

Annual Report 2008



**Monash University
Annual Report 2008**

Published by Monash University
Victoria 3800

Copyright © Monash University 2009

www.monash.edu/pubs/ar

Annual Report 2008

CONTENTS

Overview	1	Environmental performance	26
Letter to the Minister for Skills and Workforce Participation	2	Introduction and scope	27
Vice-Chancellor's statement	3	Environmental performance statistics from 2008	27
Report of members of Monash University Council	4	Staffing, commitments and compliance	27
Establishment, objectives, and principal activities	4	Cultural change campaigns	27
Senior Officers	8	Energy consumption	28
Review of Operations	8	Transport	28
Environmental regulation	8	Monash to go carbon neutral	29
Insurance of officers	8	Water consumption	30
Organisational charts	9	Biodiversity	30
Core business: education, research, international	11	Procurement	31
Operational objectives and initiatives	12	Waste	31
Education	12	The built environment	31
Research	13	Sunway campus, Malaysia	32
International	15	Statements of compliance	32
Report of the Pro Vice-Chancellor and President Sunway campus, Malaysia	16	Financial performance	33
Report of the Pro Vice-Chancellor and President Monash South Africa	17	Report on financial operations	34
Report of the President, Academic Board	18	Attestation on compliance with the Australian/New Zealand Risk Management Standard	35
Social performance	20	Risk analysis – controlled entities	35
Monash people	21	Statement on allocation of public funds	36
Stakeholder engagement	21	Major financial and performance statistics	36
Occupational health and safety	22	Consultants	36
Diversity and equal opportunity	22	Statement on compulsory non-academic fees	36
Equity and access	23	Compliance index	36
Indigenous students	23	Other relevant information available on request	38
Health, wellbeing and family	23	Financial statements	39
Social responsibility	24	Income Statement	40
Human ethics and animal welfare in research	24	Balance Sheet	41
Statements of compliance	24	Statement of changes in equity	42
Website address for current and previous annual reports	25	Cashflow Statement	43
		Notes to the Financial Statements	44
		Declaration	85
		Auditor-General's Report	86

Overview

Letter to the Minister for Skills and Workforce Participation

The Hon Jacinta Allan MP
Minister for Skills and Workforce Participation
Level 36, 121 Exhibition Street
Melbourne Vic 3000

Monday, 23 March 2009

Dear Minister

In accordance with the requirements of regulations under the *Financial Management Act 1994*, I am pleased to submit for your information and presentation to Parliament the Annual Report of Monash University for the year ending 31 December 2008. The report was approved by the Monash University Council at its meeting on 23 March 2009.

The reporting year featured a degree of uncertainty as Monash University, along with all other universities, awaited the outcome of various federal government reviews. At year's end the Federal Government's response to these reviews remained unknown. We look forward to the urgent adoption of recommendations such as full funding of research to appropriately compensate successful research endeavours. On a favourable note, the year ended with good news, with the award of substantial funding over the next five years from the Education Investment Fund for our New Horizons science and engineering research facility, which will play a key role in the Clayton Innovation Precinct.

Our commitment to education, research and community engagement is high, as evidenced by numerous initiatives that have come to fruition this year. For example, we have created an eEducation Centre and an eResearch Centre to bring to bear the latest education and research technologies to maximize the experience and opportunities of our students and staff.

This year we formally established a research academy in partnership with the Indian Institute of Technology in Mumbai, and we successfully established a number of major research platforms that provide benefits to researchers across the University. These include the Monash Centre for Electron Microscopy, the Monash Antibody Technology Facility, the Australian Regenerative Medicine Institute (ARMI) Zebra Fish facility and a robotic protein crystallography facility. Further, our second Science, Technology, Research and Innovation Precinct (STRIP) building for medical research is nearing completion and will enable us to further expand our medical research and our relationships with external partners.

In 2008 we launched the Monash Passport, our fresh approach to maximizing the student experience. Under the Monash Passport, citizenship, research, international engagement and academic performance will all be optimized and customized for the maximum benefit of each student. I am pleased to report that both domestic and international student demand for places at Monash University continues to be high.

This year we celebrated the 50th anniversary of the establishment of the University. Our role as a respected community institution was confirmed by the strong attendance at the numerous public lectures held to celebrate our anniversary. It was also a great honour for the University that the Victorian Parliament chose our Gippsland campus to hold a regional sitting of the Legislative Assembly in October 2008.

Our achievements result from the extraordinary effort of our staff throughout the University. In particular, I take this opportunity to thank the Vice-Chancellor, Professor Richard Larkins AO, who will retire at the end of June, 2009. His leadership and vision has been the driving force behind the University's successes over the past five years. His successor will be Professor Edward Byrne AO. I have every reason to believe that Professor Byrne will lead the University to further laudable achievements.

Yours sincerely,



Dr Alan Finkel, AM
Chancellor

Vice-Chancellor's statement

Reflecting on the many achievements of Monash University's golden jubilee year, it is apparent that the University continues to thrive across the full spectrum of its research, education and community outreach activities.

The first day of Monash University's fiftieth year was also the first day for its new Chancellor, Dr Alan Finkel AM, the first Monash alumnus to be appointed to the position. The new Chancellor has already distinguished himself in his active involvement as an ambassador to the wider community and a central contributor to strategic discussions about Monash's future direction.

In 2008 Monash University continued to demonstrate that it is one of the world's most innovative and exciting research-intensive universities. The year saw the opening of a cutting-edge materials science facility, the Monash Centre for Electron Microscopy; a world-leading antibody production centre, the Monash Antibody Technologies Facility; and the Australian Regenerative Medicine Institute's Zebra Fish Core Research Facility. Work commenced on the Melbourne Centre for Nanofabrication, located adjacent to the Australian Synchrotron, and the Science Technology Research and Innovation Precinct (STRIP) stage 2 neared completion.

These new research platforms were complemented by the growth of path-breaking programs of interdisciplinary research and scholarship into pressing societal issues. The new Monash Obesity Research Initiative and the establishment of a partnership with the Myer Foundation to create Climateworks Australia are but two examples of Monash leading efforts to meet the fundamental challenges of this century.

This research excellence has not passed unnoticed. In 2008 Monash received \$60.3 million in National Health and Medical Research Council grants, and \$36.6 million for Australian Research Council (ARC) grants out of a total externally funded research income of around \$230 million.

Other achievements in research in 2008 include:

- The award of new Federation Fellowships to Professor James Whisstock, and Professor Trevor Lithgow, both in the Faculty of Medicine, Nursing and Health Science, taking our number of Federation Fellows to nine;
- Establishment of the \$30 million Trans-Tasman Commercialisation Fund in partnership with the University of Auckland, and the universities of Adelaide, Flinders and South Australia. The Governments of Victoria, New Zealand and South Australia are also contributing to the fund, which is set to capture ideas from researchers and develop them into new businesses and products;
- Monash became the only Australian partner in the Pacific Rim Application and Grid Middleware Assembly (PRAGMA), the largest e-research consortium in the world;
- Establishment at Monash of EMBL Australia; and
- Monash's role in collaboration with ANU and CSIRO in leading the establishment of the Australian National Data Service (ANDS), worth \$24 million over four years.

The University also broke new ground in education. This was most apparent with the launch of the Monash Passport in October. This new educational model will deliver a transformation in the student experience through a combination of international study opportunities, volunteering and community engagement, secondary studies enhancement programs, a revitalised approach to honours and undergraduate research, student leadership initiatives and the implementation of revolutionary classroom technologies. This vision is quickly taking shape with exciting new developments such as the Monash-Oxfam Partnership and collaborations with the Victorian Government to create the John Monash Science School on our Clayton campus and a selective-entry school at Berwick campus. The week-long Educate08 event successfully showcased Monash's innovative approach to higher education.

Monash's strength in education is a product of the quality of its staff, who in 2008 continued to excel. Professor Stephen Barkoczy from the Faculty of Law was named joint winner of the 2008 Prime Minister's Award for University Teaching. Professor Barkoczy also received an Australian Learning and Teaching Council Teaching Award, joining seven other Monash staff who received ALTC Citations for Outstanding Contributions to Student Learning.

Prospective students received the message loudly and clearly, with Monash once again garnering the highest number of first preference applications amongst VTAC students.

Other educational achievements included:

- The establishment of an eEducation Centre to complement the eResearch Centre;
- Commencement of the Architecture course in the Faculty of Art and Design;
- The launch of fifty Monash Jubilee Honours Scholarships;
- The creation of Australia's most generous student mobility packages for students from Monash Australia to attend Sunway campus, Malaysia; and
- Monash's successful bid to host the Australian Science Olympiad Training camps for Physics, Biology and Chemistry in January 2009.

Monash commenced its life as Victoria's second university, but ended its first half-century as Australia's first global university. In 2008 our international engagement activities have gone from strength to strength. Monash extended its presence to India, with the opening of a joint research academy in partnership with the Indian Institute of Technology Bombay (IITB). The tragic attacks that took place on the city coinciding with the Academy's opening in no way dimmed the promise of this exciting new initiative.

Other international campuses flourished in 2008. Monash South Africa became host to three research nodes - injury prevention and safety promotion, global movements and water - which represents another step on the campus' development into an integral part of Monash's research network. Student numbers at Monash South Africa are growing rapidly. Sunway campus, Malaysia, celebrated its tenth anniversary and entered its second decade. Monash's Prato Centre was host to a busy program of research and educational activities, and received a boost with the establishment of the Bill Kent Fellowships for early career researchers.

Beyond our own campuses, international partnerships expanded apace. In China, Monash established a joint research fund with our key partner Sichuan University, along with joint research programs with the University in areas such as climate change, stem cells, diabetes and disaster management. Also in China, 2008 saw the expansion of Monash's stem cell research node through partnership in the Australia-China Centre of Excellence in Stem Cell Sciences with Peking University. Monash's partnership with the Aluminium Corporation of China (Chalco) through the ARC Centre of Excellence for Design in Light Metals bore its first fruit with the commencement of the Centre's first two foundation projects. Partnerships with Europe increased with a new comprehensive collaboration with Warwick University, the establishment of Europe Travel Fellowships with King's College and other European partners, and the implementation of Dual Award PhDs with the University of Bologna and Lulea University of Technology. These achievements have been supported by an overall increase in the number of international research students choosing to study higher degrees at Monash.

Monash's scope is global, but its impact is local; community engagement is at the core of our mission. This was showcased at our Gippsland campus through the year, with the opening of the Gippsland Medical School and the campus hosting a sitting of the Victorian Parliament - landmark events for the campus in its eightieth year of operation. The appointment of a new Pro Vice-Chancellor at Monash Gippsland will no doubt bring exciting new developments for the campus in the near future.

Across all of our campuses the strength of the Monash community was apparent in 2008. Monash hosted the Australian University Games, where it ranked first overall. Volunteering and charity initiatives such as the Oaktree Foundation and Embrace Education matured, and this aspect of Monash's work is certain to expand within the framework offered by the Monash Passport. Monash students and staff were also actively involved with other worthy initiatives including the Peres Peace Team, the local 2020 Summit and the 10,000 Steps community fitness program. Most importantly, Monash in 2008 welcomed a number of distinguished members of the public into the Monash community as honorary graduates, including Dame Elisabeth Murdoch AC DBE, Nick Cave and Sam Lipski.

Monash University remains committed to benefiting Indigenous members of the community, on our campuses and beyond. According to the Department of Education, Employment and Workplace Relations, Monash University has the most generous program of directly-funded Indigenous initiatives of any Australian university.

These range from a very successful, targeted, Indigenous Employment Strategy and new learning and teaching initiatives in the areas of Indigenous nursing, education, social and health sciences, to concrete actions to increase the visibility of Indigenous cultures on all campuses. These range from the flying of both Indigenous and Australian flags on all Australian campuses and the involvement of Elders in curriculum design and research, to the adoption of culturally-appropriate arrangements for Indigenous graduands at graduation ceremonies. In all cases these initiatives have been led strongly by the Centre for Australian Indigenous Studies.

Monash University's underlying financial performance for the year was strong. The consolidated (University and controlled entities) operating result and the University operating result (both prior to including any unrealised losses in the value of investments) have exceeded the budget for the year. Although the group invests with the intention of achieving long-term growth in its investment portfolio, during the year it was determined that some available-for-sale investments were impaired by a total of \$91.3 million as a result of the economic downturn. This decline in value does not affect the Group's cash reserves, and is not expected to be realised. Before impairment, our debt to equity ratio, interest coverage and current ratio are all within our targets.

In all of the activities above, Monash University demonstrated leadership in both social and environmental sustainability. In 2008 the University significantly improved the governance, planning and resources committed to improving the environmental sustainability of its operations, including the establishment of a new Vice-Chancellor's Group (Environment) and the Office of Environmental Sustainability. Improving the environmental performance of our buildings and infrastructure is a high priority together with engaging all staff and students in taking steps to reduce the environmental impact of their work and study. Monash now uses less energy per floor area than in 2005, but the University still faces a great challenge to meet our target of a 20 per cent reduction from 2005 levels per Equivalent Full-Time Student Load (EFTSL) by 2010. In 2008 Monash achieved a decrease of 1 per cent in energy levels per EFTSL. Reaching this target and realising our other sustainability goals will remain an important focus for the University going forward. Monash has introduced a requirement that tenders in excess of \$200,000 will include assessment on environmental aspects. Responses will be evaluated on their environmental impact, with a minimum weighting of 30 per cent of the total bid evaluation score. Given the size of Monash's expenditure, we anticipate that not only will this change the way we procure, but also help to initiate change in our supply base.

As Monash University looks towards 2009 and beyond, there is cause for confidence. Monash continues to be ranked by the Times Higher Education Supplement as amongst the top 50 universities in the world – one of only three post-World War II universities admitted to this global elite. Capping an outstanding first 50 years and entering the next, there is every reason to expect that Monash University will make an even greater positive contribution to the lives of its students, staff and the community.

Professor Richard Larkins, AO
Vice-Chancellor and President

Report of members of Monash University Council

The Councillors of Monash University present their report together with the consolidated financial statements for the year ended 31 December 2008.

Establishment, objectives, and principal activities

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

The objectives of the University, as stated in section 5 of division 1 of the *Monash University Act* are:

- To provide facilities for study and education and to give instruction and training in all such branches of learning as may from time to time be prescribed by the Statutes, including, without limiting the generality of the foregoing, pure science, applied science and technology, engineering, agriculture, veterinary science, medicine, law, arts, letters, education and commerce;
- To aid by research and other means the advancement of knowledge and the pursuit of the benefits of its practical application to primary and secondary industry and commerce;
- To promote critical enquiry within the University and in the general community;
- To confer after examination the several degrees of bachelors, masters and doctorates and such other degrees and diplomas as are prescribed by the Statutes; and
- To provide facilities for university education throughout Victoria and elsewhere by the affiliation of existing institutions, organisations or bodies to the University, by the creation of new institutions, organisations or bodies to be affiliated to the University, by the establishment of tutorial classes, correspondence classes, University extension classes and vacation classes and by such other means as the Monash University Council deems appropriate – and in the giving of instruction and training in any branch of learning the University shall aim to foster a desire for learning and culture and for a knowledge of the social and cultural as well as the technical and practical aspects of that branch of learning and an understanding of its relation to the whole field of human life and knowledge.

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 2008 were the provision of post-secondary education and the undertaking of innovative research across a wide-range of disciplines on campuses at Berwick, Caulfield, Clayton, Gippsland, Parkville and Peninsula, at international campuses in Malaysia and South Africa and at a European centre in Prato, Italy. In addition, the University had more than 100 bilateral institutional links that enabled academic and research collaboration and student exchange programs. It also provided courses to off-campus students.

Faculties of the University were: Art and Design; Arts; Business and Economics; Education; Engineering; Information Technology; Law; Medicine, Nursing and Health Sciences; Pharmacy and Pharmaceutical Sciences; and Science. Each provided undergraduate and postgraduate qualifications. In addition to the faculties, a range of centres expressed the research interests of staff members and provided specialised nuclei for postgraduate and some undergraduate study. Many of these acted as a focus for interdisciplinary research. The work of the University was expanded and supported by affiliated institutions, which cooperated in various ways with teaching and research courses at Monash.

Members of Council

The following persons were members of Monash University Council during 2008.

◆ Chancellor

Dr Alan Finkel, AM, BE PhD *Monash* FAATSE

Dr Finkel commenced as Chancellor of Monash University in 2008. He is an engineer, entrepreneur and philanthropist. In 1983 he founded the Californian-based company Axon Instruments. In March 2000 the company successfully listed on the Australian Stock Exchange and traded until it was acquired in 2004.

Dr Finkel's instrumentation inventions for neuroscience research have benefited both the investigator and the community and have been used worldwide for basic research and pharmaceutical drug discovery. He is passionate about science and is the Executive Publisher of *Cosmos*, a magazine he launched in 2005. The aim of *Cosmos* is to inspire and educate others about the role of science in our community, past, present and future.

He serves as Chairman of the National Research Centre for the Prevention of Child Abuse at Monash University, is a Fellow of the Australian Academy of Technological Science and Engineering, a member of the Board of the Burnet Institute and a director of the Florey Neuroscience Institutes. Dr Finkel is Chair of the following sub-committees of Council: Executive Committee; Honorary Degrees Committee; Membership Committee; Selection and Remuneration Committee. He is also a member of the Resources and Finance Committee.

◆ Vice-Chancellor and President

Professor Richard Larkins, AO, MD BS *Melb.* PhD *Lond.* HonLLD *Melb.* FRACP FRCP London FRCPI HonFAM Malaysia HonFAM Singapore HonFRCP Thailand HonFACP USA HonFCeylon CP

Professor Larkins commenced as Vice-Chancellor at Monash on 1 September 2003. His distinguished career in medicine, scientific research and academic management has included appointments as Dean of Medicine, Dentistry and Health Sciences at the University of Melbourne from 1998 to 2003 and the James Stewart Chair of Medicine at Royal Melbourne Hospital from 1984 to 1997. He was appointed to the Council of Melbourne Grammar School in 2007 and was made Chair of Universities Australia in 2008. Professor Larkins is Chair of the Special Professorial Appointments Committee and a member of the following sub-committees of Council: Executive Committee; Honorary Degrees Committee; Resources and Finance Committee; Selection and Remuneration Committee.

◆ President of the Academic Board

Professor Jayne M Godfrey, BCom(Hons) DipEd *Melb.* MEd *Syd.* PhD *Qld.* FCPA FCA MAICD CFTP

Professor Godfrey is Professor of Financial Accounting and President of the Academic Board. She publishes extensively in high quality internationally-refereed journals, serves on editorial boards, and referees for numerous international and Australian journals. For her service to Australian society through business leadership, Professor Godfrey was awarded Australia's Centenary Medal. She is a past Telstra Businesswoman of the Year national finalist, director of a state borrowing authority, and CPA Australia Divisional President. Professor Godfrey has also served on the Australian Accounting Standards Board, and is currently a member of the national Water Accounting Development Committee. She has also been President of the Accounting Association of Australia and New Zealand (now AFAANZ), and frequently addresses international and national business and community groups on accounting, finance, and corporate governance issues. Professor Godfrey is a member of the following sub-committees of Council: Honorary Degrees Committee; Resources and Finance Committee; Special Professorial Appointments Committee.

