulfield investment buildings remain under investment property, however due to the limitations on the land title and condition of the properties, management have assessed that a Depreciated Replacement Cost approach to valuing these buildings is more appropriate.

The Group leases out some of its offices and retail buildings. Lease contracts are typically made for fixed periods of 1 to 9 years, but may have options for extension.

Amounts recognised in profit or loss for investment properties

Rental income	3,500	3,699	1,472	1,472
Direct operating expenses	380	497	131	116
Total recognised in profit or loss	3,120	3,202	1,341	1,356

Maturity analysis of undiscounted operating lease payments receivable

The following table shows the future minimum lease payments under non-cancellable operating leases where the Group is the lessor:

Less than one year	9,502	6,610	7,787	6,592
One to five years	17,401	10,718	15,367	14,031
More than five years	2,621	-	2,621	-
Total	29,524	17,328	25,775	20,623

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

19 INVESTMENT PROPERTIES (continued)

Maturity analysis of undiscounted operating lease payments receivable (continued)

Accounting policy

Investment properties represent properties held to earn rentals or for long-term 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 AssetVal Pty Ltd as at 31 December 2019.

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.

MONASH UNIVERSITY
NOTES TO THE FINANCIAL STATEMENTS

20 PROPERTY, PLANT AND EQUIPMENT

Land, buildings and cultural assets are held at fair value. Refer note 42.

20(a) Owned property, plant and equipment

	Equipment (i) \$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
Consolidated 2019								
At 1 January 2019								
Cost	593,999	98,331	6,637	-	284,816	180,152	166,626	1,330,561
Valuation	-	-	67,471	322,598	2,061,566	-	630	2,452,265
Accumulated depreciation / amortisation	(381,062)	(41,488)	-	-	(12,140)	-	(91,249)	(525,939)
Net book amount	212,937	56,843	74,108	322,598	2,334,242	180,152	76,007	3,256,887
Year ended 31 December 2019								
Opening net book amount	212,937	56,843	74,108	322,598	2,334,242	180,152	76,007	3,256,887
Revaluation increment / (decrement)	-	-	5,900	(8,547)	(11,770)	-	-	(14,417)
Additions	56,656	1,947	1,008	711	53,695	231,710	8,262	353,989
Acquisitions through business combinations	25,970	755	-	-	-	-	-	26,725
Disposals - written down value	(584)	(1,550)	-	-	-	(1,102)	(141)	(3,377)
Depreciation / amortisation	(51,903)	(4,386)	-	-	(74,413)	-	(11,407)	(142,109)
Transfer (to) / from another class	138	-	46	-	128,068	(131,896)	3,769	125
Closing net book amount	243,214	53,609	81,062	314,762	2,429,822	278,864	76,490	3,477,823
At 31 December 2019								
Cost	668,927	97,126	7,691	711	466,272	278,864	178,421	1,698,012
Valuation	-	-	73,372	314,051	2,049,796	-	630	2,437,849
Accumulated depreciation / amortisation	(425,713)	(43,517)	-	-	(86,246)	-	(102,562)	(658,038)
Net book amount	243,214	53,609	81,063	314,762	2,429,822	278,864	76,489	3,477,823

MONASH UNIVERSITY
NOTES TO THE FINANCIAL STATEMENTS

20 PROPERTY, PLANT AND EQUIPMENT (continued)

20(a) Owned property, plant and equipment (continued)

	Equipment (i) \$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
Consolidated 2018								
At 1 January 2018								
Cost	525,608	97,791	9,930	32,412	818,822	167,956	155,150	1,807,669
Valuation	-	-	63,683	295,380	1,435,514	-	630	1,795,207
Accumulated depreciation / amortisation	(340,559)	(38,066)	-	-	(115,947)	-	(79,536)	(574,108)
Net book amount	185,049	59,725	73,613	327,792	2,138,389	167,956	76,244	3,028,768
Year ended 31 December 2018								
Opening net book amount	185,049	59,725	73,613	327,792	2,138,388	167,956	76,244	3,028,767
Revaluation increment / (decrement)	-	-	152	(24,036)	37,290	-	-	13,406
Additions	66,877	2,072	571	-	121,480	136,198	13,876	341,074
Disposals - written down value	(467)	(595)	(246)	-	(3,466)	(2,214)	(327)	(7,315)
Depreciation / amortisation	(49,908)	(4,359)	-	-	(70,532)	-	(11,779)	(136,578)
Transfer (to) / from another class	12,695	-	18	18,842	111,082	(121,788)	(2,007)	18,842
Impairment	(1,309)	-	-	-	-	-	-	(1,309)
Closing net book amount	212,937	56,843	74,108	322,598	2,334,242	180,152	76,007	3,256,887
At 31 December 2018								
Cost	593,999	98,331	6,637	-	284,816	180,152	166,626	1,330,561
Valuation	-	-	67,471	322,598	2,061,566	-	630	2,452,265
Accumulated depreciation / amortisation	(381,062)	(41,488)	-	-	(12,140)	-	(91,249)	(525,939)
Net book amount	212,937	56,843	74,108	322,598	2,334,242	180,152	76,007	3,256,887

(i) Equipment includes equipment under construction. For 2018 the transfer includes \$12.2m of equipment reported under buildings completed in 2017.

MONASH UNIVERSITY
NOTES TO THE FINANCIAL STATEMENTS

20 PROPERTY, PLANT AND EQUIPMENT (continued)

20(a) Owned property, plant and equipment (continued)

	Equipment (i) \$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
Monash University 2019								
At 1 January 2019								
Cost	586,308	98,331	6,636	-	284,816	177,936	145,274	1,299,301
Valuation	-	-	67,472	322,598	1,862,231	-	630	2,252,931
Accumulated depreciation / amortisation	(374,284)	(41,488)	-	-	(12,139)	-	(77,573)	(505,484)
Net book amount	212,024	56,843	74,108	322,598	2,134,908	177,936	68,331	3,046,748
Year ended 31 December 2019								
Opening net book amount	212,024	56,843	74,109	322,598	2,134,908	177,935	68,331	3,046,748
Revaluation increment / (decrement)	-	-	5,900	(8,547)	(11,770)	-	-	(14,417)
Additions	56,656	1,946	1,008	711	53,079	226,311	8,262	347,973
Disposals	(571)	(1,550)	-	-	-	(1,102)	-	(3,223)
Depreciation / amortisation	(51,432)	(4,386)	-	-	(67,963)	-	(9,165)	(132,946)
Transfer (to) / from another class	138	-	46	-	128,068	(131,490)	3,364	126
Closing net book amount	216,815	52,853	81,063	314,762	2,236,322	271,654	70,792	3,244,261
At 31 December 2019								
Cost	635,385	96,370	7,691	711	465,657	271,654	156,900	1,634,368
Valuation	-	-	73,372	314,051	1,850,460	-	630	2,238,513
Accumulated depreciation / amortisation	(418,570)	(43,517)	-	-	(79,795)	-	(86,738)	(628,620)
Net book amount	216,815	52,853	81,063	314,762	2,236,322	271,654	70,792	3,244,261

NOTES TO THE FINANCIAL STATEMENTS

20 PROPERTY, PLANT AND EQUIPMENT (continued)

20(a) Owned property, plant and equipment (continued)

	Equipment (i) \$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
Monash University 2018								
At 1 January 2018								
Cost	518,435	97,791	9,930	32,412	602,573	165,035	133,902	1,560,078
Valuation	-	-	63,683	295,380	1,435,514	-	630	1,795,207
Accumulated depreciation / amortisation	(334,973)	(38,066)	-	-	(100,715)	-	(69,036)	(542,790)
Net book amount	183,462	59,725	73,613	327,792	1,937,372	165,035	65,496	2,812,495
Year ended 31 December 2018								
Opening net book amount	183,462	59,725	73,613	327,792	1,937,372	165,035	65,496	2,812,495
Revaluation increment / (decrement)	-	-	152	(24,036)	31,956	-	-	8,072
Additions	66,823	2,072	571	-	121,480	134,526	13,876	339,348
Disposals	(467)	(594)	(246)	-	(3,466)	(405)	(327)	(5,505)
Depreciation / amortisation	(48,716)	(4,360)	-	-	(63,516)	-	(8,603)	(125,195)
Transfer (to) / from another class	12,231	-	18	18,842	111,082	(121,220)	(2,111)	18,842
Impairment	(1,309)	-	-	-	-	-	-	(1,309)
Closing net book amount	212,024	56,843	74,108	322,598	2,134,908	177,936	68,331	3,046,748
At 31 December 2018								
Cost	586,308	98,331	6,636	-	284,816	177,936	145,274	1,299,301
Valuation	-	-	67,472	322,598	1,862,231	-	630	2,252,931
Accumulated depreciation / amortisation	(374,284)	(41,488)	-	-	(12,139)	-	(77,573)	(505,484)
Net book amount	212,024	56,843	74,108	322,598	2,134,908	177,936	68,331	3,046,748

(i) Equipment includes equipment under construction. For 2018 the transfer includes \$12.2m of equipment reported under buildings completed in 2017.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

20 PROPERTY, PLANT AND EQUIPMENT (continued)

20(a) Owned property, plant and equipment (continued)

Accounting policy

(a) 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.

(b) Revaluations

Subsequent to initial recognition as assets, land, buildings and cultural assets are measured at fair value. Fair value measurement of non-financial assets is based on the highest and best use of the asset. The Group considers market participants use of, or purchase of the asset, to use it in a manner that would be highest and best use. 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 profit or loss.

(c) 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.

Where there are specific borrowings for specific projects, the borrowing costs are capitalised to the specific project.

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 5.80% (2018: 5.64%).

(d) Depreciation

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. Useful life estimates have changed in 2019 (refer Note 1(j)) and are outlined in each of the following asset categories.

(e) Property

The fair value of land and buildings was established by formal valuation by certified practicing valuers of AssetVal Pty Ltd as at 31 December 2018. A full external valuation is undertaken every 3 years with independent desktop indexation 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 \$0.10M (2018: \$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 2019, property includes capitalised borrowing costs of \$10.2M (2018: \$12.9M).

Land is not depreciated.