◆ Three persons elected by and from the staff of Monash University

Professorial staff member

Professor Tam Sridhar, BTech *Madras* ME *Indian Inst* Sc PhD *Monash* FIEAust FTSE FIChemE FAA

This is Professor Sridhar's second (non-consecutive) term on Council. Professor Sridhar is Dean of the Faculty of Engineering and a member of the Special Professorial Appointments Committee.

Non-professorial academic staff member

Dr Carol Williams, BMus(Hons) PhD *Adel.*

Dr Williams has been a member of Council since 2005. She is a Senior Lecturer in the School of Historical Studies at Monash and is a member of the Equal Opportunity Committee.

General staff member

Mr Jeffrey Bender, BEc DipEd *Monash* GradDipLib *Melb.* CAE MLib *Monash*

Mr Bender has been a member of Council since 2006 and is a Project Manager in the Office of the Deputy Vice-Chancellor (Education) and President, Monash University Branch, National Tertiary Education Union. Mr Bender is a member of the Executive Committee and the Equal Opportunity Committee.

◆ Two persons elected by and from the students enrolled at Monash University

Undergraduate student member

Mr Ben Maxfield

This is Mr Maxfield's first term on Council. Mr Maxfield is currently undertaking a Bachelor of Business and Commerce majoring in Economics. He is a member of the Equal Opportunity Committee.

Postgraduate student member

Mr Sumeet Katariya BCom DplIntDes *Pune*

This is Mr Katariya's first term on Council. From 1998 to 2006 Mr Katariya held a number of company directorships in India. He is currently undertaking a Masters of Professional Accounting and is the Postgraduate Officer of the Monash Student Union at Caulfield campus. Mr Katariya is a member of the Resources and Finance Committee.

◆ Six persons appointed by the Governor-In-Council

Ms Lesley Boston, BA BEd *Melb.* MACE

Ms Boston has been a member of Council since 2004. Ms Boston was Principal of MacRobertson Girls High School from 1996 to 2004 and Mentone Girls Secondary College from 1989 to 1996. A past President of the Association of Girls State Secondary Schools of Victoria and Vice-President of the Alliance of Girl's Schools of Australasia, she is an Honorary Life Member of the Alliance, a Member of the Australian College of Educators and an Honorary Judge of the Melbourne Awards. Ms Boston is an Advisor to ANZ Trustees for the Mary Jane Lewis Scholarship Fund. Ms Boston is President of Convocation, University of Melbourne and has been a member of the Committee of Convocation since 1992. She is a member of the University of Melbourne Honours Committee and was previously a member of the University Relations and Student Support Committees and Student Theatre Board. She is a member of the following sub-committees of Council: Executive Committee; Honorary Degrees Committee; Membership Committee; Special Professorial Appointments Committee.

Dr Charles Curwen, CVO OBE HonLLD *Monash* FIPA

Dr Curwen is Official Secretary and Chief Administrator of The Office of The Governor of Victoria, and has an advisory role to the Victorian Government on Trade, Investment and Biotechnology in North Asia and the USA. In Nanjing, China in October 2008 he was awarded Honorary Citizenship of Jiangsu Province. He is Victoria's representative on the Order of Australia Council. In February 2003 he joined the Board of the Howard Florey Institute, and he was appointed a Governor of the Florey Neuroscience Institute in 2007. Dr Curwen is a member of the following sub-committees of Council: Honorary Degrees Committee; Membership Committee; Special Professorial Appointments Committee.

Mr Paul Ramler, AM, DipBusMktg MBus(Hons) *CIT* ACIT FAIM AFAMI

Mr Ramler has been a member of Council since 1990 and was appointed Deputy Chancellor in 1992. Mr Ramler was President of the Chisholm Institute of Technology Council prior to its amalgamation with Monash in 1990, serving the Institute and its predecessor Caulfield Institute of Technology from 1971 onward. He has been extensively involved with governance in education including Treasurer of Mount Scopus Memorial College and the Inaugural President of the Holmesglen Institute of TAFE, as well as chairing a number of State Government review committees related to education. Mr Ramler is Executive Chairman of Ramler Holdings Pty Ltd, Chairman of the Monash South Africa Board, Chairman of the Monash University Foundation and a member of the Sunway campus, Malaysia Board. He is a member of the following sub-committees of Council: Resources and Finance Committee (Chair); Selection and Remuneration Committee.

Mr Peter Redlich, AO, LLB *Melb.*

Mr Redlich has been a member of Council since 2006. Currently the Chairman of Holding Redlich, Mr Redlich has extensive commercial and legal expertise and has been an adviser to the trade union movement and government for more than 30 years. Mr Redlich is a member of the Audit Committee, a standing committee of Council.

Dr Leanne Rowe, AM, MB BS *Monash* DipRACOG FRACGP FAICD

Dr Rowe has been a member of Council since mid 2005 and was appointed Deputy Chancellor in 2007. A past Chair of the Royal Australian College of General Practitioners and past board member of Barwon Health, Dr Rowe has extensive expertise in governance, finance, human resources, quality and research and ethics. Dr Rowe is a medical practitioner who operates a general practice, is currently on the boards of Medibank Private and beyondblue: the national depression initiative, and is an author published by Allen and Unwin. She is a member of the following sub-committees of Council: Executive Committee; Resources and Finance Committee; Selection and Remuneration Committee.

Dr John Zillman, AO, BA BSc(Hons) *Qld.* MSc *Melb.* PhD *Wisc.* HonDSc *Monash*

Dr Zillman has been a member of Council since 2005. Dr Zillman was the President of the Australian Academy of Technological Sciences and Engineering from 2003 to 2006 and President of the National Academies Forum from 2005 to 2006. From 1978 to 2003 he was Commonwealth Director of Meteorology and from 1994 to 2005 Principal Delegate of Australia to the Intergovernmental Panel on Climate Change. He was President of the World Meteorological Organisation from 1995 to 2003 and President of the International Council of Academies of Engineering and Technological Sciences in 2005. Dr Zillman is a member of the following sub-committees of Council: Honorary Degrees Committee; Membership Committee; Resources and Finance Committee; Selection and Remuneration Committee.

◆ One person appointed by the Minister

Mr Yehudi Blacher BA(Hons) *Monash* MA *Jerusalem* FIPA

Mr Blacher has been a member of Council since 2007. He is currently the Secretary of the Victorian Department of Planning and Community Development. From 2002-7 he was the Secretary, Department of Victorian Communities. Prior to his roles as Secretary he held Deputy Secretary level roles in the Departments of Premier and Cabinet and Human Services. He has served on a number of boards including JewishCare and the M2006 Corporation. He has also been the Victorian Government representative on numerous intergovernmental committees

◆ Six persons appointed by the Monash University Council

Ms Louise Adler, BA(Hons) *Reading* MA MPhil *Columbia*

Ms Adler has been a member of Council since 1999. She is the Chief Executive Officer of Melbourne University Publishing and serves on the board of the Australian Centre for Contemporary Art. Ms Adler is a member of the Monash University Museum of Art Committee and the following sub-committees of Council: Equal Opportunity Committee; Executive Committee; Membership Committee; Selection and Remuneration Committee; Special Professorial Appointments Committee.

Professor Colin Bourke, MBE, BCom BEd *Melb.* LLB *Adel.* MEd *Canb* TPTC *Geelong* FACE FAIM

Professor Bourke has been a member of Council since 2001. He has been involved in Indigenous Education at local, state and national levels in various capacities. Professor Bourke has held a number of university and public service appointments and was foundation Professor and Dean of the Faculty of Aboriginal and Islander Studies, University of South Australia. Professor Bourke has published extensively on Indigenous issues. Professor Bourke is a member of the following sub-committees of Council: Equal Opportunity Committee (Chair); Membership Committee; Special Professorial Appointments Committee. He is also a member of the Vice-Chancellor's Task Force on the Advancement of Women. In 2008 Professor Bourke was honored to be selected as patron of the World Indigenous Peoples Conference on Education.

Mr Shane Buggle, BComm Dip.ProfAcc *Ireland* FCPA FCA CA Aust.

Mr Buggle has been a member of Council since 2007. He is Group General Manager Finance at Australia and New Zealand Banking Group Limited and is a member of the National Executive of the Group of 100. Mr Buggle is a member of the following sub-committees of Council: Executive Committee; Resources and Finance Committee.

Ms Penelope Hutchinson, BA(Hons) *Lond.* AMuA MA *Melb.* MAICD FCA

Ms Hutchinson has been a member of Council since 2000. Ms Hutchinson is currently the Director of Arts Victoria and previously was a partner at BDO, a Director of BDO Consulting and the National Director – Government Consulting. Ms Hutchinson has served on a number of boards including the Federal Airports Corporation, Medibank Private, and the Victorian College of the Arts. She is also a Director of Melbourne Health. Ms Hutchinson is a member of the following sub-committees of Council: Audit Committee (Chair); Equal Opportunity Committee.

Mr Ian Nethercote, DipMEng *G/T* FIEA CPEng FAICD FAIM

This is Mr Nethercote's first term on Council. Mr Nethercote has been employed in the electricity industry since 1976 and has held a number of key strategic and line management positions within the industry. Currently he is the Chief Executive of Victoria's largest power generation company and Australia's largest open cut mine. Mr Nethercote has played a key role in the reform of the Australian electricity industry and its future direction as a past Director and Chairman of the Energy Supply Association of Australia. His continued involvement in numerous government task forces, round tables and membership of various other industry and community groups are testament to his desire to achieve ongoing improvements. Mr Nethercote is the Chair of Loy Yang Marketing Management Company, Chair of the Monash University Gippsland Campus Advisory Council, Director of MTE Research Pty Ltd, Director of National Generators Forum Ltd, Director of the Institute of Public Affairs and a registered assessor of mechanical testing for the National Association of Testing Authorities (NATA). Mr Nethercote was awarded AIM Manager of the Year in April 2005.

Mr Ian Pyman, BJuris LLB *Monash*

Mr Pyman has been a member of Council since mid 2005. He is a Consultant to the firm of Donaldson Trumble Lawyers in Melbourne and a principal of Business Redirections, business and legal consultants. Mr Pyman is also a director of Lewinsky Pyman Frees Pty Ltd, a Melbourne-based corporate advisory firm. He is a non-executive director of Melbourne Venture Securities Pty Ltd, the holder of an Australian Financial Services Licence, and Virax Holdings Limited, an ASX listed biotech company. Mr Pyman was previously a partner for nearly 20 years at Allens Arthur Robinson, one of Australia's largest legal firms. Mr Pyman is a member of the advisory council to the University's Gippsland campus and of the following sub-committees of Council: Audit Committee; Membership Committee. He is also the Chairman of the Monash Law School Foundation and a member of the Law Faculty Board.

Mr Tony Calder – Secretary to Council

◆ Membership of Audit Committee

Ms Penelope Hutchinson, BA(Hons) *Lond.* AMuA MA *Melb.* MAICD FCA

Dr Kim Langfield-Smith, BEc *Syd.* DipFinMgt *UNE* MEc *Macq.* PhD *Monash* FCPA

Mr Peter Redlich, AO, LLB *Melb.*

In attendance:

Dr Alan Finkel, AM, BE PhD *Monash* FAATSE

Professor Richard Larkins, AO, MD BS *Melb.* PhD *Lond.* HonLLD *Melb.* FRACP FRCP London FRCPI FAM Malaysia FAM Singapore HonFRCP Thailand HonFACP USA HonFCeylon CP

Mr Peter Marshall, BEc *Monash* CAHRI

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

Ms Lee Ward – Secretary to Audit Committee

Meetings of members

The table below sets out the number of Council and Committee meetings held during the year ended 31 December 2008 and the number attended by each Councillor:

Councillor	Years served on council	Council		Executive Committee		Resources and Finance Committee		Membership Committee		Selection and Remuneration Committee		Special Professorial Appointments Committee		Audit Committee		Equal Opportunity Committee		Honorary Degrees Committee	
		Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended
Dr A Finkel	1	8	8	1	1	6	5	6	6	2	2	4	3	4	3			2	2
Mr P Ramler	18	8	6			6	5			2	1								
Dr L Rowe	4	8	8	1	0	6	4			2	2								
Professor R Larkins	6	8	8	1	1	6	5			2	2	4	4	4	3			2	2
Professor J Godfrey	1	8	7			6	5					1	0						
Ms L Adler	10	8	7	1	1			6	6	2	2	4	2			4	2		
Mr J Bender	2	8	7	1	0											4	3		
Mr Y Blacher	1	8	7	1	0	6	4												
Ms L Boston	5	8	8	1	0			6	6			4	2					2	2
Professor C Bourke	8	8	8					6	6			4	3			4	4	1	1
Mr S Buggle	2	8	8	1	0	6	3												
Dr C Curwen	4	8	6					6	5			4	1					2	1
Ms P Hutchinson	8	8	7											4	4	4	2		
Mr S Katariya	1	8	6			6	4												
Mr B Maxfield	1	8	8													4	0		
Mr I Nethercote	1	6	6																
Mr I Pyman	4	8	8					6	6					4	3			2	2
Mr P Redlich	3	8	6											4	2				
Professor T Sridhar	1	8	7									4	3						
Dr C Williams	4	8	8													4	3		
Dr J Zillman	4	6	6			6	4	6	6	2	2							2	0

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 **Resources and Finance Committee** has oversight of the physical and financial resources of the University.

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

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

The **Special Professorial Appointments Committee** considers proposals for conferring of the titles of Emeritus Professor and Professorial Fellow, appointment to non-advertised professorships (including honorary appointments) for periods beyond one year, appointment to Sir Louis Matheson Distinguished Visiting Professorships, establishment of named professors, and advancement of research-only academic staff to professorial research positions.

The **Audit Committee** is responsible for strengthening the University's control environment and in 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 **Equal Opportunity Committee** advises Council, Academic Board and Strategy and Resources Committee on the adoption of policies, revision to policies and strategies that will enable the University to provide equality of opportunity in education and employment, including the provision of equity planning and the fulfilment of affirmative action objectives.

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

Senior Officers

◆ Chancellor

Dr Alan Finkel, AM, BE PhD *Monash* FAATSE

◆ Deputy Chancellors

Mr Paul Ramler, AM, DipBusMktg MBus(Hons) *CIT ACIT FAIM AFAMI*

Dr Leanne Rowe, AM, MB BS *Monash* DipRACOG FRACGP FAICD

◆ Vice-Chancellor and President

Professor Richard Larkins, AO, MD BS *Melb.* PhD *Lond.* HonLLD *Melb.* FRACP FRCP London FRCPI HonFAM Malaysia HonFAM Singapore HonFRCP Thailand HonFACP USA HonFCeylon CP

◆ Deputy Vice-Chancellor (Education)

Professor Adam Shoemaker, BA(Hons) *Queen's* PhD *ANU*

◆ Deputy Vice-Chancellor and Vice-President (Research)

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

◆ Deputy Vice-Chancellor and Vice-President (International)

Professor Stephanie Fahey, BA(Hons) *Syd.* PhD *ANU*

◆ Vice-President (Administration)

Mr Peter Marshall, BEc *Monash* CAHRI

◆ Vice-President (Advancement)

Mr Ron Fairchild, BHK *Windsor* CFRE

◆ Vice-President (Finance) and Chief Financial Officer

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

Review of operations

Overview

Previous Annual Plans have reported on the implementation of the University Academic Plan, explaining that it establishes Monash's objectives in education, research and research training, and international through to 2010, and observing that it takes the form of a summary of key high level, university-wide objectives and strategies. The process of annual planning has been refined to ensure its focus on such high-level strategies and their alignment with other University strategic and supporting plans and initiative on performance indicators.

Performance Indicators

Reputation

In 2008 Monash was ranked 47 overall and is the sixth best-performing Australian institution in the *Times Higher Education – QS World University Rankings (THE–QS)*. In 2008 Monash broadly retained its ranking position (within the 200-300 band) in the Shanghai Jiao Tong Academic Ranking of World Universities (SJTU). The estimated ranking for Monash was 214, which represented a ranking of eighth nationally.

Research

In 2007, Monash reached its target of being in the top three of the Group of Eight (Go8) for share of non-national competitive grants. A ranking of fifth was received for total research income, weighted publications and share of national competitive grants.

Education

Monash's share of first preferences of the top five per cent of Victorian Tertiary Admissions Centre (VTAC) applicants increased significantly from 27 to 32 per cent. The share of top five per cent VTAC entrants was largely sustained at 31.6 per cent in 2008. Both results exceeded their respective targets. Performance has broadly improved in the area of graduate outcomes. Current student experience and satisfaction has shown improvement with the good teaching, overall satisfaction indicators and student support/resources indicators all meeting their targets.

International

In 2006, Monash's ranking within the Go8 improved from sixth to fifth for international Higher Degree by Research (HDR) student load, with share of international research funding maintained at fifth position. The employability indicator for international students has improved to third in the Go8.

Equity

Monash continued to meet its aspirations for access for students with low socio-economic status and continues to rank third within the Go8. However, access for Indigenous students did not change. More than a quarter of senior positions were held by women. Monash maintained its ranking of third within the Go8 on this measure.

Environment

Monash's energy consumption has decreased from 16.5gJ in 2006 to 15.8gJ in 2007, and while this is still above 2005 levels it is in the context of increased students, staff and buildings.

Administration

The Staff Attitude Survey, designed to provide staff members with an opportunity to offer views and feedback on working at Monash, showed a substantial increase in both response rate and level of overall satisfaction.

Advancement

The value of donations and bequests at Monash increased in the five year period to 2006. Monash's share in 2006 was 11.3 per cent, ranked fourth in the Go8. In 2007, Monash held 4.1 per cent and 7.6 per cent share of non-DEEWR domestic and international student load. In 2007, Monash's ranking for share of non-DEEWR domestic student load and international student load was ranked fourth and first respectively in the Go8.

Risk profile

The 2008 University's Consolidated Risk Management Profile continued to identify risks in areas of teaching, research and finance. Strategies to mitigate these risks included:

- Building strategic industry engagement and development of the Clayton Innovation Precinct;
- Improving pathways to Higher Degree by Research programs from Masters and increasing the level of research active staff;
- Introduction of the Monash Passport program;
- Development of a major capital fund raising campaign; and
- Attracting and retaining high quality staff through various HR initiatives.

Environmental regulation

Monash University is subject to a range of environmental regulations under both Commonwealth and State legislation. The regulations, compliance and major initiatives are detailed in the Environmental performance section of this report.