Depreciation on buildings completed during the year is calculated from the date of completion of the building. The Group's portfolio of buildings have a weighted average remaining useful life of 33 years with useful lives ranging from 15–80 years (2018: 15–80 years) for campus buildings and 50–60 years (2018: 50–60 years) for specialised off-campus buildings.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

20 PROPERTY, PLANT AND EQUIPMENT (continued)

20(a) Owned property, plant and equipment (continued)

(f) 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 3 years to 20 years (2018: 3 years to 20 years). Useful life estimates for some equipment classes have changed in 2019 (refer Note 1(j)).

(g) 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 2018).

(h) Cultural assets

Cultural assets include artworks and rare books. These assets are valued at 'fair value'. See note 42(a).

(i) Leasehold improvements

Leasehold improvements are carried at cost and amortised over the term of the lease to which the leasehold improvements relate or the useful life of the leasehold improvement, whichever is shorter. This ranges from 1 - 15 years (2018: 1 - 15 years).

Leasehold improvements are capitalised in line with the property capitalisation policy. This policy changed to \$0.10M in 2019 (refer Note 1(i)), (2018: \$0.25M).

20(b) Right-of-use assets (leased assets)

This note provides information for the assets leased by the Group. For leases where the Group is the lessor, see note 19.

	Consolidated	Monash University
	2019	2019
	\$000's	\$000's
Leased Buildings		
At 1 January 2019	220,288	200,663
Additions	11,355	9,839
Acquisition through business combination	73,906	-
Disposals	(1,047)	(1,047)
Amortisation charge	(29,697)	(22,860)
Net increase to right-of-use value (*)	7,567	7,567
At 31 December 2019	282,372	194,162
Leased Land		
At 1 January 2019	67	67
Amortisation charge	(19)	(19)
At 31 December 2019	48	48
Leased Vehicles		
At 1 January 2019	1,188	1,188
Additions	267	267
Disposals	(43)	(43)
Amortisation charge	(617)	(617)
At 31 December 2019	795	795
Total right-of-use asset	283,215	195,005

(*): Net increase to right-of-use value includes adjustments for rent increases, assessment of extension options, and lease incentives on existing leases.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

20 PROPERTY, PLANT AND EQUIPMENT (continued)

20(b) Right-of-use assets (leased assets) (continued)

Accounting policy

At inception of a contract, the Group assesses whether a contract is, or contains a lease in accordance with AASB 16. A contract is, or contains a lease if the contract conveys a right to control the use of an identified asset for a period of time in exchange for consideration.

In contracts where the Group is a lessee, the Group recognises a right-of-use asset and a lease liability at the commencement date of the lease (or 1 January 2019 for leases that exist before the current year), unless the lease exemption is applied (per below).

Right-of-use assets are measured based on the following:

- the initial value of lease liability (being the net present value of the relevant lease payments. See Note 26)
- any lease payments made at or before the commencement date less any lease incentives received
- any initial direct costs, and
- restoration costs.

Exemption from AASB 16

The Group has elected not to recognise right-of-use assets and lease liabilities for the following types of leases:

- Short-term leases ie. lease with a lease term of 12 months or less
- Low-value assets, ie. when the value of the lease asset when new is \$5,000 or less
- Intangible assets; and
- Concessionary leases.

Payments associated with short-term leases and all leases of low-value assets are recognised on a straight-line basis as an expense in profit or loss. Short-term leases are leases with a lease term of 12 months or less. Low-value assets comprise small equipment where values are less than \$5,000.

Concessionary (peppercorn) leases

The Group have elected to measure right-of-use assets at initial recognition at cost in accordance with AASB16.23–25 and AASB 2019-8.

For corresponding lease liabilities, refer to note 26 - Lease Liabilities.

MONASH UNIVERSITY
NOTES TO THE FINANCIAL STATEMENTS

21 INTANGIBLE ASSETS

Consolidated

	Software Development	Web development	Electronic Publications	Goodwill	Total
Note	\$000's	\$000's	\$000's	\$000's	\$000's
At 1 January 2019					
Cost	57,339	-	142,720	3,500	203,559
Accumulated amortisation	(41,436)	-	(32,195)	(1,679)	(75,310)
Net book amount	15,903	-	110,525	1,821	128,249

Year ended 31 December 2019					
Opening net book amount	15,903	-	110,525	1,821	128,249
Additions	15,295	505	15,549	-	31,349
Acquisitions through business combinations	-	-	-	116,297	116,297
Amortisation charge	(2,908)	(921)	(4,995)	-	(8,824)
Transfer	(1,851)	1,725	-	-	(126)
Closing net book amount	26,439	1,309	121,079	118,118	266,945

At 31 December 2019					
Cost	69,739	3,269	158,268	119,797	351,073
Accumulated amortisation	(43,300)	(1,960)	(37,189)	(1,679)	(84,128)
Net book amount	26,439	1,309	121,079	118,118	266,945

Consolidated

At 1 January 2018					
Cost	55,848	-	128,956	3,500	188,304
Accumulated amortisation	(41,075)	-	(27,667)	(1,679)	(70,421)
Net book amount	14,773	-	101,289	1,821	117,883

Year ended 31 December 2018					
Opening net book amount	14,773	-	101,289	1,821	117,883
Additions	5,126	-	13,764	-	18,890
Disposals	(889)	-	-	-	(889)
Amortisation charge	(3,107)	-	(4,528)	-	(7,635)
Closing net book amount	15,903	-	110,525	1,821	128,249

At 31 December 2018					
Cost	57,339	-	142,720	3,500	203,559
Accumulated amortisation	(41,436)	-	(32,195)	(1,679)	(75,310)
Net book amount	15,903	-	110,525	1,821	128,249

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

21 INTANGIBLE ASSETS (continued)

	Software Development \$000's	Web development \$000's	Electronic Publications \$000's	Goodwill \$000's	Total \$000's
At 1 January 2019					
Cost	50,556	-	142,719	-	193,275
Accumulated amortisation	(37,725)	-	(32,195)	-	(69,920)
Net book amount	12,831	-	110,524	-	123,355
Year ended 31 December 2019					
Opening net book amount	12,831	-	110,524	-	123,355
Additions (i)	15,295	505	15,549	-	31,349
Amortisation charge	(2,042)	(921)	(4,995)	-	(7,958)
Transfer	(1,851)	1,725	-	-	(126)
Net book amount	24,233	1,309	121,078	-	146,620
At 31 December 2019					
Cost	62,961	3,269	158,268	-	224,498
Accumulated amortisation	(38,728)	(1,960)	(37,190)	-	(77,878)
Net book amount	24,233	1,309	121,078	-	146,620
Monash University					
At 1 January 2018					
Cost	49,523	-	128,956	-	178,479
Accumulated amortisation	(38,073)	-	(27,667)	-	(65,740)
Net book amount	11,450	-	101,289	-	112,739
Year ended 31 December 2018					
Opening net book amount	11,450	-	101,289	-	112,739
Additions	4,668	-	13,763	-	18,431
Disposals	(889)	-	-	-	(889)
Amortisation charge	(2,398)	-	(4,528)	-	(6,926)
Closing net book amount	12,831	-	110,524	-	123,355
At 31 December 2018					
Cost	50,556	-	142,719	-	193,275
Accumulated amortisation	(37,725)	-	(32,195)	-	(69,920)
Net book amount	12,831	-	110,524	-	123,355

Accounting Policy

(a) 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.

(b) Software development

Internal use of software is capitalised and amortised where the expected useful life is greater than a year (2018: 3 years) and the costs to be capitalised exceed \$0.10M (2018: \$0.50M) (refer Note 1(i)). Where costs do not exceed \$0.10M (2018: \$0.50M), they are expensed as incurred. The software useful life was changed on 1 January 2019 from 7 years to different categories ranging from 5-10 years (refer Note 1(j)).

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

21 INTANGIBLE ASSETS (continued)

(c) Web development

Web development costs are capitalised and amortised where the expected useful life is greater than a year and the costs to be capitalised exceed \$0.10M (refer Note 1(i)). Web development costs are not capitalised when they relate solely to advertising and promotional activities. In prior years these costs were expensed as incurred unless they were significant and capitalised in line with Software Development guidelines. There is no capitalised borrowing costs for software development (2018: nil). The useful life of web development costs is 3 years.

(d) 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.

Goodwill relating to the business combination has been provisionally accounted for since the purchase price allocation has not been completed (refer Note 38).

(e) Electronic publications

Based on licence terms, electronic publications are split into perpetual access and annual subscription access. A significant sample of licences are selected and reviewed annually to determine the percentage of electronic resources that provide perpetual access to content purchased. The sample size typically represents a substantial percentage (over 70%) of total annual spend in the year of sampling to ensure that all material changes are captured. Based on that sample, the percentage of expenditure identified as relating to perpetual access based publications are capitalised and amortised over a period of 30 years. The residual expenditure is deemed to be on publications that have annual subscription access only, and is expensed in the year incurred.

22 OTHER NON-FINANCIAL ASSETS

	Consolidated		Monash University	
	2019	2018	2019	2018
	\$000's	\$000's	\$000's	\$000's
Current				
Prepayments	37,929	25,828	32,223	24,649
Inventories	1,596	2,235	1,489	2,176
Total current other non-financial assets	39,525	28,063	33,712	26,825
Non-current				
Prepayments	26,093	23,211	26,093	23,211
Total non-current other non-financial assets	26,093	23,211	26,093	23,211
Total other non financial assets	65,618	51,274	59,805	50,036

Accounting policy

Current prepayments include sundry and library prepayments. Non-current prepayments consists of contributions made by Monash University for occupation of space in key facilities of strategic importance, and are amortised over a period from 13 to 28 years.

Inventories include books and retail, central building maintenance stores, stationery, 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.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

23 PAYABLES

	Note	Consolidated		Monash University	
		2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Current payables					
External					
Creditors		136,330	131,141	129,821	129,785
OS-Help liability to Australian Government		2,204	1,938	2,204	1,938
Accrued charges		69,828	30,511	61,194	24,531
Funds under administration		8,942	8,140	8,841	8,140
Other payables		49,872	88,497	42,314	81,124
Total external payables		267,176	260,227	244,374	245,518
Amounts payable to intra-group and related entities	37	11,791	4,516	100,315	71,481
Total amounts payable to intra-group and related entities		11,791	4,516	100,315	71,481
Total current payables		278,967	264,743	344,689	316,999
Total payables		278,967	264,743	344,689	316,999

Accounting policy

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. 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 each supplier within agreed terms of trade.

24 BORROWINGS

Current

Unsecured bank loans		51,491	8,000	51,491	8,000
Unsecured notes		1,713	1,704	1,713	1,704
Total current unsecured borrowings		53,204	9,704	53,204	9,704
Total current borrowings		53,204	9,704	53,204	9,704

Non-current

Unsecured bank loans - Commercial Bills

Repayable 1-5 years		62,610	74,815	62,610	74,815
Repayable over 5 years		120,144	159,321	120,144	159,321
Total Bank Loans - Commercial Bills		182,754	234,136	182,754	234,136

Unsecured notes

Repayable 1-5 years		6,853	6,817	6,853	6,817
Repayable over 5 years		561,264	561,244	561,264	561,244
Total Notes		568,117	568,061	568,117	568,061
Total non-current borrowings		750,871	802,197	750,871	802,197
Total borrowings		804,075	811,901	804,075	811,901

MONASH UNIVERSITY
NOTES TO THE FINANCIAL STATEMENTS

24 BORROWINGS (continued)

Credit standby arrangements

	Consolidated		Monash University	
	2019	2018	2019	2018
	\$000's	\$000's	\$000's	\$000's
Total facilities				
Bank loans	265,245	273,136	265,245	273,136
Notes	569,830	569,765	569,830	569,765
Bank overdrafts	2,000	2,000	2,000	2,000
	837,075	844,901	837,075	844,901
Used at balance date				
Bank loans	(234,245)	(242,136)	(234,245)	(242,136)
Notes	(569,830)	(569,765)	(569,830)	(569,765)
	(804,075)	(811,901)	(804,075)	(811,901)
Unused at balance date				
Bank loans	31,000	31,000	31,000	31,000
Bank overdrafts	2,000	2,000	2,000	2,000
	33,000	33,000	33,000	33,000
Borrowing facilities				
Total facilities	837,075	844,901	837,075	844,901
Used at balance date	(804,075)	(811,901)	(804,075)	(811,901)
Unused at balance date	33,000	33,000	33,000	33,000

Accounting policy

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

Where notes are denominated in USD, the cashflows are hedged using a cross currency interest rate swap arrangement. The amounts reported in the USD denominated borrowings notes are converted at the spot rate at the end of the year. The values disclosed in the fixed interest rate maturities table for these notes disclosed in Note 41 are based on the actual AUD amounts payable under the swap arrangement.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

25 PROVISIONS

	Notes	Consolidated		Monash University	
		2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Current					
Provision for donation	37(e)	-	-	50,000	-
Provision for other employee benefits	25(c)	2,485	996	-	-
Long Service Leave and Annual Leave:					
Academic:					
Provision for long service leave		78,411	68,822	75,689	66,669
Provision for annual leave		46,764	42,337	45,096	40,813
Non-Academic:					
Provision for long service leave		60,165	53,918	58,361	52,309
Provision for annual leave		33,618	30,804	31,584	28,962
Total current provisions		221,443	196,877	260,730	188,753
Non-Current					
Employee benefits:					
Academic:					
Provision for long service leave		28,499	21,995	27,098	20,939
Non-Academic:					
Provision for long service leave		23,245	20,705	22,315	19,916
Total non-current provisions		51,744	42,700	49,413	40,855
Total provisions		273,187	239,577	310,143	229,608
25(a) Current long service leave and annual leave:					
Expected to be settled within 12 months					
Academic:					
Provision for Long Service Leave - nominal value		10,428	10,201	7,706	8,048
Provision for Annual Leave - nominal value		29,537	26,958	27,870	25,434
Non-Academic:					
Provision for Long Service Leave - nominal value		11,088	9,625	9,283	8,016
Provision for Annual Leave - nominal value		26,971	25,286	24,936	23,443
Total within 12 months		78,024	72,070	69,795	64,941
Expected to be settled beyond 12 months					
Academic:					
Provision for Long Service Leave - present value		67,983	58,621	67,983	58,621
Provision for Annual Leave - present value		17,226	15,379	17,226	15,379
Non-Academic:					
Provision for Long Service Leave - present value		49,077	44,293	49,077	44,293
Provision for Annual Leave - present value		6,648	5,518	6,648	5,519
Total beyond 12 months		140,934	123,811	140,934	123,812
Total current long service leave and annual leave		218,958	195,881	210,729	188,753

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

25 PROVISIONS (continued)

Accounting policy

(a) 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.

(b) Long service leave

The provision for employee entitlements to long service leave represents the present value of the estimated future cash outflows of those entitlements escalated by the Group's expected wage inflation rate.

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 1.39% (2018, 2.69%), which is the rate set by the Assistant Treasurer and 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 of 3.0% (2018, 3.0%), and the consolidated entity's experience with staff retention. 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.

(c) Other employee benefits

The other employee benefits provisions include parental leave and bonus payments.

26 LEASE LIABILITIES

26(a) Amounts recognised in the income statement

	Note	Consolidated Monash University	
		2019	2019
		\$000's	\$000's
Interest on lease liabilities	13	7,699	7,173
Amortisation of right-of-use assets	20(b)	30,332	23,496
Variable lease payments not included in the measurement of leases		322	322
Expenses relating to short-term leases		2,553	2,706
Expenses relating to leases of low-value assets, excluding short-term leases of low-value assets		741	184
Income from sub-leasing right of use assets		(132)	(132)
		41,515	33,749

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

26 LEASE LIABILITIES (continued)

26(b) Maturity analysis - undiscounted contractual cash flows

	Consolidated		Monash University	
	2019	2018	2019	2018
	\$000's	\$000's	\$000's	\$000's
Less than one year	44,501	35,085	26,572	27,855
One to five years	152,333	103,911	97,071	84,392
More than five years	161,322	155,923	121,695	152,679
Total	358,156	294,919	245,338	264,926

Comparative cash flow figures under the consolidated one to five years and more than five years categories have been adjusted down by \$71M and \$340.5M respectively, after clarification of the legal commitment under the contract.

26(c) Amounts recognised in statement of cash flows

	Consolidated	Monash University
	2019	2019
	\$000's	\$000's
Total cash outflow for leases that are in-scope of AASB 16	33,917	25,988

Accounting policies

The Group leases various offices, houses, land, equipment and vehicles. Lease contracts are typically made for fixed periods of 12 months to 35 years, but may have extension options as described below.

Until the 2018 financial year, leases of property, plant and equipment were classified as either finance leases or operating leases. From 1 January 2019, leases are recognised as a right-of-use asset and a corresponding liability at the date at which the leased asset is available for use by the Group.

Assets and liabilities arising from a lease are initially measured on a present value basis. Lease liabilities include the net present value of the following lease payments:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable
- variable lease payment that are based on an index or a rate, initially measured using the index or rate as at the commencement date
- amounts expected to be payable by the group under residual value guarantees
- the exercise price of a purchase option if the group is reasonably certain to exercise that option, and
- payments of penalties for terminating the lease, if the lease term reflects the Group exercising that option.

Lease payments to be made under reasonably certain extension options are also included in the measurement of the liability.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for leases in the Group, the lessee's incremental borrowing rate is used, being the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions. To determine the incremental borrowing rate, the Group use third party's financing curve with terms that are similar to respective lease terms.

The lease liability is remeasured when there are changes in future lease payments arising from a change in an index or rate, change in a lease term, or change in the underlying lease asset. The remeasurement to the lease liability is recognised as an adjustment to the corresponding right-of-use assets. The adjustment amount is factored into depreciation of the right-of-use asset prospectively.

Right-of-use assets are presented separately on the face of the Statement of Financial Position and within property, plant and equipment in Note 20(b).

Variable lease payments

The Group is exposed to potential future increases in variable lease payments based on an index or rate, which are not included in the lease liability until they take effect. When adjustments to lease payments based on an index or rate take effect, the lease liability is reassessed and adjusted against the right-of-use asset.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

26 LEASE LIABILITIES (continued)

26(c) Amounts recognised in statement of cash flows (continued)

Extension options

Extension and termination options are included in a number of property and equipment leases across the Group. These are used to maximise operational flexibility in terms of managing the assets used in the group's operations. The majority of extension and termination options held are exercisable only by the Group and not by the respective lessor. In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise an extension option. Extension options are only included in the lease term if the lease is reasonably certain to be extended.

Exemption from AASB 16

The Group has elected not to recognise right-of-use assets and lease liabilities for the following types of leases:

- Short-term leases ie. lease with a lease term of 12 months or less
- Low-value assets, ie. when the value of the lease asset when new is less than \$5,000
- Intangible assets; and
- Concessionary (peppercorn) leases.

The Group recognises the lease payments associated with these leases as expense on a straight-line basis over the lease term.

27 OTHER LIABILITIES

	Note	Consolidated		Monash University	
		2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Current					
Income received in advance (*)		-	100,686	-	80,699
Other liabilities		22,706	7,411	10,097	7,699
Total current other liabilities		22,706	108,097	10,097	88,398
Non-current					
Derivative liability	42,18	9,303	8,639	9,303	8,639
Other liabilities		2,979	5,137	2,979	5,137
Total non-current other liabilities		12,282	13,776	12,282	13,776
Total other liabilities		34,988	121,873	22,379	102,174

(*): Any income in advance that relates to contracts with customers per AASB 15 has been reclassified to contract liabilities, refer Note 3(c).