Insurance of officers

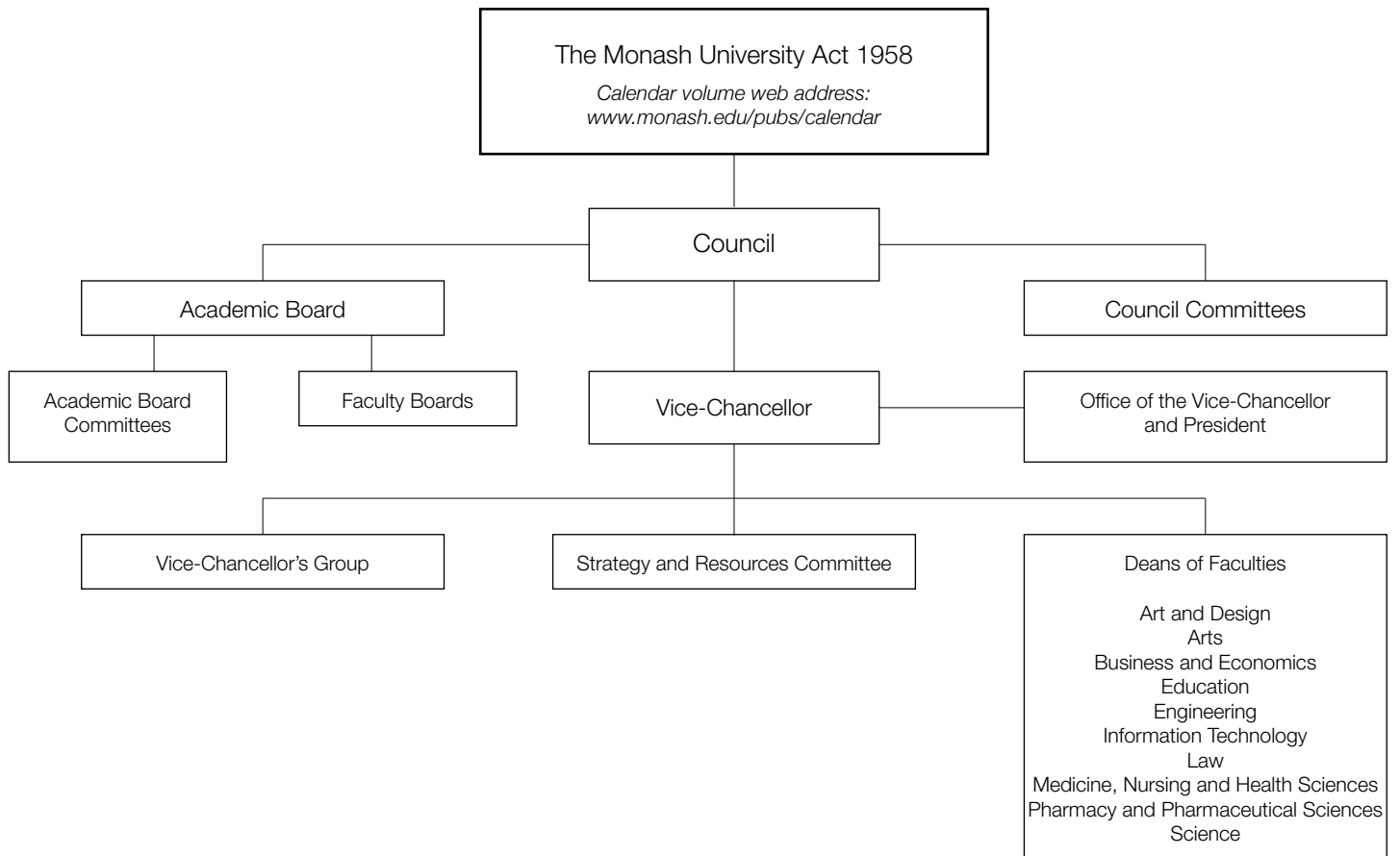
During the reporting period, the University incurred a premium for maintaining a Directors' and Officers' Liability/Company Reimbursement Insurance Policy for Council members and senior officers.

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

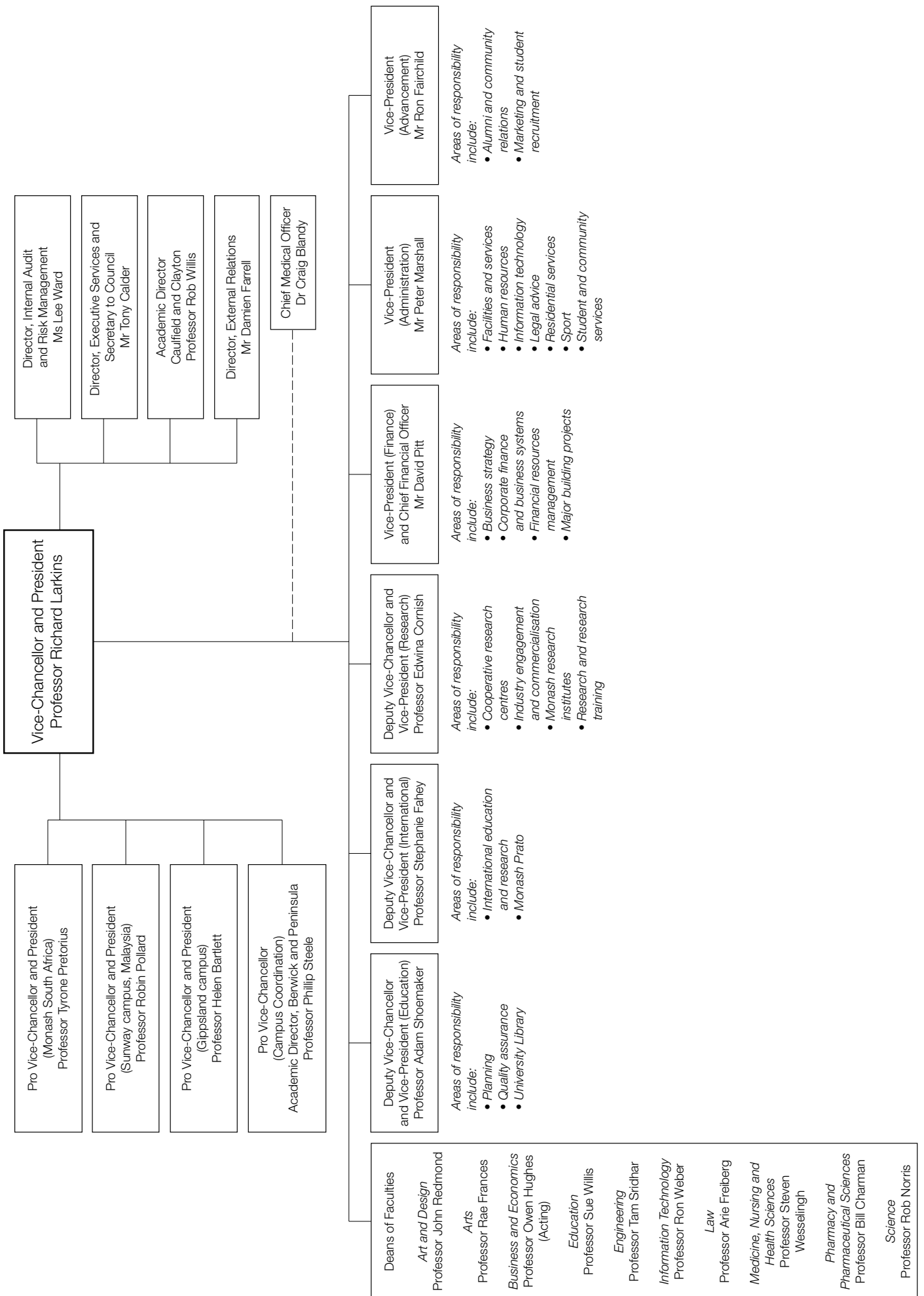
Dr Alan Finkel, AM
Chancellor

Organisational charts

Overall governance and management



Senior management structure



Core business:
education, research,
international

Operational objectives and initiatives

This section of the *Annual Report* details further progress by the Education, Research and International portfolios towards achievement of the University's objectives. The overall direction of the University is detailed in the long-term directional statement *Monash Directions 2025*, and the intermediate strategic framework from the document *Excellence and Diversity, Strategic Framework 2004-2008* available from www.monash.edu.au/about/monash-directions/excellence.html.

There are individual plans relating to Education, Research and Research Training, and International, and the most significant parts of these have been incorporated into the *Academic Plan 2006-2010*. Annual plans focus around the academic plans and detail the objectives and targets for each sequential 12-month period. The following sections detail the achievements against these objectives during 2008.

Education

Introduction

The *Academic Plan 2006-2010* set out eight core objectives that drove the strategic and operational plans of the education portfolio in 2008:

- To help our graduates become ethical, engaged and employable, capable of addressing the challenges of the future in a global context;
- To ensure that Monash courses meet the current and future needs of our students and other key stakeholders;
- To ensure that learning and teaching at Monash is of the highest quality;
- To achieve consistently superior results in indices, rankings, competitions, external audits and assessments;
- To promote research-led teaching and learning;
- To increase demand for our places from a diverse range of the most able students;
- To establish an international focus in all coursework programs; and
- To ensure that the multi-campus nature of Monash is used to the greatest academic advantage of our staff and students.

Achievements

To help our graduates become ethical, engaged and employable, capable of addressing the challenges of the future in a global context

In 2008 the Monash Passport was launched – a distinctive, student focused model of technology-enabled education that combines academic studies with research, leadership, volunteering and cohort programs involving community and international engagement. This model determined the strategic direction of education portfolio activities in 2008 and beyond.

With the introduction of the Monash Passport, a set of two new Graduate Attributes were adopted by the University, as follows:

Monash prepares its graduates to be:

Responsible and effective global citizens who:

- Engage in an internationalised world;
- Exhibit cross cultural competence; and
- Demonstrate ethical values;

Critical and Creative Scholars who:

- Produce innovative solutions to problems;
- Apply research skills to a range of challenges; and
- Communicate perceptively and effectively.

In October 2008, a memorandum was signed between Monash University and Oxfam to create wide-ranging collaboration opportunities including staff exchanges and voluntary and pro-bono work opportunities for students. This agreement is unique and the only one of its kind between Oxfam and an Australian university, and is the first step in Monash's plan to develop partnerships with a number of significant Australian and international non-government organisations. The agreement with Oxfam led to the development of internship opportunities and a group of Monash students undertook a 12-week placement working on human rights and HIV/AIDS issues in South Africa.

The development of Career Gateway, a new online resource for student and graduate employment and career development, contributed to Monash being named the 2008 winner of the Australian Graduate Recruitment Industry Award Best Careers Service for Employers. Two additional projects in the area of employment and career development commenced: the Work Integrated Learning (WIL) Program, which will facilitate the introduction of new WIL/Internship opportunities; and the Students as Staff project, which will expand and further develop the opportunities for students to access flexible and where possible, credit-worthy or study-specific employment at or close to their home campus.

To ensure that Monash courses meet the current and future needs of our students and other key stakeholders

In 2008 the eEducation Centre was established to lead developments in the enhanced use of technologies that support new and innovative teaching and learning approaches. The enabling use of technology to support pedagogical innovation is a key element of the Monash Passport. The centre will guide the implementation of a three-year, \$9.5 million investment plan in eEducation. The centre is currently working on a number of projects in consultation with faculties, service divisions, external partners and government, including the delivery of world-class educational facilities that are easy to use and well-supported.

In 2008 a new architecture course that has attracted many applicants was introduced at Caulfield campus. First preferences also increased significantly in law, engineering and science courses.

A major refurbishment of the CL Butchers Library for the Faculty of Pharmacy and Pharmaceutical Sciences, Parkville campus, was completed as part of an ongoing strategy to improve the library's physical facilities and learning spaces. Works to upgrade staff and learning spaces were also undertaken at several Monash library sites and in some cases included installation of new technologies to enable interactions between campuses for communication and learning activities. Some of these works also contributed to the consolidation of the very successful establishment of the Learning Services Unit in the library in 2007. Planning for several other major building projects continued.

Growth and development of the Monash Library's collections in 2008 was reflected by expenditure of over \$16 million on resources (56 per cent of which was used in the acquisition of electronic resources). Use of physical and virtual resources increased following initiatives to extend systems, services and training that the library provided as part of the Resource Discovery Framework. In 2008 over 3.6 million visits were made to the library branches and over 7 million transactions were recorded on electronic resources.

Monash continued to make a significant investment in student experience, transition and retention projects, with funding of approximately \$300,000 for related activities, including the introduction of Peer Assisted Study Sessions (PASS), a program commended by the Australian Universities Quality Agency for its use of 'peer' leaders to improve academic outcomes for students.

To ensure that learning and teaching at Monash is of the highest quality

Learning and Teaching Performance Funds were used by the University to target improvements in educational outcomes. In 2008 funds supported major developments in several disciplines including architecture, education, pharmaceutical sciences and languages, as well as to partially or fully fund the following projects:

- Educate08;
- eEducation;
- Australian Science Olympiad;
- Sessional teaching;
- Work and Integrated Learning;
- Learning spaces upgrades; and
- Radio Monash.

Monash received \$26 million from the new Teaching and Learning Capital Fund, which will be used to fund the highest-priority infrastructure developments in education across Monash's Australian campuses.

In 2008 a major project to develop a University-wide framework and program for the training and professional development of sessional academics commenced.

Sessional staff made a significant contribution to the University's education programs and it is essential that these individuals are well supported and appropriately recognised for the role they play. The project analysed and profiled the University's sessional academics over a four year period, developed online resources for sessional academics, prepared draft policy and procedures, and identified the key elements of sessional training programs.

In 2008 the Education portfolio launched Educate08, a week-long event to promote learning and teaching across all campuses. Educate08 celebrated 50 years of education at Monash with a program that involved staff and students – past, current and prospective – and culminated in the Vice-Chancellor's Awards for Teaching Excellence. This event will become an annual fixture in the University calendar.

The 2008 recipients of the Vice-Chancellor's Awards for Teaching Excellence were as follows:

- Professor Mark Peel (Faculty of Arts);
- Dr Toby Handfield (Faculty of Arts); and
- Ms Gerrie Roberts (Faculty of Business and Economics).

In 2008 the Communication and Learning Enhancement for Academic Researchers (CLEAR) project continued to make a significant contribution to improvements in the quality of learning and teaching.

To achieve consistently superior results in indices, rankings, competitions, external audits and assessments

In 2008 Monash University staff received seven Australian Learning and Teaching Council (ALTC) citations for outstanding contributions to student learning. Funding provided to Monash by the Australian Learning and Teaching Council (ALTC) promoted an excellence initiative to align the University's own teaching and learning awards with those of the ALTC. Notably, Professor Stephen Barkoczy received the Prime Minister's University Teacher of the Year Award and also received an ALTC Australian Award for University Teaching. This is the second time that a Monash academic has been awarded the Prime Ministerial prize.

In 2008 Monash was ranked in the 201-302 band by the SJTU Academic Ranking of World Universities, with an estimated ranking that improved from 223 to 214. Monash was ranked 47 in the *THE-QS* rankings, reflecting a slight decline from 2007 as experienced generally by Australian Universities. The Higher Education Evaluation and Accreditation Council of Taiwan also released the 2008 Performance Ranking of Scientific Papers for World Universities. This is the second year that the rankings have been completed and Monash maintained its ranking of 176.

To promote research-led teaching and learning

The Monash Passport calls for a revitalisation of the University's approach to honours and undergraduate research. A review of all aspects of honours commenced in early 2008 and is currently considering the introduction of a minimum research component in honours across all Monash programs, the development of a more flexible delivery of honours with earlier entry points, an expansion of the pool of supervisors, and improvements in standards of supervision. In 2008 a number of new scholarships were introduced, including conjoined Honours-PhD scholarships and 50 new Jubilee Honours scholarships (65 will be awarded in 2009).

To increase demand for our places from a diverse range of the most able students

Monash once again attracted the highest number of first and total Commonwealth Supported Place preference applications amongst VTAC students in 2008. Monash's share of first preferences of the top 5 per cent of VTAC applicants again increased, with 32.4 per cent listing Monash as their first preference.

A trial of the Victorian General Achievement Test (GAT) was undertaken in 2008 to identify able students whose results may not fully reflect their ability to succeed. In 2008 Monash provided \$5.167 million in equity scholarships and bursaries as part of the Access Monash Program. This program also provided alternative entry pathways, special admissions schemes and outreach programs to attract disadvantaged students.

In 2008 there were significant developments in Monash's engagement with schools and with prospective students. Joint initiatives were established with the Victorian Government's Department of Education and Early Childhood Development to establish the John Monash Science School at Clayton campus and a selective-entry school at Berwick campus. Monash was successful in its bid to host the Australian Science Olympiad Training camps for physics, biology and chemistry.

The first of these camps was held in January 2009. Events to engage high achieving students were held, such as the Making the Most of Monash Day, which brought together students and staff from Monash, Melbourne High School and MacRobertson Girls' High School to discuss transition issues and leadership programs. The University continued to support the ongoing development of Education Precincts at Peninsula and Gippsland campuses. Federal Government funding of \$1.7 million will support a Monash University Gippsland campus project that aims to increase regional student participation in higher education.

In 2008 Monash University contributed \$1.4 million to Indigenous education and support services, an amount well above the national average. A number of significant advances were made to affirm Monash as a welcoming and safe place for all Indigenous people including: the flying of both the Aboriginal and Torres Strait Islander flags at every Australian campus; implementing an appropriate custom for graduation ceremonies; noting in the student diary and the University's Cultural Calendar and observing NAIDOC week and other Indigenous days of significance; establishing an annual Indigenous Welcome Day; incorporating local Aboriginal language elements and references to traditional custodians on the University's website. An Indigenous member of staff was seconded to the Communication and Language Enhancement for Academics and Researchers program in order to assist University staff to develop the awareness and skills to teach effectively in an Indigenous learning and teaching environment.

To establish an international focus in all coursework programs

Student participation in mobility programs in 2008 achieved and exceeded the set targets, with a particularly high level of growth recorded in inter-campus exchange. A total of 1227 students (approximately three per cent of the total undergraduate student population) participated in an international study program.

In 2008 as part of a wider strategy to increase international student mobility, several new courses with inbuilt mobility options were approved, namely the Bachelor of Arts (Global)/ Bachelor of Commerce (first intake in 2009) and the Bachelor of Business and Commerce (Global) (first intake in 2010). A Master of Adult Education (Global) will also be introduced in 2009.

To ensure that the multi-campus nature of Monash is used to the greatest academic advantage of our staff and students

The Cross-Campus Staff Mobility Program was offered to enhance inter-campus movement between Monash's Australian, South African and Malaysian campuses, and the Monash Centre in Prato. In 2008 this program administered approximately \$200,000 of grants for projects that targeted improvements in the quality, value and impact of academic outcomes. The highly successful Sunway inter-campus student exchange program took place in 2008 and will be offered again in 2009, providing free airfares, accommodation and tuition.

Monash contributed to the development of the Multi-campus Quality Framework through its participation in an ALTC-funded project in this area. The University held a very successful multi-campus Education Forum to share best practice and successfully completed a multi-campus teaching pilot using new approaches to technology and pedagogy.

Professor Adam Shoemaker
Deputy Vice-Chancellor (Education)

Research

Introduction

The *Academic Plan (2006-2010)* and the *Research and Research Training Plan (2006-2010)* focus on three core research objectives:

- Research excellence – Monash aims to be ranked within the top three universities in Australia by any indicator of research performance and for the majority of Monash disciplines to be ranked within the top three of their peers in Australian universities;
- Impact through research training – Monash aims to attract the best research students, to rank highly amongst Australian universities in terms of HDR load and completions, and for its graduates to be highly sought after as academic and community leaders; and

- Impact through engagement and collaboration – Monash supports innovation, effectiveness and sustainability within industry, government and the general community, seeks to augment the scale and impact of its research through national and international collaborations and to stimulate and inform public debate and policy.