28 CAPITAL

Funds held in perpetuity:

Monash University Foundation Trust

Funds held in perpetuity at 1 January	160,893	158,356	-	-
Preservation of capital	2,582	2,537	-	-
Funds held in perpetuity at 31 December	163,475	160,893	-	-

Contributed capital:

Commonwealth and State Government financial assistance

Contributions to capital works and land	83,102	83,102	83,102	83,102
Total contributed capital	83,102	83,102	83,102	83,102
Total capital	246,577	243,995	83,102	83,102

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

29 RESERVES

Asset revaluation reserve:

Note	Consolidated		Monash University	
	2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Balance 1 January	1,077,833	1,064,427	1,066,339	1,058,267
Gain on revaluation of cultural assets	5,899	152	5,899	152
(Loss) / gain on revaluation of land and buildings, including impairment	(20,317)	13,254	(20,317)	7,920
Balance 31 December	1,063,415	1,077,833	1,051,921	1,066,339

Investment revaluation reserve:

Balance 1 January	40,058	68,306	34,342	42,546
Reclassification on adoption of AASB 9	-	(28,652)	-	(9,175)
Revaluation of listed securities	23,819	731	(81)	11
Revaluation of unlisted securities	16,882	(327)	16,882	960
Realised (gain) / loss on sale of investments - transfer to retained earnings	(21,578)	-	-	-
Balance 31 December	59,181	40,058	51,143	34,342

Foreign currency translation reserve:

Balance 1 January	(21,996)	(23,409)	-	-
Currency translation differences arising during the year	16	1,413	-	-
Transfer to profit or loss on wind-up of subsidiary	22,062	-	-	-
Balance 31 December	82	(21,996)	-	-

Hedge reserve:

Balance 1 January	(33,881)	(23,244)	(33,881)	(23,244)
Currency and interest rate swap contract	(959)	(10,637)	(959)	(10,637)
Balance 31 December	(34,840)	(33,881)	(34,840)	(33,881)

Total reserves	1,087,838	1,062,014	1,068,224	1,066,800
-----------------------	------------------	------------------	------------------	------------------

30 RETAINED EARNINGS

Retained earnings at 1 January	1,869,961	1,673,528	1,535,383	1,356,825
Adjustment to opening retained earnings on adoption of AASB 9	-	36,992	-	18,274
Adjustment to opening retained earnings on adoption of AASB 15 and AASB 1058	(132,133)	-	(132,133)	-
Transfer from Investment Revaluation Reserve	21,578	-	-	-
OS-Help net liability adjustment	-	(2,556)	-	(2,556)
Net result for the year	352,698	164,534	229,999	162,840
Preservation of capital	(2,582)	(2,537)	-	-
Distribution to parent on wind-up of subsidiary	(667)	-	-	-
Deferred government superannuation contributions	4,017	6,300	4,017	6,300
Deferred employee benefits for superannuation	(4,017)	(6,300)	(4,017)	(6,300)
Retained earnings at 31 December	2,108,855	1,869,961	1,633,249	1,535,383

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

31 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:

	Consolidated		Monash University	
	2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Fees paid to Auditor-General of Victoria for the audit of financial reports	537	491	402	355
Fees paid to Non-Auditor-General of Victoria firms for the audit of financial reports and other assurance services	973	933	968	853
Total remuneration for assurance services	1,510	1,424	1,370	1,208

**MONASH UNIVERSITY
NOTES TO THE FINANCIAL STATEMENTS**

32 RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS

(a) Minister

The responsible Minister is The Hon. Gayle Tierney MP, Minister for Training and Skills and Minister for Higher Education.

Remuneration of the Minister is disclosed in the financial report of the Department of Parliamentary Services. Other relevant interests are declared in the Register of Members' Interests, which each member of the Parliament completes.

(b) Names of Responsible Persons

Responsible Persons are defined as being members of University Council. The names of members of University Council who held office during the reporting period are shown below:

Mr Y. Blacher PSM	Professor M. Gardner AO (Accountable Officer)
Dr M. Clark AC	Ms G. Johns-Putra (from 1 July 2019)
Professor R. Coppel	Ms J. Ligeti
The Hon S. Crean	Mr P. Marriott
Mr M. Cubit	Mr S. McKeon AO
Professor C. Davies	Dr C. Nixon APM
Dr H. Drennen AM (until 30 June 2019)	Mr J. Simpson
Mr H. Fox (from 5 April 2019)	The Hon P. Young AM QC

(c) Remuneration of Responsible Persons

The number of members of University Council, and their total remuneration received or receivable for the reporting period, is shown in the tables below; in total and in relevant income bands.

Where University Council members are also board members of Monash University's controlled entities, they may receive their Council remuneration plus 50 per cent of the relevant board member remuneration as approved by the Selection and Remuneration Committee of Monash University Council. One University Council member receives remuneration in this way and their total remuneration is included in the tables below.

In 2019, Monash had three University Council members who were staff members of the University (2018: three). Their remuneration as a staff member is reported in the table below; members of staff receive no additional remuneration for being a member of University Council. One Responsible Person, who is also a staff member of the University, received a remuneration review and increase during the period; this is reflected in the movement in the reported total remuneration of Responsible Persons below. The increase in remuneration occurred in order to bring that persons remuneration into line with commensurate roles at other Australian Universities.

Remuneration rates for external University Council members are determined by the Minister, in accordance with the Victorian Government's *Appointment and Remuneration Guidelines*. There are thirteen external (non-staff) members of University Council who received remuneration in 2019 for carrying out their University Council roles, and these amounts are included in the tables below (2018: twelve).

Details of Responsible Persons and Executive Officers of controlled entities are disclosed in the respective financial statements of those entities.

Income Band	Monash University	
	2019	2018
\$20,000 - \$29,999	2	-
\$30,000 - \$39,999	1	-
\$40,000 - \$49,999	-	1
\$50,000 - \$59,999	8	9
\$90,000 - \$99,999	1	1
\$110,000 - \$119,999	1	1
\$330,000 - \$339,999	-	2
\$340,000 - \$349,999	2	-
\$1,100,000 - \$1,109,999	-	1
\$1,280,000 - \$1,289,999	1	-
Total number of Responsible Persons	16	15

Remuneration of Responsible Persons	2019	2018
	\$'000	\$'000
Short-term employee benefits	2,496	2,319
Post-employment benefits	151	156
Other long-term benefits ^(a)	40	34
Termination benefits	-	-
Share-based payments	n/a	n/a
Total Remuneration	2,687	2,509

Note:

(a) Other long-term benefits includes the long service leave entitlement accrued during the period consistent with the requirements of AASB 124.

MONASH UNIVERSITY
NOTES TO THE FINANCIAL STATEMENTS

(d) Remuneration of Executive Officers

Executive officers are defined as those officers within the University having the authority and responsibility for planning, directing and controlling the activities of the University, either directly or indirectly. This definition also aligns with the requirements of AASB 124 *Related Party Disclosures*, which applies to the remuneration disclosures of those persons who are considered to be the Key Management Personnel of the University, and meets the requirements of FRD 21C *Disclosures of responsible persons and executive officers in the financial report*.

The table below shows the total number of executive officers, together with the aggregate of total remuneration received or receivable by executive officers in each of 2018 and 2019. Where an executive officer is entitled to long service leave, their total remuneration also includes the long service leave entitlement accrued during the period and this is shown under 'Other long-term benefits' below.

The University has continued to ensure that growth in senior staff salaries remains constrained. Senior staff of the University (including executive officers) received a 2% per annum fixed remuneration increase, effective from 1 January 2019, which was consistent with the percentage increase awarded to other staff of the University across the same period. The application of this fixed remuneration increase is the principal reason for the movement in the total remuneration of executive officers since 2018.

Remuneration of Executive Officers	Monash University	
	2019 \$'000	2018 \$'000
Short-term employee benefits	10,327	9,948
Post-employment benefits	1,016	1,140
Other long-term benefits ^(a)	107	109
Termination benefits	-	-
Share-based payments	n/a	n/a
Total Remuneration	11,450	11,197
Total number of Executive Officers	23	23
Total Annualised Employee Equivalent (AEE)	22.3	22.3

Note:

(a) Other long-term benefits includes the long service leave entitlement accrued during the period for eligible executive officers, consistent with the requirements of AASB 124.

(e) Related Party Transactions

Related party transactions of the University's Key Management Personnel are reported in Note 37(f).

**MONASH UNIVERSITY
NOTES TO THE FINANCIAL STATEMENTS**

33 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:

- (i) Defined Benefit Division
- (ii) Accumulation 2
- (iii) Accumulation 1

(i) Defined Benefit Division

The UniSuper Defined Benefit Division (DBD) is a defined benefit plan under Superannuation Law. As a result of amendments to Clause 34 of the UniSuper Trust Deed, it is treated as 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.

Employees contribute at a rate between 0% and 7% of gross salary.

(iii) Accumulation 1

This section of the scheme is a cash accumulation productivity scheme and the University makes contributions at a rate of between 0% and 9.5% of gross salary.

Total contributions by the University to DBD, Accumulation 2 and Accumulation 1 for the year ended 31 December 2019 were \$138,928,989 (2018: \$134,061,483).

(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 31 December 2019, 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 31 December 2019, amounted to \$167,245,000 (2018: \$163,228,000).

The net liability increased by \$4,017,000 (plus 2.5%) from 2018 to 2019. This was due to the impact of the discount rate decreasing from 2.36% to 1.49% which increased the accrued benefit liability, and changes in the demographic assumptions following the latest triennial review, and this was partially offset by a decrease in the accrued liability due to the ageing of pensioners and a 4.2% decrease in membership.

It should be noted that an arrangement exists between the Australian Government and the State Government to meet the unfunded liability attributable to Monash University's beneficiaries of the State Superannuation Fund 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 2019 were \$9,991,366 (2018: \$11,023,225).

(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 \$2,231,206 were made in 2019 (2018: \$932,629).

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

34 CONTINGENT LIABILITIES AND CONTINGENT ASSETS

No material bank guarantees have been provided to third parties in 2019 and 2018.

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.

35 EVENTS SUBSEQUENT TO BALANCE DATE

On 20 January 2020, the outbreak of novel coronavirus (COVID-19) was announced. The outbreak of this virus has subsequently developed and the World Health Organisation has declared a global pandemic. Global and national restrictions including air travel and other societal changes are impacting international students commencing and/or continuing their studies at Monash campuses. Monash has offered fully flexible and other online teaching options to support students meeting their study timelines and to help reduce potential revenue losses.

A further consequence of COVID-19 has been a severe downturn in investment markets impacting the Group's investment portfolio (Refer investment related notes 8, 18 and 41).

Due to this significant uncertainty surrounding the COVID-19 outbreak and the government's response to this, it is not possible to estimate the full impact on the University's operations, financial position and cashflows at this point in time. This being the case, we do not consider it practicable to provide a quantitative or qualitative estimate of the potential impact of this outbreak on the Group at this time.

The University will continue to monitor the non-financial and financial impacts of COVID-19 on its operations, and has put in place various mitigation strategies, including online teaching that will ensure we will remain a going concern.

The financial statements have been prepared based upon conditions existing at 31 December 2019, and considering those events occurring subsequent to that date that provide evidence of conditions that existed at the end of the reporting period.

As the outbreak of COVID-19 occurred after 31 December 2019, its impact is considered an event that is indicative of conditions that arose after the reporting period, and as such, no adjustments have been made to the financial statement balances as at 31 December 2019 for the impacts of COVID-19.

36 COMMITMENTS

36(a) Capital commitments

	Consolidated		Monash University	
	2019	2018	2019	2018
	\$000's	\$000's	\$000's	\$000's
Capital expenditure contracted for at the reporting date but not recognised as liabilities is as follows:				
Property, Plant and Equipment, payable:				
Within one year	71,549	224,373	65,606	224,373
Later than one year but not later than five years	1,418	45,350	1,418	45,350
	72,967	269,723	67,024	269,723

There were no material jointly controlled capital commitments as at 31 December 2019 and 31 December 2018.

37 RELATED PARTIES

37(a) Parent entities - The ultimate parent entity is Monash University.

37(b) Subsidiaries - Interests in subsidiaries are set out in Note 40.

37(c) Associates and Jointly controlled entities - Interests in associates and jointly controlled entities are set out in Note 17.

37(d) Key Management Personnel

Disclosures relating to Key Management Personnel (i.e. responsible persons and executive officers) are set out in Note 32.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

37 RELATED PARTIES (continued)

37(e) Transactions with intra-group and related entities

The following transactions occurred with subsidiaries:

	Monash University	
	2019	2018
	\$000's	\$000's
Income from:		
Sale of goods and services	34,200	31,968
Enrolment royalties	17,665	17,675
Trust distributions	34,336	16,863
Interest income	7,919	8,021
Dividend income	2,145	-
Total income	96,265	74,527
Expenses for:		
Rent, leasing and utilities	1,525	1,215
Goods and services	931	922
Grant and donation payments	21,556	478
Provision for donation	50,000	-
Interest expense	2,144	1,908
Total expenses	76,156	4,523

The following transactions occurred with associates:

Income from:		
Sale of goods and services	3,176	4,122
Enrolment royalties	23,186	7,705
Donations and bequests	515	-
Total income	26,877	11,827
Expenses for:		
Goods and services	23,339	5,086
Grant and donation payments	22,241	33,455
Total expenses	45,580	38,541

The following transactions occurred with jointly controlled entities:

Income from:		
Sale of goods and services	347	1,463
Interest income	-	1,180
Total income	347	2,643
Expenses for:		
Goods and services	-	47
Grant and donation payments	1,876	2,139
Interest expense	68	68
Total expenses	1,944	2,254

Amounts receivable and payable between intra-group entities, are disclosed in notes 16 and 23 respectively. No provision for doubtful debts has been raised in relation to any outstanding balances with subsidiaries, associates and jointly controlled entities and no expense has been recognised in respect of bad or doubtful debts due from subsidiaries, associates and jointly controlled entities other than those disclosed under Note 17(b)(i). No guarantees have been provided.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

(f). Other related party entities

Other related party entities are entities that are controlled or jointly controlled by key management personnel or their close family members.

There were no material related party transactions and balances that involved key management personnel, their close family members, their personal business interests, aside from the remuneration disclosed in Note 32.

No provision for doubtful debts has been raised in relation to any outstanding balances and no expense has been recognised in respect of bad or doubtful debts due from other related party entities. No guarantees have been provided.

There are no commitments with other related party entities.

There are no other matters to report as related party disclosures under the directions of the Assistant Treasurer.

38 BUSINESS COMBINATIONS

38(a) Summary of acquisition

The Malaysian Campus operated by Monash University Malaysia Sdn Bhd is a strategic asset and over twenty years it has grown as a commercially successful joint-venture with the Sunway Education Group. Through mutual agreement Monash University acquired Sunway's 55% shareholding on 31 December 2019 under a negotiated share sale agreement taking the total ownership and controlling interest to 100% (refer Note 17 and 40).

Details of the fair value of the assets and liabilities acquired and goodwill are as follows:

	2019
	\$000's
Initial cash purchase consideration (refer to (b) below)	7,643
Deferred purchase consideration (refer to (b) below)	<u>100,470</u>
Total purchase consideration	108,113
Fair value of net identifiable assets acquired (refer to (c) below) - 55%	17,175
Goodwill (refer to (d) below and note 21)	116,297

38(b) Purchase consideration

	Consolidated		Monash University	
	2019	2018	2019	2018
	\$000's	\$000's	\$000's	\$000's
Outflow of cash to acquire subsidiary, net of cash acquired				
Total consideration	108,113	-	108,113	-
Less: deferred cash consideration	<u>(100,470)</u>	-	<u>(100,470)</u>	-
Cash consideration paid	7,643	-	7,643	-
Less: Balance acquired	<u>(33,968)</u>	-	-	-
Cash inflow	26,325	-	-	-

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

38 BUSINESS COMBINATIONS (continued)

38(c) Assets acquired and liabilities assumed

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

	Fair value \$000's
Assets	
Cash and cash equivalent	5,752
Receivables and prepayments	5,020
Property, plant and equipment	26,726
Right of use assets (leased)	73,906
Other financial assets	29,141
Liabilities	
Payables	(20,765)
Lease liabilities	(73,906)
Provisions	(1,150)
Contract liabilities	(13,411)
Other liabilities	(85)
Net assets	31,228
Non-controlling interests	-
Net identifiable assets acquired (*)	31,228

(*): Carrying value equates to fair value at this time.

38(d) Goodwill arising on acquisition

	Fair value \$000's
Goodwill arising on acquisition	116,297

The Group has elected to provisionally account for the purchase price allocation of the transaction. As a result, the nature of goodwill (including any associated intangibles) relating to the business combination has not been finalised (refer Note 21), and will be assessed over the next reporting period.

Accounting policy

The acquisition and provisional accounting method was used for the purchase of Monash University Malaysia Sdn. Bhd under business combination accounting.

Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination have been measured initially at their fair values at the acquisition date, with any fair value adjustment to previously held interest under equity accounting posted through the income statement.

Contingent liabilities assumed are recognised as part of the acquisition if there is a present obligation arising from past events and the fair value can be reliably measured.

The excess at the acquisition date of the aggregate of the consideration transferred, the amount of any non-controlling interest and any previously held equity interest in the acquiree, over the net amounts of identifiable assets acquired and liabilities assumed is recognised as goodwill.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

39 RECONCILIATION OF NET RESULT AFTER INCOME TAX TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	Consolidated		Monash University	
	2019	2018	2019	2018
	\$000's	\$000's	\$000's	\$000's
Net result for the year	352,698	164,534	229,999	162,840
Add / (deduct) non-cash flows in net result				
Share of profits of associated and joint venture partnerships	(6,973)	(7,624)	-	-
Net (gain) / loss on other financial assets	(157,875)	9,816	(83,044)	4,407
Net (gain) / loss on sale of non-current assets	2,930	8,183	2,930	6,374
Net exchange differences	244	(1,906)	244	(1,906)
Depreciation, amortisation and impairment	181,261	145,523	164,399	133,430
Finance costs capitalised as investing activities	(10,177)	(12,935)	(10,177)	(12,935)
Bad and impaired debt expense	1,833	8,666	1,794	7,747
Provision for donation	-	-	50,000	-
Employee leave benefits	32,460	9,425	30,535	10,071
Foreign exchange translation on wind up of subsidiary	22,062	-	-	-
Business combination adjustments	(10,897)	-	-	-
Interest revenue capitalised as investing activities	-	(1,180)	(7,956)	(9,160)
Other non-cash items	(2,355)	774	(1,395)	130
Changes in assets and liabilities:				
(Increase)/decrease in receivables	(31,199)	(25,815)	(32,424)	(19,176)
(Increase)/decrease in contract receivables	(2,765)	-	2,448	-
(Increase)/decrease in prepayments	(11,296)	348	(10,346)	(1,899)
(Increase)/decrease in inventories	639	(62)	687	(3)
Increase/(decrease) in payables	(12,033)	6,951	(12,869)	10,501
Increase/(decrease) in contract liabilities	89,439	-	68,239	-
Increase/(decrease) in other liabilities	(8,526)	342	(1,618)	1,149
Net cash inflow from operating activities	429,470	305,040	391,446	291,570

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

40 SUBSIDIARIES

Entity	Place of Incorporation	Countries where business carried on	Principal Activities	Details of Group Beneficial Interest		Details of Investment	
				2019 %	2018 %	2019 \$000	2018 \$000
Monash Commercial Pty Ltd	Victoria	Australia	Commercialisation of research and the provision of other services. No longer trading.	100%	100%	-	-
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 (Suzhou) Engineering Technology Co Ltd	Suzhou	China	Science and technology research and development, technology consulting and related services.	100%	100%	1,400	1,400
Suzhou Industrial Park Monash Research Institute of Science and Technology	Suzhou	China	Research and development in areas of science and technology, industrialisation of achievements, and relevant training.	100%	100%	21	21
Monash Shenzhen Research Management Co	Shenzhen	China	Management and consulting services, research and development, and commercialisation services.	100%	-	-	-
Monash Property South Africa Pty Ltd	Victoria	Australia / South Africa	Ownership and development of the South African campus property. No longer trading.	100%	100%	1	1
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%	31,003	30,132
Monash University Indonesia Ltd	Victoria	Australia	Strengthening local partnerships, encourage education and research collaborations through a representative office in Indonesia.	100%	100%	1,308	956
Monash University Malaysia Sdn. Bhd (i)	Malaysia	Malaysia	Provide tertiary courses.	100%	N/A	124,651	N/A
Total						158,894	33,020

(i) The Group took 100% ownership of Monash University Malaysia Sdn. Bhd on 31 December 2019. Prior to that the Group equity accounted their 45% share (see notes 17 and 38). The following entities have not been consolidated as their results are not material: Monash Investment Holdings Pty Ltd, Monash University Foundation Pty Ltd, Monash Commercial Pty Ltd, Monash (Suzhou) Engineering Technology Co Ltd, Suzhou Industrial Park Monash Research Institute of Science and Technology, Monash University Indonesia Ltd and Monash Shenzhen Research Management Co. Monash Property South Africa has been deconsolidated in 2019 as their results are not material.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