Achievements

Research excellence

In 2008 Monash attracted \$96.9 million in national competitive grants. The following table highlights Monash's performance in schemes administered by the Australian Research Council (ARC) and National Health and Medical Research Council (NHMRC).

ARC Funding			
Funding Scheme	Number of Grants	Value of Grants	Percentage increase/decrease on Value of Grants awarded compared to 2007
Discovery Grants	66	\$20.1 million	-27%
Linkage Grants	32	\$10.5 million	77%
Federation Fellowships	2	\$3.2 million	0
Large Infrastructure, Equipment and Facilities (LIEF) grants	3	\$2.3 million	1%
Indigenous Researchers Development Grants	1	\$190,000	11%
Linkage International Grants & Fellowships	4	\$335,000	209%

Total ARC Funding: \$36.6 million

NHMRC Funding			
Funding Scheme	Number of Grants	Value of Grants	Percentage increase/decrease on Value of Grants awarded compared to 2007
Project Grants	62	\$32 million	8%
Program Grants	1	\$6.5 million	-41%
Australia Fellowships	1	\$4 million	100%
Research Fellowship and Practitioner Awards	10	\$6.28 million	28%
Strategic Grants	3	\$4.15 million	38%
Development Grants	3	\$0.49 million	100%
Equipment Grants	1	\$0.87 million	0%
Training Fellowships	9	\$2.57 million	-56%
Career Development Awards	6	\$2.26 million	-12%

Total NHMRC Funding: \$60.3 million

In 2008 Monash was awarded \$89.9 million by the Federal Government's Education Investment Fund (EIF) to establish New Horizons, a platform for excellence in future manufacturing research and teaching collaboration. New Horizons will co-locate and integrate approximately 450 Monash and CSIRO staff at Clayton campus and be supported by information and communication technology platforms for global research and teaching collaboration. It will create globally significant scale and scope in an interactive space with an entrepreneurial culture that will facilitate greater linkages with business and the community. It will also lead to greater efficiency in the use of major existing facilities, such as the Australian Synchrotron and the Australian Regenerative Medicine Institute.

Monash led the Australian National Data Service (ANDS) Establishment Project, in partnership with the Australian National University and the CSIRO. The National Collaborative Research Infrastructure Strategy committed \$24 million to ANDS for three years and the project commenced in September 2008.

The Institute for Nanoscience, Materials and Manufacture led the design and management of the Melbourne Centre for Nanofabrication. The Institute will provide elite infrastructure in support of Monash nanoscience researchers and nanotechnology development nationally.

In 2008 Monash became the sole Australian partner in the Pacific Rim Application and Grid Middleware Assembly (PRAGMA), the largest e-research consortium in the world. Activities included the creation of infrastructure for high performance computing and hosting of student exchanges.

In 2008 external recognition of research excellence at Monash included:

- Five Monash researchers were elected as fellows of Australian academies;
- Professor James Whisstock was awarded the Commonwealth Health Minister's Award for Excellence in Health and Medical Research;
- Two Monash researchers won the Future Summit Leadership awards;
- Monash researcher Dr Carlo Salzani won the Alexander von Humboldt Fellowship Award;
- Mr Geoff Sussman received a lifetime achievement award from the World Union of Wound Healing Societies (WUWHS); and
- Three Monash researchers won the 2006 Young Tall Poppy Science Awards in recognition of their outstanding achievements in the understanding and promotion of science.

The 2008 Vice-Chancellor's Awards for Excellence were:

- Excellence in Research by Early Career Researchers, awarded to Dr Shonali Krishnaswamy of the Faculty of Information Technology;
- Excellence in Research Supervision, won by Professor Rob Hyndman of the Faculty of Business and Economics; and
- Excellence in Innovation and Collaboration in Research with Industry, consisting of:
 - (a) The Best Research and Development Collaboration, awarded to a team from the Faculty of Engineering. Building on a 36-year collaboration, the team significantly enhanced the maintenance of haulage operations at BHP Billiton Iron Ore through the development and installation of three permanently instrumented ore cars;
 - (b) The Best Collaboration Involving a Co-operative Research Centre was won by a team from the Faculty of Engineering. Over the past eight years this team has played a critical role in the development of four high-performance lightweight magnesium alloys, two of which have been patent-protected; and
 - (c) The Best International Collaboration, awarded to Professor Milton Hearn of the Faculty of Science for his team's discovery of a new way to purify recombinant proteins in collaboration with Novo Nordisk A/S. The discovery will have a significant impact on the pharmaceutical industry and the general research community.

In 2008, 50 events were held during Research Month, including four public lectures. As Research Month coincided with events to celebrate the 50th Anniversary of the University, significant research achievements over the past 50 years were recognised, in tandem with the Vice-Chancellor's Awards and recognition of Sir John Monash Distinguished Professors. Professor David de Kretser AO, Governor, hosted the Monash Research Awards at Government House. Attended predominantly by past and present Monash staff, the awards celebrated and rewarded research excellence at Monash.

The Future Research Leaders Program, a Group of Eight (Go8) initiative, for early and mid-career researchers to develop skills and knowledge critical for research leadership, was launched at Monash during 2008.

Impact through research training

In 2008 Monash achieved an increase of 22 per cent in enrolments by Higher Degree by Research (HDR) international students. The number of national HDR students remained stable. The Commonwealth Government awarded Monash \$303,000 through the Commercialisation Training Scheme to provide certificate level training to selected HDR students in 2008.

Monash is committed to providing enhanced support for HDR students. In 2008 \$13.799 million was awarded from central funds to support Monash Graduate scholarships, international Postgraduate Research Scholarships, travel grants and publication awards. This was an increase of \$1.3 million on the 2007 allocation.

In 2008 the first online scholarship application system in Australia was developed and launched for the 2009 scholarship round. The system allows postgraduate students to apply online for Monash research scholarships from any location and will provide the University with the tools and data to significantly enhance the central scholarships selection process.

A total of 1299 applications for 2009 Monash Research Scholarships were received, almost 200 more than in 2007. While other Go8 universities reported a decline in applications for Australian Postgraduate Awards (APAs) in 2009, Monash received 87 more applications than in 2007.

The Monash exPERT program, an annual seminar and workshop program for postgraduate research students that focused on key aspects of employment and research training and the development of generic and transferable skills, continued to expand in 2008. The Monash Research Graduate School recognised the diversity of the Monash postgraduate research community and to increase student access to the exPERT program, the school employed a variety of strategies and products, including digital online audio recording facilities, studio-based DVD products and live seminars. The Monash exPERT program is now recognised on the Australian Universities Quality Agency (AUQA) Good Practice Database, as an example of international good practice in higher education.

During Research Month, 176 HDR students submitted posters highlighting their research projects for the HDR Student Poster Exhibition.

Monash continued its program of training for supervisors of HDR students. In 2008, 438 new supervisors attended training to complete their accreditation and a further 779 were assessed for automatic supervisor accreditation on the basis of their experience. This brings the number of accredited supervisors at either Level 1 or Level 2 to 1941.

International exposure and experience enhanced the quality of Monash research training programs, to broaden the development of research and professional skills and also extend students' networks and career prospects. In 2008 there was an increase in the collaborative PhD supervision and delivery of joint programs. These PhD programs reflect Monash's vision of global mobility for doctoral students and sought to broaden the scope of the curriculum by providing a unique global learning experience for students.

During 2008, four major international PhD agreements were established. The programs and participating faculties are:

- Dual Award Programs:
- Indian Institute of Technology-Monash Research Academy – Engineering, Science and Information Technology;
- University of Bologna, Italy – Information Technology;
- Lulea University of Technology, Sweden – Engineering; and
- Split PhD Programs:
- South China University – Engineering.

The value of international collaboration, networking and exposure for all Monash students continued to be recognised and resourced. In addition to the Monash-funded scholarships, 391 postgraduate travel grants valued at \$343,000 and 21 Equity Postgraduate Research Travel Grants worth \$53,000 were made. This central funding was complemented by matching funding provided by faculties and departments. This level of support for international mobility enhanced the differentiation and quality of Monash PhD programs.

Impact through engagement and collaboration

Monash engaged in a major initiative to escalate research innovation and to enhance the interface between the University and potential end users. The Industry, Engagement and Commercialisation Group, led by the Pro Vice-Chancellor (Industry Engagement and Commercialisation), was established, with a core group of central staff working with a team of business development managers embedded in the faculties.

In 2008 the University established a Proof of Concept Fund, providing up to \$150,000 per annum to enable promising Monash innovations and technologies to proceed to proof of concept stage, where there are no alternative funds available. It seeks to make a step change in the ability to commercialise or partner such Monash innovations and technologies.

The Trans Tasman Commercialisation Fund (TTCF) was established to provide \$30 million seed funding (from Westscheme) for investing in spin out companies. Monash has been a key partner in setting up the TTCF, which includes Monash, Auckland, Adelaide, South Australia and Flinders universities. The fund is based at Monash and also includes funding of \$1.25 million obtained by Monash from the Victorian Department of Innovation, Industry and Regional Development. The first Monash proposals are currently being discussed with TTCF.

IBM formed a strategic relationship with Monash which included funding of \$1.3 million for a new internship program for 30 IBM employees enrolled in Master by Research degrees with the faculties of Information Technology and Engineering.

Monash has negotiated to take the lead role in the European Molecular Biology Laboratory Australia and is hosting the secretariat.

In 2008 there was significant engagement with CSIRO, including:

- Co-investment in the establishment and construction of beamlines (\$5 million each) at the Australian Synchrotron, plus substantial and ongoing in-kind contributions;
- Joint investment (\$10 million CSIRO; \$2.5 million Monash) in the new Melbourne Nanofabrication Centre funded under the National Collaborative Research Infrastructure Strategy (NCRIS);
- Postgraduate scholarships to the IITB-Monash Research Academy in Mumbai;
- Co-investment in the Bio-Products facility funded by the National Collaborative Research Infrastructure Strategy;
- Co-investment in a Collaborative Research Support Scheme (\$150,000 each per annum);
- Co-location of the Australian Synchrotron and the Centre for Imaging Technologies;
- Participation of CSIRO in the New Horizons Centre as part of a Higher Education Endowment Fund bid;
- Engagement by Monash in the Food Futures, Light Metals, Wealth from Oceans and Water for a Healthy Country Flagship through the National Flagship Collaboration Fund; and
- Joint development of a High Performance Computing plan for the Clayton precinct.

In 2008 a Monash Research Month event to engage with Melbourne's corporate community and government successfully highlighted the vast research infrastructure and intellectual capability at Monash. Held at Zinc, Federation Square, guest speaker Ross Greenwood discussed the future for Australia in relation to research commercialisation. Mr Greenwood is the Nine Network's finance editor.

Professor Edwina Cornish
Deputy Vice-Chancellor (Research)

International

Introduction

The Academic Plan (2006-2010) and the International Plan (2006-2010) focus on four core objectives for international activities:

- Optimise the research, learning and teaching, community engagement and financial benefits from our international partnerships;
- Optimise the research, learning and teaching, community engagement and financial benefits from our international campus and centre footprint;
- Enhance our research profile through new international presences; and
- Foster the culture of internationalism amongst the broader community.

Achievements

International partnerships

In 2008 Monash continued to develop its international partnership network with Warwick University (UK), Arizona State University (USA) and Sichuan University (China). This trilateral network included research and education collaboration in science and technology, as well as humanities.

In China, Monash developed further collaborations in arts, engineering, and business and economics with Shanghai Jiao Tong University, and research collaborations in medicine, engineering, and business and economics with the universities of Peking, Tsinghua and Nankai. Collaborations were also established with the Vietnam National University, Hanoi University and Hanoi University of Technology.

In Southern Africa, Monash continued to work with its partners including the University of Cape Town (UCT) and the University of Botswana (UB).

In 2008 the Vice-Chancellor of UCT and the Deputy Vice-Chancellor of UB visited Monash to discuss further collaborations in education and research. Monash also established research collaborations with Eduardo Mondlane University in Mozambique on food security and climate change in Africa.

Monash established dual degree programs with Washington College of Law and Simon Fraser University. It also established credit recognition arrangements with Sichuan University in arts, information technology, and engineering, and with Tongji University and Shanghai Jiao Tong University in engineering. Further credit recognition was created in information technology programs with Harbin Institute of Technology. Monash also finalised articulation pathways in biomedicine, information technology, nutrition, biotechnology and radiography with Republic Polytechnic, Singapore.

International centre and campuses

Almost 4000 students were enrolled at Sunway campus, Malaysia, where a new Faculty of Pharmacy will be established in 2009. Approximately 3000 students were enrolled at Monash South Africa and planning for a new School of Public Health at the campus commenced.

Split/Dual Award PhDs programs are under development with four research intensive universities in Malaysia. Sunway campus also hosted Research Matters seminars during Monash Research Month to raise the Monash research profile in Malaysia and a Higher Degree by Research Information Expo to promote research training at Sunway and Australian campuses.

Monash established nodes of the Monash University Accident Research Centre (MUARC) at the Sunway and South Africa campuses.

In 2008 Monash increased the number of teaching units and study tours offered by the Prato Centre to 38, with 377 students undertaking units at the Prato Centre, compared to 355 in 2007.

Enhancing research profile

Monash developed and funded a range of schemes to promote research with international partners including:

- Sichuan Strategic Initiative Funding Initiative;
- International Strategic Funding Initiative;
- Europe Travel Grants; and
- Bill Kent Fellowships.

Monash continued to enhance research collaboration with Lulea University of Technology (Sweden) through dual award PhD programs sponsored through the Strategic Initiatives Fund. Collaboration was also established with the China Scholarship Council to offer doctoral scholarships to students from selected Chinese universities. The Indian Institute of Technology, Bombay (IITB)-Monash Research Academy was established and an IITB/Monash dual award PhD was developed. Monash also initiated the development of a split PhD model for collaborations with Malaysian universities, including the Universiti Putra Malaysia. Monash was one of 12 international universities to be selected as preferred providers for recipients of the Mohammed Bin Rashid Al Maktoum Foundation scholarship scheme. Under the scheme, students from the Middle East will undertake postgraduate coursework at Monash.

Fostering internationalisation

In 2008 Monash supported a number of programs conducted on a virtual island in the SecondLife© platform and offered by the faculties of Pharmacy and Pharmaceutical Sciences, Arts, Business and Economics, Education, Information Technology, Law, and Medicine, Nursing and Health Sciences.

Monash hosted a number of international presentations, delegations and information sessions from and for government and the higher education sector, including representatives from China, Germany, Indonesia, Malaysia, the Middle East and South Africa. The Office of the Deputy Vice-Chancellor (International) sponsored the Monash Transition Roundtable held in November 2008 and Monash hosted the African Studies Association of Australasia and the Pacific Conference and Business and Community Roundtables.

Presentations and papers were given by the Deputy Vice-Chancellor (International) (DVCI) to:

- Asia-Pacific Association for the International Education Conference held in Japan;
- Japan Salzburg Freeman Foundation;
- Austria Africa Association of Australasia and Pacific, Canberra;
- African Think Tank, Melbourne;
- Campus Review;
- The Education Diaspora Conference held in Malaysia; and
- The University Design Conference held in Washington DC.

The DVCI hosted alumni functions during visits to Malaysia and the Middle East.

Monash University made submissions to the:

- Department of Foreign Affairs and Trade (DFAT) regarding Free Trade Agreements negotiations/feasibility studies with Japan, Indonesia, China and India;
- Department of Innovation, Industry, Science and Research about Monash engagement in Japan;
- DFAT in relation to a review of Australia's exports;
- Universities Australia and the Federal Department of Immigration and Citizenship regarding Australia's migration program; and
- Department of Education, Employment and Workplace Relations on Monash bilateral science and technology activities in Indonesia.

Monash College

Monash College Pty Ltd is a wholly owned subsidiary of Monash University. The company comprises five operating divisions:

- Monash College;
- Monash University Foundation Year;
- Monash University English Language Centre;
- Monash Professional Training; and
- Development and Monash Professional Internships.

Monash College and the Monash University Foundation Year (MUFY) provided students with a focused and rewarding learning environment that prepared them for academic success. Monash College is licensed to operate in Sri Lanka, Jakarta, Singapore and Guangzhou. MUFY is licensed to operate in Melbourne, Laos, Jakarta, Sri Lanka and Malaysia.

The transition offered by Monash College allowed students to adjust to learning within a tertiary setting. Monash College and the Faculty of Education agreed to conduct a joint research project over three years that will identify the key success factors in transition education, including English language and learning support.

Monash University English Language Centre (MUELC) enabled individuals to develop communication skills to the highest levels necessary to engage confidently in transnational education and to succeed in the global economy. MUELC developed a Higher Degree Research English Language Bridging Program, became the largest IELTS testing centre in Australia, and successfully supported over 1000 students to transition to Monash University and Monash College.

Monash Professional Training and Development and Internships operated from Melbourne and Sydney. In 2008 these businesses were launched successfully and continued to support Monash University activities.

Professor Stephanie Fahey
Deputy Vice-Chancellor (International)

Report of the Pro Vice-Chancellor and President, Sunway campus, Malaysia

Campus Vision Statement

“As a full campus of Monash University, Sunway, provides a distinctive international experience, with excellence in teaching and research. We engage with Malaysian and regional societies to improve the human condition. The Sunway campus is a dynamic community of scholars comprising staff and students, supported by collegial processes and comprehensive first-class infrastructure, and aspiring to intellectual achievement of the highest order.”

Sunway campus, Malaysia, is a joint-venture between Monash University and the Sunway Group, and is located in a new purpose-built campus opened in 2007 in Petaling Jaya, Selangor Darul Ehsan, Malaysia.

Highlights in 2008 included:

- The 10th anniversary of the campus, with celebrations opened by Professor David de Kretser AO, Governor of Victoria;
- Student enrolments increased to almost 4000;
- The first course completion by a doctoral student;
- Significant increases in research output and in external research funding;
- Successful accreditation visits, including a visit by the Australian Medical Council as part of the second stage of accreditation of the Bachelor of Medicine/Bachelor of Surgery. Sunway campus, Malaysia now teaches all stages of the degree in conjunction with the Monash Clinical School in Johor Bahru;
- The award to Tan Sri Dato' Seri Jeffrey Cheah Fook Ling AO, Chair, Sunway Campus Board, of an Honorary Officer of the Order of Australia by the Australian Prime Minister the Hon Kevin Rudd;
- An invitation by the Minister, Higher Education, to apply for “self-accreditation status” within the Malaysian national higher education framework;
- Staff participation in a number of national and international events, including the hosting of several influential conferences at the campus; and
- Awards to several staff, including the prestigious Merdeka Award to Professor Dato' Dr Khalid Kadir, and Australian Learning and Teaching Council Citations to Dr Catherine Yule and Dr Rajendran Parthiban for outstanding contributions to student learning.

Strategic planning

Strategic planning and reporting at Sunway campus is underpinned by the following documents:

- Campus Vision Statement;
- Campus Directions 2015; and
- Campus Operational Plan 2008-2010.

These documents are integrated with central and faculty plans.

Campus Operational Plan 2008-2010

The key components of the Campus Operational Plan 2008-2010 are to:

- Increase campus student load;
- Increase and promote scholarly research;
- Improve the depth of engagement by academic staff in teaching;
- Improve engagement in governance by academic staff and students;
- Improve the performance of administrative units; and
- Use strategic planning to guide developments.

Progress against Campus Operational Plan 2008-2010

As of August 2008, enrolments were 3981 and the taught load was 3691 Equivalent Full-time Student Load (EFTSL). Forecasts are for annual growth of 10 to 12 per cent. Coursework masters were offered from March 2008, with 22 EFTSL in the Master of International Business. The Bachelor of Nursing (Post-registration) targeted to part-time students also commenced in 2008 with an enrolment of 25 EFTSL.

Higher degree by research load increased from 25 EFTSL in 2007 to 49 in 2008. Internal research grants were allocated in 2008 to a value of RM2.4 million. External research revenue was RM1.15 million in 2007 and RM1.65 million in the first half of 2008. Publications from research ascribed to Sunway campus (as measured in Department of Education, Employment and Workplace Relations points) increased from 80 in 2006 to 96 in 2007. A patent was granted: *Cloning and localisation of a gene and coding kisspeptin in zebra fish*, authored by Professor Ishwar Parhar and Dr Takashi Kitahashi.

The depth of staff engagement in teaching was increased through several initiatives, including a series of seminars and workshops, a new campus education committee, and events focusing on innovations in teaching, including e-education. Assessment of compliance with University policy on teaching of courses across multiple campuses was also undertaken.

Engagement by staff and students in governance was improved through the creation of a comprehensive campus committee structure and by developments expected to lead to the appointment of academic staff to Faculty Boards and Academic Board.

Consultation to improve the performance of administrative units included the drafting of service level statements and annual development plans for each unit, the formation of stakeholder groups for each unit, and the construction of an ‘inter-campus partnership program’ to link Malaysian administrative staff with colleagues based in Australia.

In-house software was developed and implemented to assist in monitoring progress against the operational plan, and comprehensive reports were provided to each meeting of the Planning Review Committee, a sub-committee of the Sunway campus Board.

Building a university performance culture

In 2008 several schemes to develop a collegial environment that is oriented towards achieving excellence in teaching and in research were implemented. They included the Pro Vice-Chancellor’s Awards for Excellence in Teaching, Research and Administration, a novel ‘ducat’-based scheme for assessing academic contributions to objectives in the Campus Operational Plan, and performance-dependent step advancement within a revised academic salary scale.

Student mobility

Each year, 120 Malaysian students transfer to a Victorian campus and 150 Malaysian students participate in exchange programs with Victorian campuses. Student mobility from Victoria campuses to the Malaysian campus has been limited, involving typically six to 12 students per year.

The Malaysian government has encouraged foreign universities to better balance student flows and a careful case study analysis was prepared. An internal promotional campaign to promote student exchange programs was launched and, as a result, demand by students at Monash Victorian and South Africa campuses to study at Sunway campus, Malaysia was increased by a factor of 20. It is anticipated that 70 Australian and South African students will undertake a semester at Sunway campus, Malaysia in 2009.

Summary of developments

Sunway campus, Malaysia continued its steady development, and there is confidence that it will continue to flourish and mature. Substantial research programs are taking shape, and staff engagement in teaching has deepened. Collegial processes and performance incentives for new staff were set in train during the year and paved the way for future development.

Professor Robin Pollard
Pro Vice-Chancellor and President
Sunway campus, Malaysia

Report of the Pro Vice-Chancellor and President, Monash South Africa

The Campus Directional Statement articulated and supported the ongoing development of Monash South Africa (MSA) during 2008 in the following portfolios:

Education

Objective one was the development of appropriate new courses to expand the range of disciplines offered by MSA. Proposals for several new courses were submitted to the South African Government for accreditation, and consultation in relation to the submissions took place. Progress was also made in terms of the accreditation of proposed Higher Degrees by Research and two proposals were developed for the establishment of a School of Health Sciences and Education at MSA.

Objective two was the expansion of the suite of continuing education programs/short courses offered to industry and government, with short courses offered in the areas of project management, certified business professional, and retirement fund management. These programs also served as an additional source of income for the campus.

To encourage innovation in teaching and learning and the sharing of best practice, seven Teaching and Learning Forums were held. Issues that were identified from the Unit Evaluation reports informed the topics considered by the Forums.

Research

The Campus Research Plan provided the strategic framework for development of school and individual research plans. Several research nodes were launched in the following disciplines:

- Water research;
- Global movements;
- Accident prevention and safety promotion; and
- Beyers Naude Chair in Humanities.

Advisory Boards for the research nodes were established and directors appointed to each node.

Research training and supervision training courses were held to ensure sufficient training and development opportunities for academic staff in order to obtain supervision accreditation. Planning for the Ford Foundation Scholarship program commenced and will be fully implemented during 2009. Strategic partnerships were explored and established with both national and international institutions.

Community engagement

In 2008 a South African-specific Community Engagement policy and procedures was approved and a full-time Community Engagement Officer was appointed. To ensure sufficient progress is made in the development of strategic relationships with higher education providers in South Africa and abroad, the Office of Community Engagement was located with the portfolio of the Deputy Pro Vice-Chancellor (International).

A development project for school teachers commenced and a further donation to fund this program during 2009 was received. This project offered training workshops to teachers from disadvantaged schools in the region and was showcased during Education Week in October 2008, with teachers from a number of schools presenting examples of good practice during the workshops.

Quality audit improvement plan

The audit report of MSA by the South African Higher Education Quality Committee (HEQC) provided MSA with a valuable opportunity to reflect on our progress to date and also to gain an external perspective. The recommendations made by the HEQC audit report led to the development of a Quality Audit Improvement Plan, through a process of consultation with staff and students. The plan was approved by the Vice-Chancellor's Group (Quality) and subsequently submitted to and accepted by the HEQC. Responsibility for implementation of the plan was delegated to members of MSA senior management and will be monitored on a regular basis through the MSA governance structure. The improvement plan was also made available to all staff on the MSA website.

Facilities

On-campus student accommodation was expanded, with a new residential wing opened in 2008. The construction of new teaching spaces commenced in July 2008, with completion scheduled for 2009.

Campus security

Campus Protection Services were restructured and upgraded, with the appointment of a Head, Campus Security Services, and the purchase of a marked security patrol vehicle for greater visibility. These changes have led to a vastly enhanced security service on campus.

Student services

The Campus Clinic was renovated, with increased space and facilities to enhance the delivery of health and well-being services to students. MSA also launched the Pro Vice-Chancellor Student Leadership Program in June 2008. This program is aimed at early identification of leadership potential amongst students and putting in place mechanisms to support, encourage and further develop personal effectiveness through various interventions and practical roles.

Staff development and mobility

Nine MSA academic and professional staff received funding from the Cross-Campus Staff Mobility and Travelling Fellowship Programs. The programs allow academic and professional staff to work at other campuses on projects or activities that strengthens the quality, value and impact of academic outcomes. This may be through teaching, learning, curriculum development, research or administration.

To further the professional and personal development of academic and professional staff, a number of staff attended courses in Advanced Excel skills, Adult Basic Education and Training (ABET), Staff Leadership Development program, Project Management and Labour Relations. Various staff members were afforded the opportunity to attend these courses.

Professor Tyrone Pretorius
Pro Vice-Chancellor and President
Monash South Africa

Report of the President, Academic Board

Academic Board is responsible to Council for supervising and directing the academic affairs of the University, including the maintenance of high standards in teaching and research (Statute 2.2). To discharge these responsibilities, the Board considers a broad spectrum of issues that include institutional strategic planning, quality, policy development, and centre, course and chair establishment. During 2008, the Board also implemented a range of initiatives designed to further develop its culture of participation and responsibility.

Direction of Academic Affairs

With the new Federal Government instituting a range of major national reviews affecting higher education as part of its "education revolution" strategy, 2008 was an unsettled period for higher education in general. In addition to Academic Board's regular activities, environmental scanning enhanced the Board's understanding of the global, national and regional environments in which the University operates, and guided policy development.

A key item on the Board's agenda for 2008 was a review of its composition. Council approval of the Board's 2008 recommendations to restructure its composition will enhance the ability of the Board to direct the University's academic affairs in the future. From 1 January 2010, the size of the Board will reduce from 173 to 90 members and membership will include a new cohort: Heads of Academic Units, who will be well-placed to provide academic direction and supervision. A concurrent review of the Board's standing committees was also initiated and will report in 2009.

In directing academic affairs, the Academic Board provided input into the process of selecting the new Vice-Chancellor, and received, advised or approved a range of significant strategies and reports, including:

- University Priorities;
- Reports on key portfolio (Research, Education, International) initiatives and developments;
- Academic Plan Progress Report;
- Annual Plan Progress Report;
- Reports on university rankings; and
- Annual Plan and Budget for 2009.

During 2008 the Board approved policy regarding the specific nature of Monash University Masters degrees, which strategically differentiates Monash University Masters offerings from those of some other universities. The Board also reinstated a review of the University's Centres and Institutes Policy, to clarify the strategic roles that Institutes and Centres will play in relation to the University's academic endeavours.

The Board received briefings on implications for Monash of two significant court decisions – *University of Western Australia v Gray* and *University of Melbourne v McKean*, including actions being undertaken or recommended to ensure compliance with the University's Intellectual Property Statute and Regulations (Gray) and Freedom of Information legislation (McKean).

Supervision of Academic Affairs

Academic Board endorsed a range of proposals for changes to the University's academic structure, including:

- Sunway campus disestablishment of the School of Arts and Sciences, and establishment of the School of Arts and Social Sciences and the School of Science;
- Establishment of the School of Public Health and Preventive Medicine, the Eastern Health Clinical School, and renaming of the Central and Eastern Health Clinical School as the Central Clinical School;
- Establishment of the Centre for Multimedia Computing, Communications and Applications in the Faculty of Information Technology;
- The establishment of a Department of Architecture in the Faculty of Art and Design;
- Establishment of the eEducation Centre;
- Establishment of the Monash South Africa Research Initiative (MARI); and
- Establishment of the CTI-Monash Centre for Optimisation in Travel, Transportation and Logistics within the Centre for Research in Intelligent Systems.

The Board also received a report on changes to the structure of the Education Portfolio, including the transfer of quality activities to the portfolio of the new Pro Vice-Chancellor (Planning and Quality) and creation of a new Pro Vice-Chancellor (Learning and Teaching) position.

Academic Board considered several matters relating to academic programs, including:

- Endorsement of the wording to be used on testamurs for PhD Cotutelle candidates;
- Approval of the name of the Master of Psychology (Counselling)/ Doctor of Philosophy; and Master of Psychology (Educational and Developmental)/Doctor of Philosophy degree names and endorsement of the use of these names on the relevant testamur; and
- Endorsement of the Monash University/Lulea University of Technology (Sweden) Collaboration Agreement and approval of the Dual Award PhD proposal.

The Board also engaged in a range of key policy debates, including:

- Revised Monash University Graduate Attributes;
- Early assessment and feedback to first year undergraduate students;
- Requirements for compliance with the Education Services for Overseas Students Act 2000 (ESOS) and Standard 7 of the National Code of Practice 2007;
- Academic Promotions Procedures;
- Commissioning of a full review of Statute 4.1 – Discipline; and
- The use of animals for teaching purposes at Monash, including the commissioning of Education Policy and Programs Committee to develop a policy relating to the use of animals for research or teaching purposes throughout the University.

Monitoring of Academic Affairs

As part of its responsibility to monitor the University's academic affairs, the Board considered several significant reports including the Key Performance Indicators and Internal Performance Indicators Reports, Load and Admissions Report, draft Australian Universities Quality Agency (AUQA) Progress Report and an update on preparations for the second cycle of AUQA audits.

Governance

In meeting its governance responsibilities, Academic Board considered a wide range of proposals to amend the University's legislation including endorsement of:

- The proposal to amend Statute 2.3 – *The Faculties (Amendment no. 1 2008)*, repeal Statute 2.14 – *Victorian College of Pharmacy*, amend the Faculties Regulations (Amendment no. 2 2008) and repeal the Victorian College of Pharmacy Regulations, to change the Victorian College of Pharmacy's structure from a College to a Faculty of the University, and change nomenclature from 'Pharmacy' to 'Pharmacy and Pharmaceutical Sciences';
- The Faculties Regulations (Amendment no. 1 2008) (amending the Faculties Regulations, Schedule 7 – Faculty of Engineering, and Schedule 9 – Faculty of Science);
- Proposals to amend Statute 4.1 – *Discipline*, Statute 6.3 – *Exclusion for Health Reasons*, Statute 6.2 – *Exclusion for unsatisfactory progress or inability to progress* (and the Regulations made thereunder);
- The Miscellaneous Statutes Review 2008, which effected a range of amendments, including repeal of Statute 2.3.1 – *The Subfaculties*, repeal of Divisions II and IV of Statute 2.5 – *Committees, Boards of Studies and Institutes* and further amendments to Statute 2.5, Statute 3.5 – *Administrative Staff*, Chapter 5 – *The Library and Computer Centre*, Statute 6.1.2 – *Courses and Degrees* and repeal of Chapter 6B – *Multi-faculty degrees*; and
- Further amendments to Statute 2.5 Division 1 – *Research Graduate School Committee (RGSC)*, to update the responsibilities and membership of the RGSC.

Academic Board approved a range of policies (and, where applicable, noted associated procedures), including:

- HDR Candidature: Academic and Administrative Complaints Procedures;
- Collaborative Coursework Arrangements Policy;
- Grading Scale Policy;
- Course and Unit Handbook Policy;
- Global HR Policy Taxonomy and global HR Policies (approved by Strategy and Resources Committee);
- Conduct and Compliance Procedures (approved by Strategy and Resources Committee);
- Student Travel Policy;
- Timetabling Policy;
- English Language Requirements Policy;
- Recognition of Excellence Policy;
- Special Consideration Policy; and
- Course Structure Policy.

The Board welcomed new Vice-Presidents Professor Barbara Caine (term of office to 31 December 2008) and Bernard Hoffert (term of office 1 January 2009 to 31 December 2010) and regularly dealt with a range of other membership/structural matters.

The Board disestablished the Transnational Quality Assurance and Improvement Committee, endorsed changes to external membership of the Board of the Faculty of Law and approved nominations to Exclusion Appeals and Central Discipline Committees. Throughout 2008, Academic Board received regular reports from its key standing committees and from Faculty Boards and reports on proceedings of Faculty Discipline Committees as required by Statute 4.1 – *Discipline*.

Professor Jayne M Godfrey
President, Academic Board

Social performance

Monash people

Workforce profile

	2006			2007			2008		
	FT&FFT	Casual	Total	FT&FFT	Casual	Total	FT&FFT	Casual	Total
Academic									
Female	1,238	326	1,564	1,287	342	1,629	1,338	345	1,683
Male	1,566	349	1,916	1,629	324	1,953	1,642	319	1,961
Total	2,804	675	3,479	2,915	667	3,582	2,979	665	3,644
Professional									
Female	1,900	232	2,132	1,884	229	2,113	2,041	235	2,276
Male	1,131	136	1,267	1,111	144	1,255	1,184	165	1,349
Total	3,031	367	3,399	2,995	373	3,368	3,226	401	3,627
All staff									
Female	3,138	558	3,696	3,171	572	3,742	3,379	580	3,959
Male	2,698	485	3,182	2,739	468	3,207	2,826	485	3,311
Total	5,836	1,043	6,878	5,910	1,040	6,949	6,205	1,065	7,270

Notes:

1. The FT&FFT staff FTE is as at 31 March each year.
2. The 2006 and 2007 Casual FTE is calculated on the respective full calendar year.
3. The FTE data is sourced from University Planning and Statistics.
4. The 2008 Casual FTE is preliminary data provided by the Human Resource Division based on the full 2008 calendar year.
5. FTE figures are rounded to the nearest whole number.
6. The FTE data excludes Monash Malaysia and Monash South Africa but includes independent operations.

Staff development

Priority - to improve the Monash staff experience emphasising career development

Staff orientation

New staff were automatically enrolled in a half day Welcome to Monash orientation session to familiarise them with Monash's facilities and procedures.

Career development

Individual staff development needs were identified in consultation with supervisors and addressed through a variety of formal and informal methods, including but not limited to external study programs, fellowships, coaching, institutional secondments, international experience, and involvement with professional networks and associations.

A University-wide Review of Staff Development was conducted in 2008 to assess current practices applied to developing staff on both Australian and international campuses and across academic and professional staff.

The Vice-Chancellor's Awards for Exceptional Performance by Professional Staff were granted to three individuals and one team. To commemorate Monash's 50 year anniversary a special service award ceremony was held to acknowledge staff with more than 25 or 35 years' service to the University.

Staff training

Staff at Monash, have access to a range of internal training programs through various units and support services. In 2008, 8.9 hours of in-house training courses were attended per tenured and fixed-term staff member. Additional staff training activities included the job rotation scheme for general staff, the staff study support program, career and professional development awards and fellowships, other faculty and departmental-based training courses and informal lunchtime seminars.

Leadership development

Emphasis continued to be placed on developing leadership and management skills in senior staff in 2008 and initiatives targeted senior staff at Academic staff Level D and above, HEW 10 and above, and HEW 9 staff who managed five or more staff with significant financial responsibilities.

Human resource policy and processes

The Human Resource Division's Organisational Development and Policy (ODP) Branch developed strong collaborative relationships across the University to develop and deliver more effective human resources policies, processes and tools. This included revising the performance development system for academic staff and improving communications related to promotional processes and compliance procedures. A global HR policy taxonomy of eight policies underpinned by University and campus specific procedures, guidelines and other supporting material was also developed. Of particular interest was the creation of a Monash University Ethics Statement, which captures Monash's distinct ethical culture and details the values and principles expected of all staff and students as members of the Monash community.

Industrial relations

There are three collective bargaining agreements governing the terms and conditions of staff employment at Victorian campuses. These agreements were certified by the Australian Industrial Relations Commission under the Workplace Relations Act. Each agreement contains a specific provision relating to consultation about change and require the University to notify staff of any proposed changes that may affect them.

Collective bargaining agreements do not apply to staff at Sunway campus, Malaysia and Monash South Africa.

Stakeholder engagement

Monash University has a range of mechanisms and structures to allow students and staff to provide feedback on their experience and views. These include grievance and complaint procedures, formal surveys, focus groups, networks and committees.

Grievance and complaint procedures

Staff

Grievance and complaint procedures are applicable to all staff and available at www.adm.monash.edu.au/enterprise-agreements/academic-general-2005/53.html. Staff with concerns must first approach their supervisor and if their situation remains unresolved, the recommended process of escalation is that they consult with their organisational head, the Director Workplace Relations, then a grievance panel or a conciliator. The staff member has access to a Grievance Advisor throughout the process. If a staff member wants to seek external assistance, the website provides contact details for the Victorian Ombudsman.

Students

Under the oversight of its Academic Board, the University managed grievances from coursework and higher degree by research (HDR) students using its Academic and Administrative Complaints and Grievances Policy. Complaints that are not resolved at the local level, can receive further consideration by the University Student Ombudsman.

Formal surveys

The following surveys, with the exception of the surveys related to graduation, were administered across all Monash campuses.