40 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	
	2019 \$000	2018 \$000	2019 \$000	2018 \$000	2019 \$000	2018 \$000	2019 \$000	2018 \$000	2019 \$000	2018 \$000	2019 \$000	2018 \$000
Monash College Pty Ltd	178,224	178,502	168,185	177,219	-	-	-	-	10,039	1,283	10,039	1,283
Monash Investment Trust	4,407	972	259	3,135	-	-	-	-	4,148	(2,163)	4,148	(2,163)
Monash University Foundation Trust	153,256	10,159	1,792	2,152	-	-	-	-	151,464	8,007	151,464	8,007
Monash Property South Africa Pty Ltd	-	48	-	79	-	-	-	-	-	(31)	-	(31)
Monash Accommodation Services Pty Ltd	30,747	28,573	25,657	26,625	-	-	-	-	5,090	1,948	5,090	1,948
Total	366,634	218,254	195,893	209,210	-	-	-	-	170,741	9,044	170,741	9,044

Statement of Financial Position

Entity	Working Capital		Physical Assets		Total Assets	
	2019 \$000	2018 \$000	2019 \$000	2018 \$000	2019 \$000	2018 \$000
Monash College Pty Ltd	13,652	13,042	32,647	10,803	125,967	80,971
Monash Investment Trust	15,304	8,027	-	-	25,423	15,548
Monash University Foundation Trust	91,800	23,186	50,590	48,650	541,474	406,370
Monash Property South Africa Pty Ltd	-	667	-	-	-	933
Monash Accommodation Services Pty Ltd	5,168	5,173	193,728	199,335	203,991	209,541
Monash University Malaysia Sdn. Bhd	(2,851)	-	26,726	-	140,545	-
Total	123,073	50,095	303,691	258,788	1,037,400	713,363

MONASH UNIVERSITY
NOTES TO THE FINANCIAL STATEMENTS

40 SUBSIDIARIES (continued)

Statement of Financial Position (continued)

	Internal Borrowings		External Borrowings		Total Liabilities		Equity	
	2019 \$000	2018 \$000	2019 \$000	2018 \$000	2019 \$000	2018 \$000	2019 \$000	2018 \$000
Monash College Pty Ltd	-	-	-	-	89,034	54,077	36,933	26,894
Monash Investment Trust	-	-	-	-	26	30	25,397	15,518
Monash University Foundation Trust	1,554	1,554	-	-	2,009	2,202	539,465	404,168
Monash Property South Africa Pty Ltd	-	-	-	-	-	266	-	667
Monash Accommodation Services Pty Ltd	155,775	167,406	-	-	156,628	168,139	47,363	41,402
Monash University Malaysia Sdn. Bhd	-	-	-	-	109,317	-	31,228	-
Total	157,329	168,960	-	-	357,014	224,714	680,386	488,649

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

41 FINANCIAL INSTRUMENTS DISCLOSURE

Financial risk management objectives and policies

The University's Council has overall responsibility for the establishment and oversight of the Group's risk management framework. The Council established:

- The Resources and Finance Committee, which meets regularly to monitor and evaluate the University's overall financial strategies;
- The Investment Advisory Committee as a Sub-Committee of Resources and Finance Committee, which monitors and advises on investment strategy and performance.

The Group's activities expose it to a variety of financial risks; market risk (including foreign exchange 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. Investment risk exposure is monitored by the Investment Advisory Committee and investment strategies are formed within approved risk parameters. The Group and/or its fund managers use derivative financial instruments such as forward exchange contracts, equity swaps, and cross currency and interest rate swaps to hedge certain risk exposures. The Group measures risk exposures using methods including sensitivity analysis on investment returns and other price risks, and ageing analysis for credit risk.

Risk exposures

Market risk

(i) Foreign exchange risk

The Group undertakes certain transactions denominated in foreign currencies creating exposures to exchange rate fluctuations. 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 1% decrease and 5% increase (2018: 1% decrease and 3% increase) in the Australian Dollar against the relevant foreign currencies (significant Malaysian Ringgit exposure from 2019). 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 2019

	Carrying Amount \$000's	Foreign exchange risk			
		Result	Equity	Result	Equity
		-1% \$000's	-1% \$000's	+5% \$000's	+5% \$000's
Financial assets					
Cash at bank	12,985	81	130	(405)	(649)
Managed cash	8,227	82	82	(411)	(411)
Short-term deposits	872	-	9	-	(44)
Receivables	6,672	53	67	(266)	(334)
Other financial assets	29,142	-	291	-	(1,457)
Total financial assets	57,898	216	579	(1,082)	(2,895)
Financial Liabilities					
Payables	16,807	(63)	(168)	317	840
Provisions	1,150	-	(11)	-	57
Other liabilities	85	-	(1)	-	4
Contract liability	13,411	-	(134)	-	671
Deferered consideration	100,470	(1,005)	(1,005)	5,024	5,024
Total financial liabilities	131,923	(1,068)	(1,319)	5,341	6,596

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

41 FINANCIAL INSTRUMENTS DISCLOSURE (continued)

(i) Foreign exchange risk (continued)

Consolidated 2018	Foreign exchange risk				
	Carrying Amount	Result	Equity	Result	Equity
		\$000's	-1% \$000's	-1% \$000's	+3% \$000's
Financial assets					
Cash at bank	20,982	210	210	(629)	(629)
Short-term deposits	929	9	9	(28)	(28)
Total financial assets	21,911	219	219	(657)	(657)
Financial Liabilities					
Payables	2,506	(22)	(25)	67	75
Total financial liabilities	2,506	(22)	(25)	67	75

(ii) 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 market risk is to minimise negative impacts on investment values due to the volatility of the financial markets.

The Group has maintained a long-term strategy to manage its diversified investment portfolio, which aims to provide an appropriate balance between risk and return over the longer term.

The Group appoints external, independent investment advisors to monitor financial markets and report to management and the Investment Advisory Committee. The Investment Advisory Committee are responsible for making decisions regarding asset allocation tilts and assess individual investment manager performance within the market environment against performance benchmarks.

The following tables show the Group's maximum exposure to equity market risk, and a sensitivity analysis of other price risk:

Consolidated 2019	Other price risk			
	Carrying Amount	Result/Equity	Result/Equity	Result/Equity
		\$000's	-5% \$000's	+3% \$000's
Financial assets				
Managed funds	861,930	(38,787)	25,858	60,335
Listed shares (*)	8,048	(362)	241	563
Total financial assets	869,978	(39,149)	26,099	60,898

(*): Listed shares' prices only affect Equity (FVOCI).

Consolidated 2018	Other price risk			
	Carrying Amount	Equity	Equity	Equity
		\$000's	-1% \$000's	+3% \$000's
Financial assets				
Managed funds	683,903	(6,839)	20,517	47,873
Listed shares (*)	5,807	(58)	174	406
Total financial assets	689,710	(6,897)	20,691	48,279

(iii) Interest rate risk

The University is not exposed to interest rate risk on its borrowings as all current borrowings are at fixed interest rates.

The Group has minimal exposure to interest rate risk through its holdings of cash and other short term assets.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

41 FINANCIAL INSTRUMENTS DISCLOSURE (continued)

(iii) Interest rate risk(continued)

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 25 basis point decrease and a 25 basis point increase (2018: 25 basis point decrease and a 25 basis point increase) is used when reporting interest rate risk as these represent management's assessment of the possible changes in interest rates:

Consolidated 2019

	Carrying Amount	Interest rate risk			Equity
		Result	Equity	Result	
	-0.25%	-0.25%	+0.25%	+0.25%	
	\$000's	\$000's	\$000's	\$000's	\$000's
Financial assets					
Cash at bank	13,840	(35)	(35)	35	35
Short-term deposits	872	(2)	(2)	2	2
Managed Cash	178,523	(446)	(446)	446	446
Total financial assets	193,235	(483)	(483)	483	483

Consolidated 2018

	Carrying Amount	Interest rate risk			Equity
		Result	Equity	Result	
	-0.25%	-0.25%	+0.25%	+0.25%	
	\$000's	\$000's	\$000's	\$000's	\$000's
Financial assets					
Cash at bank	23,544	(59)	(59)	59	59
Short-term deposits	929	(2)	(2)	2	2
Managed Cash	109,429	(274)	(274)	274	274
Total financial assets	133,902	(335)	(335)	335	335

Credit risk

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.

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.

Liquidity risk

The Group manages liquidity risk by maintaining adequate reserves within the short term investment pool and availability of unused borrowing facilities (Note 24), as well as continuous monitoring of forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities. The short term investment pool is managed within the Resources and Finance Committee approved liquidity guidelines.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

41 FINANCIAL INSTRUMENTS DISCLOSURE (continued)

(iii) Interest rate risk(continued)

Liquidity risk (continued)

Consolidated 2019

	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
Financial assets							
Cash at bank	1.13	13,840	-	-	-	11,521	25,361
Managed Cash	1.83	178,523	-	-	-	-	178,523
Short-term Deposits (<90 days)	1.94	872	35,461	-	-	-	36,333
Term Deposits (>90 days)	1.66	-	2,000	-	-	-	2,000
Listed securities at FVOCI	-	-	-	-	-	8,048	8,048
Unlisted securities at FVOCI	-	-	-	-	-	53,105	53,105
Managed Funds at FVTPL	-	-	-	-	-	861,930	861,930
Unlisted securities at FVTPL	-	-	-	-	-	25,065	25,065
Receivables	-	-	-	-	-	110,043	110,043
Total financial assets		193,235	37,461	-	-	1,069,712	1,300,408
Financial liabilities							
Loans - bank	6.78	-	51,491	62,610	120,144	-	234,245
Unsecured notes	4.92	-	1,500	6,000	541,965	-	549,465
Deferred consideration	-	-	-	-	-	188,828	188,828
Payables	-	-	-	-	-	278,966	278,966
Total financial liabilities		-	52,991	68,610	662,109	467,794	1,251,504
Net financial assets		193,235	(15,530)	(68,610)	(662,109)	601,918	48,904

Consolidated 2018

	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
Financial assets							
Cash at bank	1.51	23,544	-	-	-	10,816	34,360
Managed cash	2.19	109,429	-	-	-	-	109,429
Short-term deposits (<90 days)	2.60	929	10,000	-	-	-	10,929
Term Deposits (>90 days)	2.68	-	11,600	-	-	-	11,600
Listed securities at FVOCI	-	-	-	-	-	5,807	5,807
Unlisted securities at FVOCI	-	-	-	-	-	36,136	36,136
Managed funds at FVTPL	-	-	-	-	-	683,903	683,903
Unlisted securities at FVTPL	-	-	-	-	-	20,274	20,274
Receivables	-	-	-	-	-	121,908	121,908
Total financial assets		133,902	21,600	-	-	878,844	1,034,346
Financial liabilities							
Loans - bank	6.79	-	8,000	74,815	159,320	-	242,135
Unsecured notes	4.92	-	1,500	6,000	537,250	-	544,750
Payables	-	-	-	-	-	264,747	264,747
Total financial liabilities		-	9,500	80,815	696,570	264,747	1,051,632
Net financial assets		133,902	12,100	(80,815)	(696,570)	614,097	(17,286)

The values disclosed for unsecured notes (where denominated in USD) are based on the actual AUD amounts payable under the cross currency interest rate swap arrangement that hedges these cashflow exposures (Note 24).