Student feedback

Formal student evaluation of teaching quality was provided through the Monash Questionnaire Series on Teaching (MonQueST) and Unit Evaluations.

MonQueST comprises 11 surveys, and staff have been encouraged, but not obliged, to administer a MonQueST assessment every two to four years. Unit Evaluations are undertaken each semester and all units are required to be evaluated at least once in each year they are taught.

The Monash Support Experience Questionnaire (MSEQ), which gives students an opportunity to provide feedback on aspects of their support experience at Monash, was conducted in 2008 with a response rate of 21.2 per cent. The MSEQ is conducted in alternate years to the Monash Experience Questionnaire (MEQ). Results of this survey will be available in 2009. The MEQ, which was last conducted in 2007, sought coursework students' opinions on the quality of their teaching and learning provided by the University.

Graduation and beyond

All graduating students nationwide are able to provide feedback to universities and the Department of Education, Employment and Workplace Relations (DEEWR) via the Course Experience Questionnaire (CEQ). Students who completed postgraduate research in Australia were given the opportunity to provide feedback to their university and DEEWR via the Postgraduate Research Experience Questionnaire (PREQ).

The Graduate Destination Survey (GDS) is also collected at the same time as CEQ and PREQ. The GDS primarily provides feedback on student activities in relation to employment and further studies.

Staff feedback

The University conducted an online Staff Attitude Survey in 2007 and, on the basis of concerns expressed by staff, each organisational unit prepared an Action Plan documenting the strategies to be undertaken in 2008 to generate improvements. The two major areas identified for attention were leadership and career development. Several leadership development initiatives were implemented, including a new senior leadership program Leadership in Action. These initiatives were designed to build critical leadership capability in alignment with the Monash 2025 goals, as well as providing development opportunities that will enable aspiring leaders to take on more senior roles at Monash.

The staff separation questionnaire aims to ascertain why staff members leave and what could be done to improve the staff experience.

Occupational health and safety

Priority – to provide staff, students, contractors and visitors with a healthy and safe environment and to fully integrate health and safety into all aspects of its activities

In 2008 the Environment group separated from the former Occupational, Health Safety and Environment (OHSE) to form The Office of Environmental Sustainability. A new Occupational Health and Safety (OHS) unit was created, with a more clearly defined and focused approach to the management and promotion of occupational health and safety within the University. The University successfully maintained its AS/NZS 4801 OHS Management Systems accreditation across all Australian campuses. A program of internal and external audits was conducted throughout 2008 with six areas audited internally by the OHS unit and nine areas audited externally. In addition, four OHS procedures were also subject to external audit.

Table 6: Number of reported workplace injuries

	2003	2004	2005	2006	2007	2008
Sprains and strains	63	50	57	36	35	25
Contusions	5	8	13	17	3	1
Lacerations	13	11	7	9	8	3
Burns	5	1	2	1	3	0
Stress	5	2	2	2	2	0
Fracture	3	4	3	6	5	6
Foreign body	0	3	0	0	0	0
Needle-stick	2	-	0	0	0	0
Other	9	8	10	4	5	5
Total	105	87	94	75	61	40

Source: OHS Unit in Australia.

Proactive identification of OHS risks across the University by the OHS Unit resulted in improved consultation with Faculty and Divisional staff. A program of continuous review of all OHS policies and procedures resulted in the creation of five new guidelines. Zone Committees continued to be the key consultative forum in which all staff were represented in OHS matters affecting not only their particular workplace but the wider University generally.

Monash South Africa and Sunway campus, Malaysia are currently preparing for OHSAS 18001 accreditation in 2009, which is the International Standard for OHS management systems. Strong collaborative relationships have been formed with OHS staff at Sunway and Monash South Africa to assist them in this critical initiative.

Diversity and equal opportunity

Equal opportunity employer

Priority – to attract and retain talented staff from a diverse range of backgrounds

The University articulates its commitment to respecting individuals regardless of religion, race, belief, gender or disability and to providing employment opportunities for staff in a fair and equitable way through the Global Equal Opportunity Policy. The Policy reiterates Monash's commitment to promoting equal opportunity in education and employment in recognition of global principles of equity and justice.

Appointment processes were managed by selection committees that comprised at least three staff members, of which one member is trained in staff selection. Where there is an Indigenous applicant, it is a requirement that an Indigenous staff member participates in the interview panel. Equal opportunity and anti-discrimination processes are followed, and the rights and responsibilities of the applicants and the University are protected.

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

- Equal Opportunity for Women in the Workplace Act 1999 (Cwlth);
- Sex Discrimination Act 1984 (Cwlth);
- Disability Discrimination Act 1992 (Cwlth);
- Human Rights and Equal Opportunity Commission Act 1986 (Cwlth);
- Equal Opportunity Act 1995 (Vic);
- Racial Discrimination Act 1975 (Cwlth); and
- Racial and Religious Tolerance Act 2001 (Vic).

Gender equity

Priority – to provide an equal opportunity for women in the workplace program

The University aims to enhance the leadership capabilities of women and to assist the University in moving towards a more gender-inclusive management structure.

A number of programs to develop the leadership skills of women were conducted. The Women's Leadership Shadowing Program, where senior female staff observed Monash's senior executive staff at work, was conducted. Three Springboard Women's Development programs were offered through the Staff Development Unit and a mentoring scheme for women was conducted in the Facilities and Services Division.

Monash recognised International Women's Day with more than 500 staff attending functions at Caulfield and Clayton campuses.

Gender equity continued to be supported by a number of committees, including the Vice-Chancellor's Taskforce on the Advancement of Women and the Inclusive Practices Workplace Equity Committee. The University's 10 faculties also supported gender equity through Faculty Equity and Diversity Committees and annual reports to the Equal Opportunity Committee (a sub-committee of Monash University Council).

Priority – to increase the representation of women in senior roles

Monash University adopted as one of its key performance indicators (KPI) the representation of women in senior roles, with a target objective of being in the top three Group of Eight universities in 2008. Senior roles refer to positions at Level D and above and at HEW Level 10 and above.

Priority – to maintain the University's Employer of Choice for Women status

Monash University was awarded the Equal Opportunity for Women in the Workplace Agency (EOWA) Employer of Choice for Women citation for 2008 for the seventh consecutive year. The citation is awarded to organisations with more than 100 employees that have demonstrated that they have policies and practices that support women across the organisation and generate positive outcomes for both women and the business.

Equity and access

Social infrastructure

Priority – to provide an environment free from discrimination and harassment

Information and Resolution Services continued to support the University to achieve equity for students and staff. Opportunities for policy development were pursued, existing policies reviewed and information on equal opportunity rights and responsibilities were widely promoted on the web and through various training initiatives.

Briefing information was developed for strategic staff on the *Equal Opportunity (Family Responsibilities) Amendment Act (2008)*. A working group was dedicated to focusing on Monash University meeting its obligations under the Victorian Charter of Human Rights and Responsibilities Act 2006.

Equal Opportunity training was available online and through workshops for supervisors and staff on a monthly basis. Discrimination and Harassment Grievance Adviser training in Discrimination and Sexual Harassment Grievance Procedures was offered on three Victorian campuses.

An online database for the submission and analysis of advisors' reports continued to monitor matters handled under these procedures. A variety of equal opportunity related concerns were resolved. Faculty and Divisional Equity and Diversity Committees continued to operate and were provided advice and information sessions by the Equity and Diversity Centre (EDC) on request. Monash University's commitment to cultural diversity continued to be fostered through the cultural calendar, which sets out dates of strict religious observance.

Priority – to promote student equity and access

The University aimed to provide a supportive learning environment receptive to the perspectives and experiences of disadvantaged or under-represented individuals and groups from diverse backgrounds. Student equity and access was encouraged through a number of groups and committees at Monash University for example the Student Equity Unit continued to offer advice and support to current and prospective students and their parents on student equity.

Student equity officers were also available within the faculties, divisions, residences and student associations. They received training in issues such as cultural diversity, supporting international and rural students, and information regarding changes in government and institutional policy and practices.

Monash people with a disability

Priority – to provide access for students and staff with a disability

Monash continued to provide comprehensive support services to students and staff with a disability through the Disability Liaison Unit (DLU). A range of services were provided to students to assist them to meet their course requirements, including:

- Note takers, Auslan interpreters or Live Remote Captioning in lectures and tutorials;
- Course materials in alternative formats such as electronic text or Braille;
- Access to on-campus assistive technology and resting rooms; and
- Alternative arrangements for assessment in examinations such as additional time for writing, rest breaks and the use of equipment.

The Disability Contact Officer Network provided confidential advice and information to faculty and divisional staff with a disability and/or chronic medical condition. Advice centred mainly on workplace modifications, referrals to the DLU, information regarding leave arrangements and the purchase of adaptive technology.

Indigenous students

Priority – to ensure that the retention and success of Indigenous students are in the top three of the Group of Eight

The University's Centre for Australian Indigenous Studies (CAIS) works with Faculties and Divisions to increase Indigenous student participation. The Centre collaborates with local Indigenous communities as well as Indigenous academic staff and units within the University.

Indigenous students in higher education tend to be older, with more health concerns, fewer financial resources, and greater parental responsibilities than other students. In 2008, a multi-faceted recruitment strategy included the publication of course and study information for Indigenous applicants and updating of the relevant website. Further to the 2006 Review of Indigenous Access, University Council resolved to fly Indigenous flags at all Victorian campuses, introduce an Indigenous stole for Indigenous graduands and staff at graduations, to celebrate Indigenous days of significance and to invite elders and traditional custodians to meet with Council at an annual Welcome Day. Scholarships were also introduced for postgraduate Indigenous students.

Indigenous students at Monash continued to experience success and retention rates on a par with the general student population. Indigenous students were further supported by the student-run Indigenous Social Committee, tutoring for all Pathways students, and bursaries through the "Towards a Just Society Fund."

Victorian universities are developing a coordinated approach to Indigenous student recruitment, and it is envisaged that a more streamlined recruitment scheme will boost enrolments across the sector.

Health, wellbeing and family

Priority – to enhance wellbeing across the whole university community, improving physical health and fitness

Monash University provides high-quality core services to support and promote student and staff wellbeing. A Wellbeing at Monash Coordinator was appointed to design and manage an annual schedule of health promotion and community fitness events.

Priority – to contribute to the mental health, resilience and well-being of Monash staff and students

Monash University offered a number of services and events to support staff and student wellbeing, including counselling services, training programs, and health enhancement programs. In 2008, Mental Health Week was celebrated with live music and relaxation activities. Group counselling sessions for students addressed issues such as stress and depression and all campuses provided a drop-in counselling service for new students.

Safe community

Priority – to contribute to a safer community for staff and students

Monash increased resourcing of campus safety programs in 2008. A Safer Community Coordinator was appointed, an information resource pack was launched, and a phone/email point of enquiry to combat situations involving threatening and inappropriate behaviours was provided.

The University's Campus Watch program, similar to Neighbourhood Watch, continued throughout 2008. An after hours security bus continued to operate, providing students and staff with a safe means of transport to and from work, study and transport facilities on campus.

Family and childcare

Priority – to successfully combine employment and education with family responsibilities

Monash sponsored childcare services were offered at Monash's campuses in Caulfield, Clayton, Gippsland and Peninsula. The services were operated either by parent management committees, student unions, or at the Peninsula campus, the Faculty of Education. Plans to increase the capacity of childcare services at Clayton campus took effect, with design completion of a 120 place childcare centre.

Sporting facilities

Priority – to promote a healthy lifestyle and community development

Monash University offers extensive sporting and physical infrastructure coupled with sporting and fitness programs through Monash Sport. Incorporation of sporting and recreation facilities was finalised in the Master Plans of Berwick and Peninsula campus. Integration of sporting and recreation facilities into Master Plans also commenced at campuses in Caulfield, Monash South Africa and Parkville. Monash University was awarded the Overall Sporting Champions University at the 2008 Australian University Games.

Social responsibility

Community engagement

By far the largest impact or contribution Monash provides to the broader community is through its teaching and learning. Staff were recognised for their community service work through the performance management review scheme, and contributed to conferences, associations and professional bodies on a regular basis.

Many examples of how Monash University contributed to the wider community were submitted for inclusion in the Annual Report by divisions, faculties and campus directors. The examples chosen for inclusion in this year's Annual Report are from the Faculty of Arts and the Faculty of Information Technology, Monash South Africa, and Monash Sport at Victorian campuses.

Staff and students at Monash South Africa worked in the outer community on a regular basis. Monash South Africa had a strong Student Volunteer Program (SVP), supported by their Community Engagement Office. The SVP aimed to positively impact local communities, often in collaboration with external community workers and donor organisations. A major highlight of the year's voluntary work was the Weekend Program conducted in Semester Two. In partnership with Hope Worldwide, AFL, Lego and Nedbank Chess, every Saturday 150 children from the Zandspruit squatter camp attended classes at Monash South Africa in life skills, chess, science, maths tutoring, football and computer literacy.

Monash Sport organised a number of events and programs to support the wider community at Victorian campuses. Over 4,000 students, staff, alumni and their families and friends ran, cycled and swam at iconic sporting sites, raising over \$150,000 for organisations such as Portsea Surf Lifesaving Club and the National Breast Cancer Foundation. In 2008, Fair Trade certified sporting balls were used for Monash Sport's Social sport program.

Human rights

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

Procurement

In 2008, Monash launched a new Procurement Framework with accompanying guidelines and procedures. Social and environmental sustainability considerations were included in the framework, with staff workshops and the drafting of Environmentally and Socially Responsible Procurement guidelines. Monash committed to a 30 percent weighting for sustainability aspects of goods and services tendered. Monash faces the challenge of integrating sustainability considerations into purchases valued below \$200,000, which contribute to more than 90 per cent of its transactions.

Human ethics and animal welfare in research

The Standing Committee on Ethics in Research Involving Humans advised the Deputy Vice-Chancellor (Research) (DVCR) and assisted Monash in conforming to the requirements of the National Statement on Ethical Conduct in Research Involving Humans. The Monash University Animal Welfare Committee (MUAWC) was responsible for advising the DVCR and ensuring that the activities of the ten Animal Ethics Committees complied with State law and the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes. MUAWC maintained that related University policy was implemented consistently in 2008. The committee was represented by researchers, animal welfare organisations, and lay members. A training course in the care and use of laboratory animals was provided to new staff and students who were involved with animals for research or teaching purposes each semester.

Statements of compliance

Statutes made and/or amended in 2008

Statute	Approved by Monash University Council	Approved by the Minister
Statute 2.3 – <i>The Faculties</i> (Amendment No.1 2008)	14 July 2008	11 August 2008
Statute 2.14 – <i>Victorian College of Pharmacy</i> (Repeal)	14 July 2008	11 August 2008
Statute 3.1 – <i>The Chancellor and Deputy Chancellor</i>	3 December 2008	13 December 2008

Freedom of information

Monash University processed five requests under the *Freedom of Information Act 1982* as against 10 in the previous year. In addition there were seven 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 hardcopy records series are set out below:

- Student files (1961 to current);
- Student record cards (1961 to 1990);
- Administrative correspondence (1962 to current); and
- 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 to current);
- Monash University student information systems (MUSIS 1982–2000); (Callista 2000 to current); and
- Accounting and funds management system (SAP 2000 to 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 am to 5.30 pm, Mondays to Fridays, during semester). These and other principal University record series available were as follows:

- Monash University Council minutes (1961 to 2006);
- Academic Board minutes (1960 to 1996);
- Monash University Council Annual Reports (1961 to current);
- Annual examination papers (1961 to current); and
- Faculty handbooks (1962 to current).

The University website (www.monash.edu) was also a valuable source of information and contained a considerable range of material including:

- Monash University Council minutes (1990 to current);
- Academic Board minutes (1993 to current);
- Strategy and Resources Committee (2007 to current); and
- Senior Management Forum (2007 to current).

In addition, the University website could be used to access a wide range of information about the University and its archives. Areas of interest included teaching, research, policy information, course and unit information, and a wide range of faculty and campus-specific information. Members of the public without access to the web could use computers at the State Library of Victoria or at any Monash University library to access the site.

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

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

Should formal FOI access 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 \$22.70 as prescribed by the Act. Such requests for access should contain sufficient detail to enable the specific documents required to be identified.

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

Charges for access complied with the Freedom of Information (Access Charges) Regulations 2004. The charges would cover time spent searching for documents and the cost of providing access.

Requests should be sent to:

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

Further information about Freedom of Information could be found at the Executive Services website at www.adm.monash.edu/execserv/.

Compliance with the Education Services for Overseas Students Act 2000

Monash University and its controlled entities complied with the *Education Services for Overseas Students Act 2000* and the National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students (National Code 2007).

Compliance with Whistleblowers Protection Act 2001

Monash University is committed to the aims and objectives of the Whistleblowers Protection Act 2001. The University does not tolerate improper conduct by its employees, officers or members, nor the taking of reprisals against those who may come forward to disclose such conduct. The University would take all reasonable steps to protect people who made such disclosures from any detrimental action in reprisal for making the disclosure.

The Monash University Whistleblower Procedures were established in accordance with the Act. The procedures established a system for reporting disclosures of:

- Improper conduct;
- Corrupt conduct; and
- Detrimental action by employees, public officers or members.

These procedures were available from the University website at www.adm.monash.edu/workplace-policy/conduct-compliance/whistleblowers.html

The number and types of disclosures made to the public body during the year. One (Improper conduct)*

The number of disclosures referred during the year by the public body to the Ombudsman for determination as to whether they were public interest disclosures. One

The number and types of disclosed matters referred to the public body during the year by the Ombudsman. One

The number and types of disclosed matters referred during the year by the public body to the Ombudsman to investigate. One

The number and types of investigations of disclosed matters taken over by the Ombudsman from the public body during the year. Nil

The number of requests made under section 74 during the year to the Ombudsman to investigate disclosed matters. Nil

The number and types of disclosed matters the public body had declined to investigate during the year. One

The number and types of disclosed matters substantiated on investigation and the action taken on completion of the investigation. Nil

The number of recommendations of the Ombudsman under this Act that related to the public body. One

* One additional disclosure was also made but did not satisfy the requirements of Section 12 of the Act.

Statement on the number of complaints made to and investigated by the Ombudsman and made to and involving the University

We were not aware of any whistleblower complaints made to the Ombudsman that involved the University other than those reported in the table above.

National competition policy

The University continued to implement its established policies consistent with its obligations in relation to the National Competition Policy. The Trade Practices Compliance Manual guides compliance with the relevant legislation. The University was not the subject of any National Competition Policy-related action.

The University has established policies and procedures to ensure adherence to its obligations under the Trade Practices Act 1974 and to practise competitive neutrality in relation to relevant significant business activities. Detailed information and guidelines may be obtained online from www.adm.monash.edu/tpa/compliance-procedures.html. Advice on the law of trade practices and competitive neutrality is provided by the University Solicitor. The policy on setting of fees is available through Finance and Resource Management website at www.firm.monash.edu/finance/references/cpf/feepolicy.pdf.

Privacy

Monash is required to comply with the Information Privacy Act 2000 (Vic), the Health Records Act 2001 (Vic) and the Freedom of Information Act 1982 (Vic).

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

- Promote an understanding and acceptance of the privacy principles and their objectives throughout the University community;
- Educate people within the University about information privacy;
- Handle any complaints received in an efficient and appropriate manner; and
- Monitor privacy compliance and keep the University informed of updates to procedures.

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

All inquiries which may have led to privacy complaints were resolved without recourse to making a complaint to the Office of the Victorian Privacy Commissioner.

Website address for current and previous annual reports

Copies of the University's annual reports may be accessed at www.monash.edu/pubs/ar.

Environmental performance

Introduction and scope

The environmental performance of Monash University is viewed primarily in terms of operating campuses. The environmental impact of areas such as research, education or the supply chain is not yet readily available.

In keeping with the Global Reporting Initiative (GRI) framework, environmental performance is viewed in terms of governance and staff resources dedicated to environmental improvements and an institution's public commitments and policies. Rather than keeping strictly to the GRI Environmental Indicator Set, environmental performance is assessed in terms of what is considered most meaningful to a university. The GRI Environment Performance Indicators included are referenced with the relevant code e.g. EN8: *Total water withdrawal by source*. The environmental performance of Monash University is discussed in terms of its performance in Australia. Environmental initiatives in progress at Sunway campus, Malaysia are briefly mentioned towards the end of this section.

Environmental performance statistics from 2008

The following statistics detail the environmental performance of Monash University:

- Monash used 594,937 gigajoules (gas and electricity) in 2008, five per cent less than in 2007;
- Monash used about the same volume of water in 2008 as 2007, constituting 505,000 kilolitres (kL) of water;
- The water harvesting storage capacity doubled in 2008 to approximately 1000 kL;
- Monash emitted 172,866 tonnes of CO₂ e in 2007;
- The 2007 carbon footprint calculation showed that 69 per cent of Monash's carbon emissions came from electricity, 12 per cent from natural gas and 13 per cent from air travel;
- Monash generated 4,683 tonnes of waste in 2008;
- Seven per cent fewer single-occupant cars were used for commuting to Monash in 2008 than in 2007;
- The number of free carpooling car parks offered on campus increased from 280 in 2007 to over 600 in 2008;
- About five more full-time staff were employed in environmental campus improvements in 2008;
- Monash used about 39,372 reams of A4 paper in 2008;
- 82 per cent of A4 paper used was recycled content paper;
- Monash used about 4 per cent less A4 paper in 2008 than in 2007; and
- 260 green representatives supported the university's programs.

Staffing, commitments and compliance

Public commitments

Monash's Environmental Sustainability Policy can be viewed at www.monash.edu/about/overview/vision.html. According to the policy, Monash aims to reduce its environmental impact and incorporate environmental sustainability into all aspects of teaching, research and consultancy. In 2008, Monash focused on reducing its environmental impact across campus operations.

Monash signed the Talloires Declaration in 2007, which commits an institution to furthering sustainability at every opportunity - including in its interactions with external counterparts - in all of its operations, institutional culture, policies, information exchange, curriculum, resource use, management and research. It also commits an organisation to becoming proactive in finding sustainability solutions on the national and international level.

As a Waste-Wise member, Monash University has committed to generating zero waste to landfill.

Staff dedicated to environmental sustainability

In 2008 the University significantly improved the governance, planning and resources committed to improving the environmental sustainability of its operations. Key to this process was enhanced governance, with the establishment of the Vice-Chancellor's Group Environment. The new governance structure involves the senior management team and over 100 other staff and students, and ensures a broad level of stakeholder engagement in the University's strategic environmental directions and planning.

To support the revised governance structure and in order to develop and implement a comprehensive range of environmental programs and initiatives, The Office of Environmental Sustainability (TOES) was formed in 2008. TOES brings together expertise in environmental planning, engineering, compliance and behavioural change. It focuses on improving the built environment in combination with extensive behavioural change programs to engage the Monash community to work and study in a more sustainable manner. Further information on the work of the Office of Environmental Sustainability can be found at <http://monash.edu.au/green>

The number of full-time equivalent staff directly employed in environmental improvements and compliance increased to 12.4. Funding of \$4 million was provided for environmental improvements and compliance.

Monash Sustainability Institute (MSI) aims to solve key sustainability challenges through research, education and action and provided a gateway to expertise in sustainability research and practice across Monash's faculties and research institutes. In 2008, the number of staff employed at MSI increased to eight.

Data management

In 2008 data collection methods and processes to effectively report on the University's performance in key environmental areas were established. Performance indicators were established at the building, campus and University level. The data collected was used to monitor the impacts of behavioural change programs and alterations to building and infrastructure on resource use. The performance indicators were provided on the University website to communicate progress to all staff and students.

Environmental compliance

Priority – to be fully compliant with federal and state environmental legislation

Energy efficiency assessment reports documenting energy efficient projects, which provide cost savings in less than four years were compiled as required by the Australian Federal Government in accordance with the Energy Efficiency Opportunities Act 2006.

Three-year action plans for energy, water and waste reduction at the Caulfield and Clayton campuses were compiled to meet the Environment Protection Authority Victoria requirements in accordance with the Environment and Resources Efficiency Plan Regulations 2007. As required by the Victorian Environment Protection Agency, under the Water Act 1989, Water Management Action Plans (WaterMAP) were completed and submitted for the Clayton, Gippsland and Peninsula campuses.

Trade waste applications for two major new research facilities at Clayton campus were also submitted to Yarra Valley Water for approval.

A register of University-wide environmental legislative compliance was developed and submitted to Audit and Risk Management Office.

Cultural change campaigns

Priority – to create a new workplace culture in conserving energy

In 2008, engaging the University community in environmental sustainability was a priority. An overarching Greening Up Our Act campaign was developed and implemented. The campaign consisted of a series of behavioural change initiatives that focused on encouraging staff and students to take simple steps to reduce their environmental impact. The campaign was supported by signage across the campuses and aligned to national campaigns such as Earth Hour, Environmental Day and Ride to Work Day.

Components of the Greening Up Our Act Campaign included:

- Monash Earth Hour: the University held Monash Earth Hour in March between 1 pm to 2 pm and recorded a 23 per cent saving in energy for that hour. Over 1,000 staff and students registered online to switch off all non-essential lighting and equipment; and
- Monash Energy Challenge – Off-Peak Power: This campaign sought to reduce the University's consumption of electricity during off-peak hours (from 11 pm to 7 am weekdays, and all weekend). Staff were encouraged to switch off unnecessary equipment in the workplace in a promotion in July. An eight per cent reduction in off-peak electricity consumption over 2007 levels was achieved. An overall reduction in electricity consumption of one per cent, in comparison to 2007 levels was achieved in July, including off-peak and peak consumption.

Priority – to strengthen the capacity of the network of environmental advocates

Cultural change programs at Monash were facilitated through approximately 260 Green Representatives, comprising voluntary staff and student environmental advocates who were situated across all workplaces and campuses. TOES provided training sessions and regular support to the Green Representatives at campus meetings.

Green Games

In 2008, Monash was the principal host of Australian University Games, which attracted more than 6,000 athletes from across Australia. To demonstrate its commitment to environmental sustainability, Monash offered sporting venues which were:

- Carbon neutral - carbon credits were purchased to offset the emissions created as a result of the event; and
- Waste Wise – Monash received a Waste Wise Events Bronze certification from Sustainability Victoria.

Other measures to support the sustainability of the event included the installation of water efficient bathroom fittings, water recycling on hockey pitches, efficient use of all related events' materials and the distribution of eco-mugs to competitors.

Energy consumption

Priority - to reduce energy use by 20 per cent by 2010 against a 2005 baseline per EFSTL (equivalent full-time student load)

Priority - to reduce energy use by 20 per cent by 2010 against a 2005 baseline per GFA (gross floor area)

Targeted infrastructure improvements, detailed monitoring and cultural change programs all contributed to reduce Monash University's energy use. A series of awareness "waves" were rolled-out including Earth Hour, the "greening" of the University Games, a month-long off-peak energy use program and a comprehensive campaign to facilitate shut-down of equipment over holiday periods.

Significant lighting infrastructure improvement projects occurred on all campuses, ranging from the installation of new lighting technologies (LED, T8-T5 conversion, Mercury Vapour-T5 conversion) through to improved light control systems using light and motion detection. Motion detection was also introduced into some air conditioning controls to prevent cooling and heating unoccupied space.

Table 1: Energy consumption in terms of gas and electricity use by campus

Campus	Total energy (Gigajoules)	Energy per EFTSL	Energy per GFA	Change in energy per EFTSL	Change in energy per GFA
	2008	2008	2008	2007 to 2008	2007 to 2008
Berwick	8,627	6.58	0.60	down 3%	down 10%
Caulfield	111,776	12.40	0.91	down 25%	down 22%
Clayton	409,319	21.69	0.89	up 3%	0%
Gippsland	34,485	22.57	0.72	down 5%	down 7%
Parkville	10,677	10.99	0.43	up 11%	down 3%
Peninsula	20,053	8.41	0.54	down 17%	down 9%
Total	594,937	17.46	0.85	down 5%	down 6%

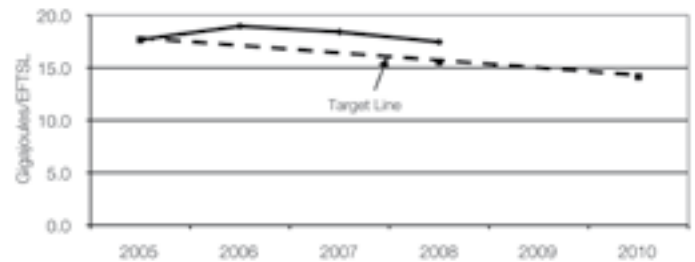
Source: Data has been extracted from utility bills by the Office of the Environmental Sustainability and includes use by Monash Residential Services. EFTSL: Equivalent Full-time Student Load; GFA: Gross floor area.

The total energy, in terms of electricity and gas used in 2008 was 594,937 gigajoules, and compares with 625,806 gigajoules used in 2007. This represents a five per cent reduction in energy use per EFTSL and a six per cent reduction per GFA as shown in Table one.

Figure one and two illustrate the University's progress towards its energy reduction target of 20 per cent from 2005 levels.

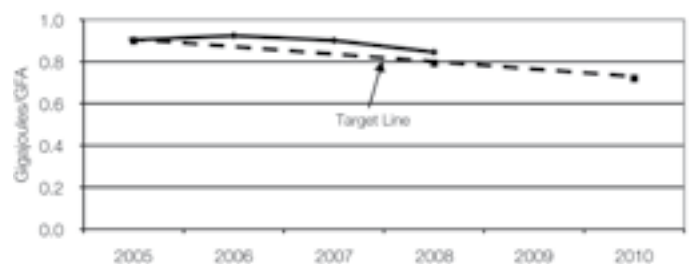
The EFTSL figure used in this report includes those students studying on campus and those students studying bimodally (on and off-campus).

Figure 1: Energy usage per EFTSL between 2005 and 2008



Source: The Office of Environmental Sustainability

Figure 2: Energy usage per GFA between 2005 and 2008



Source: The Office of Environmental Sustainability, Monash University

On-campus renewable energy

In 2008, solar thermal systems were fitted to the roof of the Doug Ellis Swimming Pool, with the capacity to provide about 30 per cent of the pool's heat requirement. Solar thermal systems were also installed at the Gippsland Residential Units to preheat water for showers. A five kW solar photovoltaic array was installed at the Parkville campus and a photovoltaic-powered car park lighting system was installed at the Peninsula campus.

Transport

Priority – to reduce greenhouse gas emissions associated with transport

Priority – to reduce the number of vehicles with single occupants commuting to Monash University

Staff and students commuted to Monash University campuses by car, train, bus, bicycle and on foot. The Transport Sub-committee, a sub-committee of the Vice-Chancellor's Group (Environment) was the peak transport committee at the University.

Motor vehicles

The majority of vehicles purchased by Monash were sourced from companies with Australian-based manufacturing plants. Most vehicles purchased also used unleaded fuel, with some special-purpose vehicles using diesel. The novated car leasing scheme for Monash staff did not include any sustainability criteria, such as fuel efficient cars or being supplied from Australian manufacturers.

Table 2: Monash fleet statistics 2006–2008 (excluding novated leases)

Category	2006	2007	2008
Number of vehicles	435	394	413
Percentage of fleet vehicles in Greenfleet	97%	99%	99%
Number of LPG vehicles	5	5	4
Number of diesel vehicles	no data	39	45
Number of hybrid vehicles	7	20	31
Number of eight-cylinder vehicles	3	2	0
Number of six-cylinder vehicles	303	272	285
Number of four-cylinder vehicles	118	120	128
Number of 4WDs	20	21	31
Total fuel use (litres)	733,308	689,108	655,010

Note: Some vehicles were counted in more than one category. Source: Strategic Procurement Group, Monash University.

Between 2006 and 2008 the number of vehicles in the fleet decreased by nine per cent and the total litres of fuel used decreased by 11 per cent. The number of hybrid vehicles in the fleet increased more than four fold between 2006 and 2008. The number of eight and six cylinder vehicles in the fleet decreased.

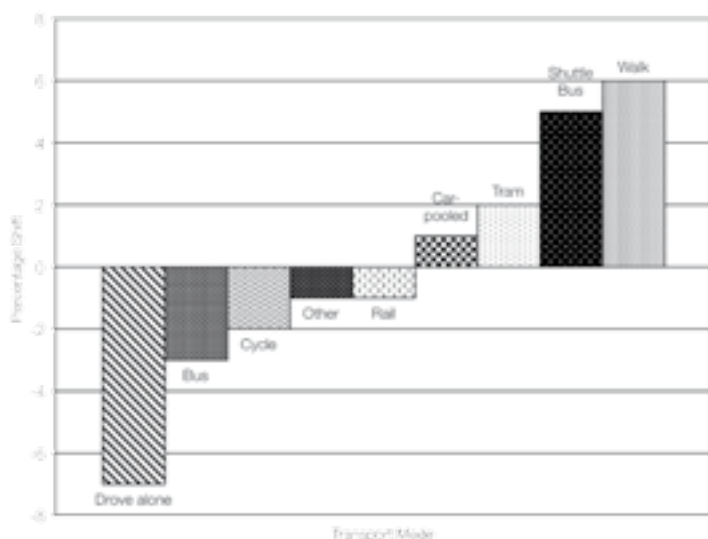
In 2008, a New Vehicle Pool System incorporating a centrally-managed vehicle system for Monash fleet was designed, and is planned to be rolled out in 2009. The system will enable staff from all faculties and departments to have more equitable access to fleet vehicles. The accompanying electronic booking system tracks various vehicle data including trip lengths, fuel consumption and trip frequency, which will assist in the management of future fleet configuration and its carbon footprint.

Mode share change from 2007

The primary objective of the Monash Transport Strategy initiated in 2005 is to reduce greenhouse emissions from travelling to Monash campuses through a shift away from Single Occupancy Vehicles (SOVs) towards sustainable alternatives, such as public transport, walking and cycling, while reducing the need to travel in general.

In 2008, travel mode surveys were conducted. These comprised face-to-face interviews following a set questionnaire with 13,250 people at Victorian campuses. The surveys reflected a large reduction in SOV share, in comparison to 2007 levels which were measured using a voluntary online questionnaire. This change in transport mode over 2007 and 2008 is shown in Figure 3. The results show that fewer people commuted alone in cars, by bus, bike and rail; and more people commuted by car pooling, tram, shuttle bus and walking in 2008 than in 2007.

Figure 3: Percentage shift in mode of transport used by commuters to Monash University between 2007 and 2008



Source: 2008 travel mode surveys, The Office of Environmental Sustainability, Monash University

Cycling

Improvements to bike infrastructure at Monash included the provision of a bike storage facility and the installation of approximately 100 additional bike hoops. Industrial design students launched a bike share project, using recycled parts and available to on-campus residents at Clayton campus.

Car pooling

The carpooling service at Clayton campus continued to be sponsored by the University. The number of free parking spaces increased to 612 spaces for car pooling vehicles at Berwick, Clayton and Peninsula campuses. The service was promoted by an awareness raising program and an improved online carpooling and matching service was launched on the my.monash internal portal, with a search facility by department and suburb.

Public transport

Monash University continued to advocate for greater public transport to the campuses through campaigns such as the Rowville Rail Campaign, various regional bus reviews and the Frankston Transport Management Association.

Shuttle bus service

A free intercampus shuttle bus service was provided between, Berwick, Caulfield, Clayton and Peninsula campuses. The shuttle buses were used 37 per cent more than in 2007 with approximately 450,000 intercampus commuters using the systems. The service between Berwick and Peninsula campuses was discontinued due to lack of patronage.

In 2008, the tendering process commenced for the shuttle bus contract (2009 – 2011). Environmental criteria were included in the tender, in particular the reduction of greenhouse gas emissions over the period of the contract.

Sustainable Transport Day

The University held its first Sustainable Transport Day which brought together Ride to Work Day and the 10,000 Steps program. The aim of the Day was to promote the use of alternative transport options to campus. To support the day the premier car parking spaces closest to campus buildings were converted to carpooling spaces and bike riders were treated to a healthy breakfast. The number of commuters car pooling increased by 81 per cent, in comparison to an average car pooling day. Across all campuses, 25 per cent more people cycled to work on the Day than in 2007, with 100 per cent more people cycling to Clayton campus.

Monash to go carbon neutral

Priority – to reduce carbon emissions and become carbon neutral

It is considered at Monash that carbon neutrality will be achieved by:

- Understanding and measuring carbon emissions;
- Reducing carbon emissions, and
- Implementing carbon offset programs for remaining emissions.

Reduction of carbon emissions however is the primary focus. In 2008, Monash University's carbon footprint for 2005, 2006 and 2007 was calculated, the results of which are shown in Table 3. The total greenhouse gas emitted in 2007 by Monash's activities was 172,866 tonnes CO₂-emitted. This figure equates to the sum of the GRI Indicators EN16 and EN17 (GRI Indicator EN16: Total direct and indirect greenhouse gas emissions by weight and EN17: Other relevant indirect greenhouse gas emissions by weight).

The increase in emissions in 2006 from 2005 levels reflects an increase in new buildings and facilities and improved data collection. The total gross 2007 emissions reduced by 8.5 per cent from 2006 levels, as a result of reduced electricity use (1.2 per cent) and a lower electricity emission factor (9.7 per cent) for 2007. The major contributors to the 2007 Monash's carbon emissions are electricity (69 per cent), domestic and international air travel (13 per cent) and natural gas (12 per cent) as shown on Figure 4.

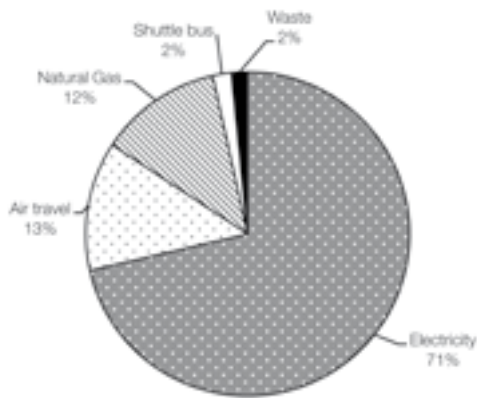
Emissions offset increased in 2007 in comparison to 2005 and 2006 levels; with approximately 12 per cent of total carbon emissions offset. Those offsets purchased included GreenPower and Greenfleet tree planting offsets.