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

42 FAIR VALUE MEASUREMENTS

(a) Fair value measurements

All financial assets and liabilities have carrying values that are a reasonable approximation of fair value.

Receivables, payables and borrowings:

Receivables, payables and borrowings are measured at amortised cost. Receivables excludes net GST refundable. The carrying value less impairment provision of trade receivables and payables is a reasonable approximation of their fair values due to the short-term nature. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Group for similar financial instruments. The carrying value of non-current borrowings is determined by discounting the future contractual cash flows at the borrowing rates and approximates the fair value. As a result, these values have not been included in the fair value hierarchy table (Note 42(b)).

Investment properties:

Investment properties are independently revalued on a recurring basis, at least annually. Values are based on market information and are performed by AssetVal 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 exists.

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 as a base and where relevant, adjusted to account for the complex and specialised nature of the building using the valuers' database of sector specific costs and examples of recent and/or current construction costs for similar buildings. Buildings are then depreciated at a rate that reflects the percentage of their remaining useful life. 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 full revaluation was performed in 2018 by AssetVal Pty Ltd, a registered independent valuer. A fair value less costs of disposal (recoverable amount) valuation was conducted for certain land and buildings due to the change in use.

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 Guy Abrahams at 31 December 2019. 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.

Right of use assets and lease liabilities:

Assets and liabilities arising from a lease are initially measured on a present value basis. The carrying value of right-of-use assets and lease liabilities are a reasonable approximation of their fair value, except for concessionary leases (peppercorn) which are measured at cost.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

42 FAIR VALUE MEASUREMENTS (continued)

(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 (unobservable input).

	Carrying Value			
	Level 1	Level 2	Level 3	
	\$000's	\$000's	\$000's	\$000's
Consolidated 2019				
Listed securities at FVOCI	8,048	8,048	-	-
Unlisted securities at FVOCI	53,105	-	-	53,105
Unlisted securities at FVTPL	25,065	-	21,732	3,333
Managed funds at FVTPL	861,930	833,463	28,217	250
Managed cash	178,523	178,523	-	-
Investment land	48,369	-	32,393	15,977
Investment buildings	31,757	-	24,196	7,561
Campus land	207,610	-	-	207,610
Off-campus land	107,152	-	63,766	43,386
Campus buildings	2,341,180	-	-	2,341,180
Off-campus buildings	20,219	-	20,219	-
Specialised off-campus buildings	68,418	-	9,947	58,471
Cultural assets	81,062	-	-	81,062
Derivative asset	4,975	-	4,975	-
Derivative liability	9,303	-	9,303	-
	4,046,716	1,020,034	214,748	2,811,935
Consolidated 2018				
Listed securities at FVOCI	5,807	5,807	-	-
Unlisted securities at FVOCI	36,136	-	-	36,136
Unlisted securities at FVTPL	20,274	-	16,856	3,418
Managed funds at FVTPL	683,903	683,903	-	-
Managed cash	109,429	109,429	-	-
Investment land	44,537	-	28,543	15,994
Investment buildings	31,786	-	23,907	7,879
Campus land	216,157	-	-	216,157
Off-campus land	106,441	-	63,055	43,386
Campus buildings	2,247,257	-	8,800	2,238,457
Off-campus buildings	19,072	-	19,072	-
Specialised off-campus buildings (*)	67,913	-	9,849	58,064
Cultural assets	74,108	-	-	74,108
Derivative asset	3,706	-	3,706	-
Derivative liability	8,639	-	8,639	-
	3,675,165	799,139	182,427	2,693,599

There were no transfers between level 1 and 2 for recurring fair value measurements and no transfers out of level 3 during the year.

In 2019 there was a shift from level 2 to level 3 for campus buildings due to the application of impairment factors. There were transfers from level 2 to level 3 for off-campus land and investment land in 2018 due to application of a community service obligation (CSO) factor due to the special use zoning attached to these properties.

(*) Comparative specialised campus buildings value has been adjusted by \$12.7M to correct a level 2 classification error in the prior year.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

42 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 2019 and 2018:

	Campus land \$000's	Off-campus land \$000's	Campus buildings * \$000's	Specialised off-campus buildings \$000's	Investment land \$000's	Investment buildings \$000's	Cultural assets ** \$000's	Unlisted securities \$000's	Managed funds \$000's	Total \$000's
Level 3 fair value measurements 2019										
Opening balance	216,157	43,386	2,238,457	58,064	15,994	7,879	74,108	39,554	-	2,693,599
Transfers into level 3	-	-	8,800	-	-	-	-	-	-	8,800
Acquisitions	-	-	51,675	106	-	-	1,008	87	250	53,126
Disposals	-	-	-	-	-	-	-	(27)	-	(27)
Depreciation	-	-	(71,735)	(1,795)	-	-	-	-	-	(73,530)
Transfers out of capital work in progress	-	-	125,753	2,096	-	-	46	-	-	127,895
Total gains / (losses)	(8,547)	-	(11,770)	-	(18)	(317)	5,900	16,824	-	2,072
Closing balance	207,610	43,386	2,341,180	58,471	15,976	7,562	81,062	56,438	250	2,811,935
Recognised in other comprehensive income	(8,547)	-	(11,770)	-	(18)	(317)	5,900	16,824	-	2,072
Level 3 fair value measurements 2018										
Opening balance	237,150	-	2,045,814	66,730	1,184	-	73,613	24,300	-	2,448,791
Transfers into level 3	-	43,406	-	-	15,593	2,447	-	11,492	-	72,938
Transfers out of level 3	-	-	-	(10,226)	-	-	-	-	-	(10,226)
Acquisitions	-	-	117,154	3,298	-	-	571	700	-	121,723
Disposals	-	-	(3,466)	-	-	-	-	(22)	-	(3,488)
Depreciation	-	-	(67,797)	(1,866)	-	-	(246)	-	-	(69,909)
Transfers out of capital work in progress	-	-	108,813	2,271	-	-	18	-	-	111,102
Transfer (to) / from another asset class	19,492	(650)	-	-	-	-	-	-	-	18,842
Total gains / (losses)	(40,485)	630	37,940	(2,143)	(783)	5,432	152	3,084	-	3,827
Closing balance	216,157	43,386	2,238,458	58,064	15,994	7,879	74,108	39,554	-	2,693,600
Recognised in other comprehensive income	(40,485)	630	37,940	(2,143)	(783)	5,432	152	3,084	-	3,827

* Campus buildings include infrastructure, for example, sports fields, carparks, landscaping, underground tunnels and service infrastructure.

** Cultural assets comprises rare books and artworks.

MONASH UNIVERSITY
NOTES TO THE FINANCIAL STATEMENTS

42 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 2019 \$'000s	Valuation technique	Significant unobservable inputs
Campus land	207,610	Market/Direct comparison approach adjusted for unobservable inputs and costs to sell.	Unit of value by comparative basis (\$/m ²) Community Service Obligation (CSO) adjustment
Off Campus land	43,386	Market/Direct comparison approach adjusted for unobservable inputs.	Unit of value by comparative basis (\$/m ²) Community Service Obligation (CSO) adjustment
Campus buildings*	2,341,180	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 and costs to sell.	Direct Cost per square metre Remaining useful life
Specialised off-campus buildings	58,471	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.	Cost per square metre Remaining useful life
Investment land	15,977	Market/Direct comparison approach adjusted for unobservable inputs.	Unit of value by comparative basis (\$/m ²) Community Service Obligation (CSO) adjustment
Investment buildings	7,561	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.	Cost per square metre Remaining useful life (Refer to Note 19(j) Investment Properties)
Rare books >= \$5,000	4,226	Market Approach assessed annually against auction results and quoted prices on rare materials websites.	Market price per title
Rare books < \$5,000	38,819	Internal valuation by Rare Books Librarian with reference to equivalent values in similar collections	Estimated market price of volumes/collections
Artworks	38,018	Market Approach. Expert external assessment of auction results and known private sales, closely reviewed by gallery staff	Market price per item
Managed funds	250	Cost	Cost
Unlisted securities	56,438	Adjusted net asset value approach. Net assets with no reliably observable and/or measurable market value; listed investments; any restrictions of trade (as applicable). Depreciated property value.	Closing net asset value Closing ASX prices for listed investments Discount factor for escrow period Share of depreciated property value Depreciation rates

* Includes infrastructure, for example, sports fields, openair carparks, landscaping, underground tunnels and related service infrastructure.

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

43 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE

43(a) Education - CGS and Other EDUCATION Grants

	Commonwealth Grants Scheme (i)		Indigenous Student Success Program (ii)		Partnership and Participation Program		Disability Performance Funding		Promotion of Excellence in Learning and Teaching		Other		Total
	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	
Financial assistance received / (refunded) in cash during the year	\$000 345,067	\$000 341,942	\$000 1,209	\$000 1,168	\$000 3,545	\$000 3,356	\$000 233	\$000 241	\$000 -	\$000 -	\$000 11,336	\$000 10,559	\$000 361,390
Net accrual adjustments	-	-	-	-	-	-	-	-	-	-	-	-	-
Revenue for the year	\$000 345,067	\$000 341,942	\$000 1,209	\$000 1,168	\$000 3,545	\$000 3,356	\$000 233	\$000 241	\$000 -	\$000 -	\$000 11,336	\$000 10,559	\$000 361,390
Surplus from the previous year	-	-	-	-	-	(165)	(13)	(13)	(32)	268	(45)	90	(45)
Total revenue including accrued revenue	\$000 345,067	\$000 341,942	\$000 1,209	\$000 1,168	\$000 3,545	\$000 3,191	\$000 220	\$000 228	\$000 (32)	\$000 40	\$000 11,336	\$000 10,559	\$000 361,344
Less expenses including accrued expenses	\$000 345,067	\$000 341,942	\$000 1,209	\$000 1,168	\$000 3,545	\$000 3,191	\$000 234	\$000 241	\$000 -	\$000 72	\$000 11,336	\$000 10,559	\$000 361,391
Surplus / (deficit) for the year	-	-	-	-	-	-	(14)	(13)	(32)	(32)	-	-	(47)

(i) Includes the basic CGS grant amount, CGS-Regional Loadings, CGS - Enabling Loadings, CGS - Medical Student Loading, Allocated Places, and Non-designated Courses.
(ii) Indigenous Student Success Program has replaced Indigenous Support Program.

43(b) Higher Education Loan Programmes

	HECS - HELP		FEE - HELP		SA-HELP		Total
	2019	2018	2019	2018	2019	2018	
Financial assistance received in cash during the year	\$000 240,262	\$000 230,510	\$000 75,401	\$000 70,466	\$000 6,710	\$000 6,485	\$000 307,461
Net accrual adjustments	943	739	1,687	76	93	39	854
Revenue for the year	\$000 241,205	\$000 231,249	\$000 77,088	\$000 70,542	\$000 6,803	\$000 6,524	\$000 308,315
Deficit from the previous year	-	-	-	-	-	-	-
Total revenue including accrued revenue	\$000 241,205	\$000 231,249	\$000 77,088	\$000 70,542	\$000 6,803	\$000 6,524	\$000 308,315
Less expenses including accrued expenses	\$000 241,205	\$000 231,249	\$000 77,088	\$000 70,542	\$000 6,803	\$000 6,524	\$000 308,315
Deficit for reporting period	-	-	-	-	-	-	-

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

43(c) Scholarships

	Commonwealth Education Cost / Accommodation Scholarships		Indigenous Access Scholarships		Total	
	2019	2018	2019	2018	2019	2018
	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	71	71	-	2	71	73
Net accrual adjustments	-	-	-	-	-	-
Revenue for the year	71	71	-	2	71	73
Surplus / (deficit) from the previous year	-	-	-	-	-	-
Total revenue including accrued expenses	71	71	-	2	71	73
Less expenses including accrued expenses	71	71	-	2	71	73
Surplus / (deficit) for the year	-	-	-	-	-	-

43(d) Department of Education and Research

	Research Training Program (i)		Research Support Program (ii)		Total	
	2019	2018	2019	2018	2019	2018
	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	88,132	87,233	81,864	83,300	169,996	170,533
Net accrual adjustments	-	-	-	-	-	-
Revenue for the year	88,132	87,233	81,864	83,300	169,996	170,533
Surplus / (deficit) from the previous year	3,298	3,351	-	-	3,298	3,351
Total revenue including accrued revenue	91,430	90,584	81,864	83,300	173,294	173,884
Less expenses including accrued expenses	90,137	87,286	81,865	83,300	172,002	170,586
Surplus / (deficit) for the year	1,293	3,298	(1)	-	1,292	3,298

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

43 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

43(e) Total Higher Education Provider Research Training Program expenditure

	Total domestic students		Total overseas students	
	2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Research Training Program Fees offsets	62,398	61,751	526	1,005
Research Training Program Stipends	25,271	23,243	1,877	1,186
Research Training Program Allowances	27	45	38	56
Total	87,696	85,039	2,441	2,247

43(f) Other Capital Funding

	Linkages - Infrastructure		Total	
	2019 \$000's	2018 \$000's	2019 \$000's	2018 \$000's
Financial assistance received in cash during the year	2,548	2,675	2,548	2,675
Net accrual adjustments	(677)	302	(677)	302
Revenue for the year	1,871	2,977	1,871	2,977
Surplus from the previous year	1,593	412	1,593	412
Total revenue including accrued revenue	3,464	3,389	3,464	3,389
Less expenses including accrued expenses	2,399	1,796	2,399	1,796
Surplus for the year	1,065	1,593	1,065	1,593

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

43 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

43(g) Australian Research Council Grants

	(i) Discovery		Projects		Fellowships		Indigenous Researchers Development		Total	
	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	25,077	24,746	24,746	24,746	21,793	20,403	-	75	46,870	45,224
Net accrual adjustments	(9,381)	(728)	(728)	(681)	(478)	(681)	-	-	(9,859)	(1,409)
Revenue for the year	15,696	24,018	24,018	19,722	21,315	19,722	-	75	37,011	43,815
Surplus from the previous year	16,464	15,257	15,257	13,644	13,538	13,644	36	14	30,038	28,915
Total revenue including accrued revenue	32,161	39,275	39,275	33,366	34,853	33,366	36	89	67,050	72,730
Less expenses including accrued expenses	24,714	22,811	22,811	19,828	21,610	19,828	35	53	46,359	42,692
Surplus for the year	7,447	16,464	16,464	13,538	13,243	13,538	1	36	20,691	30,038

	(ii) Linkages		Projects		Total	
	2019	2018	2019	2018	2019	2018
	\$000	\$000	\$000	\$000	\$000	\$000
Industrial Transformation Research Program	5,580	4,650	4,177	4,599	9,757	9,249
Financial assistance received in cash during the year	-	-	(440)	(173)	(440)	(173)
Net accrual adjustments	5,580	4,650	3,737	4,426	9,317	9,076
Revenue for the year	8,292	7,664	4,012	5,140	12,304	12,804
Surplus from the previous year	13,872	12,314	7,749	9,566	21,621	21,880
Total revenue including accrued revenue	2,867	4,022	3,905	5,554	6,772	9,576
Less expenses including accrued expenses	11,005	8,292	3,844	4,012	14,849	12,304
Surplus for the year						

MONASH UNIVERSITY

NOTES TO THE FINANCIAL STATEMENTS

43 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

43(g) Australian Research Council Grants (continued)

(iii) Networks and Centres

	Centres		Special Research Initiatives		Total	
	2019 \$000	2018 \$000	2019 \$000	2018 \$000	2019 \$000	2018 \$000
Financial assistance received in cash during the year	10,255	9,896	401	754	10,656	10,650
Net accrual adjustments	-	-	-	-	-	-
Revenue for the year	10,255	9,896	401	754	10,656	10,650
Surplus from the previous year	8,014	7,486	39	46	8,053	7,532
Total revenue including accrued revenue	18,269	17,382	440	800	18,709	18,182
Less expenses including accrued expenses	11,394	9,368	441	761	11,835	10,129
Surplus for the year	6,875	8,014	(1)	39	6,874	8,053

43(h) OS-HELP

	2019 \$000's	2018 \$000's
Cash received during the reporting period	6,841	6,069
Cash spent during the reporting period	6,575	6,687
Net Cash received	266	(619)
Cash Surplus / (Deficit) from the previous period	1,938	2,557
Cash Surplus / (Deficit) for reporting period	2,204	1,938

43(i) Student Services and Amenities Fee

	2019 \$000's	2018 \$000's
Unspent/(overspent) revenue from previous period	150	150
SA-HELP Revenue Earned	6,710	6,485
Student Services and Amenities Fees direct from Students	3,336	3,409
Total Revenue expendable in period	10,196	10,044
Student Services expenses during period	10,047	9,894
Unspent/(overspent) Student Services Revenue	149	150

DECLARATION

2019 CONSOLIDATED FINANCIAL STATEMENTS

Declaration 2012 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 2019 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.

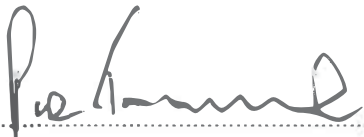
This declaration is made in accordance with a resolution of the Council of Monash University.



.....
S. McKeon AO
Chancellor



.....
Professor M. Gardner AC
Vice-Chancellor and President



.....
P. Townsend
Chief Financial Officer and
Senior Vice-President



.....
D. G. McWaters
Principal Accounting Officer
Executive Director, Corporate Finance

Dated 16 April 2020

Independent Auditor's Report

To the Council of Monash University

Opinion	<p>I have audited the consolidated financial report of Monash University (the university) and its controlled entities (together the consolidated entity) which comprises the:</p> <ul style="list-style-type: none"> consolidated entity and university statements of financial position as at 31 December 2019 consolidated entity and university statements of comprehensive income for the year then ended consolidated entity and university statements of changes in equity for the year then ended consolidated entity and university statements of cash flows for the year then ended notes to the financial statements, including significant accounting policies Chancellor, Vice-Chancellor, Chief Financial Officer and Principal Accounting Officer's declaration. <p>In my opinion the financial report is in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and Division 60 of the <i>Australian Charities and Not-for-profits Commission Act 2012</i> including:</p> <ul style="list-style-type: none"> presenting fairly, in all material respects, the financial position of the university and the consolidated entity as at 31 December 2019 and their financial performance and cash flows for the year then ended complying with Australian Accounting Standards and Division 60 of the <i>Australian Charities and Not-for-profits Commission Regulations 2013</i>.
Basis for Opinion	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the university and the consolidated entity in accordance with the auditor independence requirements of the <i>Australian Charities and Not-for-profits Commission Act 2012</i> and the ethical requirements of the Accounting Professional and Ethical Standards Board's <i>APES 110 Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
Emphasis of matter – subsequent events COVID-19 Pandemic	<p>I draw attention to Note 35 of the financial report, which describes the effects of the COVID-19 pandemic as a material subsequent event. My opinion is not modified with respect to this matter.</p>
Council's responsibilities for the financial report	<p>The Council of the university is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, the <i>Financial Management Act 1994</i> and the <i>Australian Charities and Not-for-profits Commission Act 2012</i>, and for such internal control as the Council determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Council is responsible for assessing the university and the consolidated entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>

Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit 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 university and the consolidated entity's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council
- conclude on the appropriateness of the Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the university and the consolidated entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the university and the consolidated entity to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation
- obtain sufficient appropriate audit evidence regarding the financial information of the entities and business activities within the university and the consolidated entity to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the audit of the university and the consolidated entity. I remain solely responsible for my audit opinion.

I communicate with the Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide the Council with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

MELBOURNE
28 April 2020



Charlotte Jeffries
as delegate for the Auditor-General of Victoria

CONTACT DETAILS

Financial Resources
Management Division

211 Wellington Rd
Mulgrave 3170
Australia

Telephone: +61 3 9905 6063

Web: monash.edu/vpfinance/our-divisions/firm



facebook.com/Monash.University



twitter.com/MonashUniv