Table 3: Monash University's Carbon Footprints (tonnes CO₂-emitted/year) in 2005, 2006 and 2007

	2005	2006	2007
Scope 1 (on-site emissions arising from combustion of gas and fuels and use of refrigerants)	18,852	20,041	19,675
Scope 2 (Indirect emissions arising from the generation of imported electricity)	110,042	119,175	112,278
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 water, business travel by staff and livestock use)	42,655	49,703	40,913
Total	171,550	188,919	172,866
Emissions offsets (tonnes CO ₂ -emitted/year)	17,398	14,539	19,944
Net total of all emissions after including offsets (tonnes CO₂-emitted/year)	154,153	174,380	152,922

Note: Data was collected and calculated according to the National Greenhouse Accounts Factors, January 2008 and the Australian Standard 14064.1-2006. Original emission factors were used from the AGO factors and methods workbook (where available) for the year reported. (Data from previous years was recalculated as more accurate data became available).

Figure 4: Major contributors to 2007 Carbon footprint



Source: Carbon footprint calculation, The Office of Environmental Sustainability, Monash University.

Water Consumption

Priority – reduce the University's potable water consumption by 15 per cent by 2012 from 2007 levels

Priority – develop a comprehensive storm water harvesting system

The total potable water consumed by Monash University was similar in 2008 to 2007 with approximately 505,000 kL consumed on all campuses (GRI indicator EN8: *Total water withdrawal by source*). Table 4 shows the total potable water consumed by each domestic campus. Monash's progression towards its target is shown in Figure 5, in terms of EFTSL and in Figure 6 in terms of GFA.

Water Management Action Plans (WaterMAPS) as required by the Victorian Environment Protection Authority were prepared for Caulfield, Clayton, Gippsland and Peninsula campuses. Water efficiency was improved within buildings by installing AAA rated shower roses, waterless urinals and dual flush-o-meters.

The replacement of "once through" potable water systems used to cool laboratory equipment with chilled water recirculation systems commenced in 2008. This replacement applies to equipment such as autoclaves, rotary evaporators and distillation systems.

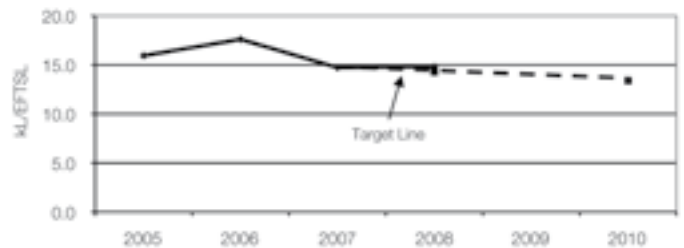
A number of major water harvesting projects were undertaken. Water tanks ranging between 5,000 and 200,000 litres were installed to supply toilets, landscape irrigation and cooling towers. A 113,000 litre decommissioned diesel tank was refurbished to store and distribute storm water at Clayton campus. The water harvesting storage capacity at Monash doubled in 2008 to approximately 1,000 kL.

Table 4: Potable water consumed per campus and in comparison to 2007 levels

Campus	Total Kilitres (kL) 2008	Kilitres per EFTSL 2008	Kilitres per GFA 2008	Change in water consumption per EFTSL 2007 to 2008	Change in water consumption per GFA 2007 to 2008
Berwick	10,911	8.32	0.75	up 61%	up 49%
Caulfield	60,976	6.77	0.50	down 18%	down 16%
Clayton	366,011	19.39	0.80	up 3%	0%
Gippsland	41,796	27.35	0.88	up 15%	up 12%
Parkville	7,435	7.65	0.30	down 3%	down 15%
Peninsula	17,871	7.49	0.48	up 2%	up 12%
Total	505,000	14.82	0.72	up 0.7%	down 0.5%

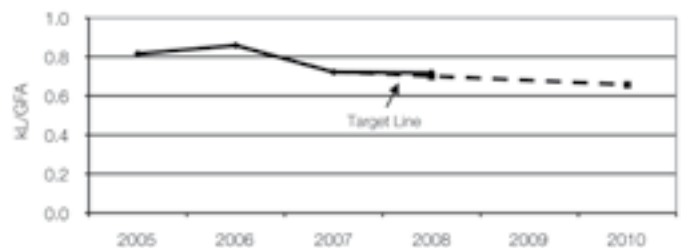
Source: Source: Data has been extracted from utility bills by the Office of the Environmental Sustainability and includes use by Monash Residential Services. EFTSL: Equivalent Full-time Student Load. GFA: Gross floor area.

Figure 5: Monash University's Water usage per EFTSL



Source: Utility bills, The Office of the Environmental Sustainability, Monash University.

Figure 6: Monash University's Water Usage per GFA



Source: Utility bills, The Office of the Environmental Sustainability, Monash University.

Biodiversity

As yet no formal studies or programs have been undertaken at Monash University to assess the biodiversity value of its property or to conduct campus-wide habitat protection or enrichment programs. Informal studies by interested students and staff have occurred, however there is no central system for recording biodiversity. In 2008 the Office of Environmental Sustainability began a preliminary survey to identify and record vegetation species across all campuses, including a tree register. A Flora and Fauna survey of 7.5 hectares on the Berwick campus was also undertaken as part of a baseline information study for a potential wetland development in the area.

Procurement

The new Procurement Framework presents a comprehensive set of guidelines and procedures, inclusive of strategic sourcing and category management. For purchases above \$200,000, the framework requires a tendering process in which 30 per cent weighting is attributed to social and performance criteria in the product specifications.

Environmentally and Socially Responsible Guidelines to support the Procurement Framework were drafted in 2008 and presented generic sustainability performance criteria that can be applied to most goods and services. These guidelines will be finalised in consultation with staff in 2009.

More than 90 per cent of Monash's actual purchasing transactions comprise purchases below \$200,000 in value and as yet sustainability considerations are not formally addressed in the new guidelines related to such purchases.

The Green Purchasing Committee (GPC) continued to promote the purchasing of environmentally preferred products through the Environmental Representatives Network, the Monash website and meetings with purchasing groups such as the Campus Centre's tenants at Clayton. About five per cent of the total products purchased through Corporate Express were Fair Trade items. Of the product lines available on Corporate Express, 12 per cent were Fair Trade products. The percentage of Earth Saver items purchased through Corporate Express rose from one per cent in 2006 and 2007, to 13 per cent in 2008. A Sustainable Food Committee was established in 2008, with initial discussions focusing on streamlining the purchasing of food and waste management.

Paper

Priority – to increase the purchase of recycled paper

On 1 September, Monash University committed to purchasing A4 paper containing at least 80 per cent fully recycled paper. This initiative was supported by the hard substitution of all A4 paper with appropriate recycled paper products on the Corporate Express website.

The main paper purchasers at Monash University (including Monash Libraries, Monash Print Services, Gippsland Campus and Corporate Express) succeeded in reducing the volume of paper consumed by 5,068 reams (three per cent) between 2007 and 2008 (see Table 5). The proportion of paper containing recycled content, most of which was 100 per cent recycled paper, increased by 13 per cent over this period.

Table 5: Volume of A4 paper showing percentage of recycled content purchased from January to September, for 2007 and 2008

	2007	2008
Proportion of paper with recycled content	69%	82%
Total reams of paper purchased	144,440	139,372

Note: Data includes paper figures from Monash Print Services, Gippsland campus, Monash Libraries and Corporate Express. Of the paper that contains recycled content, recycled content varied between 10 per cent and 100 per cent. These figures do not include paper bought independently by faculties and other educational units.

Waste

Priority – as a Waste Wise accredited institution, the University is committed to generating zero-waste to landfill

In 2008, the University made substantial progress towards their waste goals by rolling out new recycling infrastructure and associated behaviour change programs. A series of qualitative and quantitative audits also improved the monitoring system for the University's waste output.

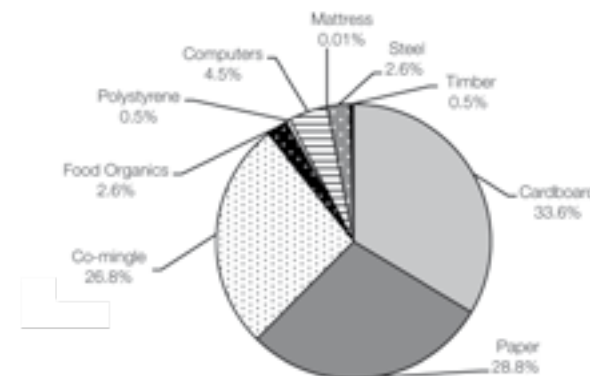
The recycling infrastructure comprised:

- Under-desk paper recycling bins;
- Public-space waste and recycling bin stations,
- Web-based campus maps of recycling and waste infrastructure; and
- Web-based guides on recycling and reducing waste to landfill.

Over 30 qualitative waste audits covering the majority of University departments and divisions were conducted. The audits showed the type, mass and volume of waste in the University's waste-to-landfill bins, and the level of staff and student compliance with the recycling system. The audits also indicated University-wide trends in waste generation. Monash University students were employed to conduct the audits.

Monash University produced 4,683 tonnes of waste in 2008, 726 tonnes of which was recycled. The contributions to recycled waste are shown in Figure 7 (GRI Indicator EN22: *Total weight of waste by type and disposal method*).

Figure 7: Contributions to Recycled Waste in 2008



Note: Based on data from Monash University's waste collection companies for the period January - December 08, and was calculated using conversion factors from the National Greenhouse Accounts Factors (January, 2008).

Intervention to modify behaviour

The waste audits allowed the Office of Environmental Sustainability to author over twenty reports for schools, departments and buildings that detailed the audit results and made recommendations for actions to minimise waste generation and maximise recycling. In December 2008, a University-wide Campus Clean-Out campaign was conducted to ensure the environmentally responsible disposal of the hard-waste generated during 2008. The campaign aimed to ensure maximum levels of hard-waste reuse and recycling, with a particular focus on classes of bulky material such as metal, wood, reusable furniture, and electronic waste that was most at risk of becoming land fill. A total of 60 tonnes of waste material and equipment was recycled through this program.

The built environment

Priority – to incorporate ESD into all new buildings and refurbishments

In 2008, approximately \$2.8 million dollars was spent on efficiency and reduction opportunities for electricity, gas and water in Monash buildings and associated infrastructure. Projects included lighting upgrades, solar water heating for the University's pools, waste management infrastructure and water efficiency and harvesting technologies.

The cornerstone document outlining ESD at Monash is the Monash University Guide for the Design and Management of Ecologically Sustainable Buildings. In 2008, a supporting Monash-centric ESD Assessment tool, the Eco-Accord model, was created by external ESD consultants. The Eco-Accord model sets out a best practice approach to engage key building stakeholders, such as building occupants, facility managers and operational staff. Building on their knowledge, a range of ESD improvement opportunities are then identified and prioritised for each building. In 2008, ESD opportunities were identified for all major public and corporate buildings, including the campus libraries, as part of an ESD review process. Components included water and energy use, sustainable transport needs and waste management infrastructure.

As yet, there is no mandate for the incorporation of ESD into new buildings at Monash. In 2008 ESD was incorporated into the refurbishment plans for the Menzies Building, reconstruction works at Clayton's Building 16 and for a fit out of Building 404 at Parkville campus.

Sunway campus, Malaysia

Sunway campus, Malaysia implemented a variety of environmental initiatives in 2008. Bicycle and motor bike sheds were installed on campus to encourage commuters to use alternative modes of transport. A Green Office campaign to reduce paper and energy consumption, and to promote recycling and sustainable catering was conducted. Paper recycling bins with associated signage were installed at all print areas on campus. A highlight for the year was the Towards a Greener Tomorrow Walkathon for the township of Bandar Sunway. In 2008 calculation of the campus carbon footprint also commenced.

Statements of compliance

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

The Facilities and Services division was responsible for all buildings, grounds and service infrastructure at Victorian campuses. Campus-based Facilities and Services managers arranged refurbishment and major maintenance in existing buildings, while Capital Works branch managed all new building construction.

Set out below are the responses relevant to the building and maintenance provisions of the *Building Act 1993*:

- The University, by engaging independent building surveyors, ensured that all works requiring building approval had plans certified and on completion had Certificates of Occupancy issued in compliance with the Building Act 1993; and
- Works such as building maintenance, replacement of equipment, civil works and landscaping were indicative of projects exempt from the 10-year liability.

Monash University continued the development and maintenance of its infrastructure with an emphasis on efficient, low maintenance, safe and environmentally sound facilities.

Compliance – major works

Caulfield campus

- The fit out of levels nine and ten of Building H was completed. The \$4.5 million project provided approximately 2,115m² of office space for Advancement Division;
- A refurbishment of level two of Building F for the new Department of Architecture was completed within the project budget of \$2.4 million and provided 1,068m² of teaching space;
- Planning is underway to refurbish level 1 of Building F for the Monash University Museum of Art. A project budget of \$5.25 million has been allocated and, in tandem with the Faculty of Art and Design galleries and spaces, will complete the visual arts precinct at Caulfield campus.

Clayton campus

- Construction of the Science, Technology, Research, and Innovation Precinct (STRIP) Stage Two, providing 17,200m² of space in two four-storey buildings, was nearing completion, with the first building handed over in November. It is anticipated that the second building, as part of the overall \$116 million project for the School of Biomedical Sciences, Nursing and Health Sciences and the Australian Regenerative Medicine Institute, will be completed in March 2009;
- Master planning for the redevelopment of the Robert Menzies Building was completed. The \$75 million project will provide new elevators, stairways, building services and improved office accommodation and spaces throughout the 29,000m² building. Construction is scheduled to commence during November 2009 and run over a six year period;
- Fit out of approximately 3,565m² of existing floor space in STRIP Stage One for the Australian Regenerative Medicine Institute commenced in late 2007. The \$11 million project will provide research offices, laboratories and support space for 100 staff and completion was scheduled for December 2008;
- Redevelopment of Building 16 for new PC2 laboratories as part of a High Throughput Protein Production and Crystallisation Facility is underway. A project budget of \$6.07 million has been allocated and completion is scheduled for January 2009;

- Development of a new 120-place Childcare Centre adjacent to the University's Clayton campus is underway, with commencement of design work and applications for Council planning approval. The \$4.91 million project is scheduled for completion in early 2010;
- Development of the largest zebra fish facility in the southern hemisphere was undertaken during 2008 in the basement level of Building 17. At a cost of \$4 million the facility houses thousands of the tropical fish in 6,500 tanks. The works commenced in early 2008 and was completed in October 2008;
- Early works have commenced on the Melbourne Centre for Nanofabrication, the Victorian node of the Australian Nanofabrication Facility, to be located on the south side of the Australian Synchrotron site. A construction budget of \$21.5 million has been allocated from the total funding available, which has been provided by both Victorian and Commonwealth governments and participating institutions. The project is scheduled for completion in late 2009.

Gippsland campus

- Construction of the new Multipurpose Building at a cost of \$5.65 million was completed in June 2008. The venue will host graduations, exams, conferences and lectures;
- A \$5.1 million refurbishment of Building 3W to provide the Gippsland Medical School with 2,040m² of space over two levels was completed in May 2008.

Parkville campus

- Fit out commenced of 1,300m² of space on level three of Building 404 for the Monash Institute of Pharmaceutical Science. The \$5.4 million project is scheduled for completion in mid 2009.

Financial performance

Report on financial operations

The consolidated result after impairment of available-for-sale assets, tax and outside equity interests for Monash University and its controlled entities is a loss of \$14.9 million for 2008 compared to a surplus of \$169.1 million in 2007. The result provides an operating margin of -1.1%, which is below the DEEWR benchmark of 3% to 5%. Excluding impairment the margin is 5.8% and exceeds the benchmark.

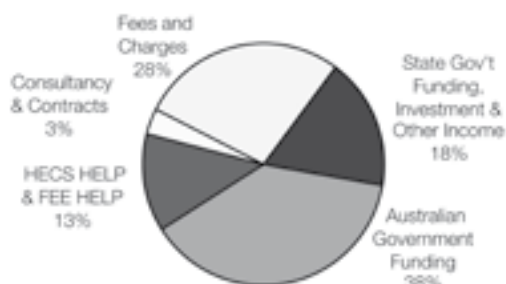
Although the Group invests with the intention of achieving long-term growth in its investment portfolio, during the year it was determined that some available-for-sale investments were impaired by a total of \$91.3 million as a result of the economic downturn. This decline in value does not affect the Group's cash reserves, and is not expected to be realised. Commentary below focuses on the result before impairment.

Cash generated by the surplus supplements other internal funds and borrowings that enable the University to fund new buildings and refurbishments, which is reflected in the increased value of property, plant and equipment. In 2008, revenue of \$1,318.2 million and expenses of \$1,241.8 million show a decrease of \$71.3 million in revenue and an increase of \$28.1 million in expenses on 2007 values. Note that investment income is significantly lower in the current year, which is predominantly due to a once-off gain realised in 2007.

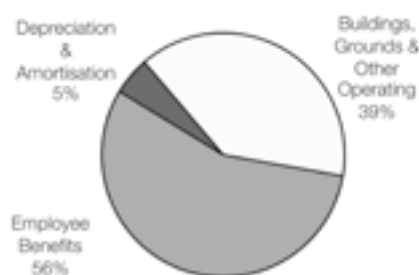
The 2008 operating result before impairment has been achieved with increased student fee revenue, largely from international students and increased government funding. Government funding includes a significant allocation from the Better Universities Renewal Fund in 2008, which is a contribution towards capital works.

The most significant movement in expenses is an increase in Employee Benefits of \$43.8 million, which relates to salary rises from enterprise bargaining and annual salary increases.

Revenue



Expense



Statement of financial performance for the year ended 31 December

	2008 \$million	2007 \$million	2006 \$million	2005 \$million	2004 \$million
Revenue from continuing operations					
Australian Government Funding	503.5	437.4	401.0	346.5	304.6
HECS HELP and FEE HELP	172.6	161.9	147.0	132.7	125.4
Victorian Government Funding	37.2	52.9	37.2	15.2	16.5
Consultancy and Contracts	45.3	42.1	40.0	68.2	59.1
Fees and Charges	364.7	328.5	296.9	268.0	245.3
Investment Income	55.4	168.7	43.6	47.8	28.5
Other Revenue	139.5	197.9	212.2	162.3	137.0
	1,318.2	1,389.5	1,177.9	1,040.7	916.4
Expenses from continuing operations					
Employee Benefits	694.4	650.5	623.0	543.4	491.6
Depreciation and Amortisation	62.9	60.0	58.1	52.3	46.7
Buildings and Grounds	33.1	33.7	25.6	25.5	21.4
Other Operating	451.5	469.4	410.6	361.9	316.7
	1,241.8	1,213.7	1,117.3	983.1	876.4
Operating result before impairment of available-for-sale assets and before income tax	76.4	175.8	60.6	57.6	40.0
Impairment of available-for-sale assets	91.3	-	-	-	-
Operating result before income tax	(14.9)	175.8	60.6	57.6	40.0
Income Tax	-	4.3	2.9	2.5	1.9
Outside Equity Interest	-	2.4	(2.0)	3.2	2.1
Net Operating Result attributable to Monash	(14.9)	169.1	59.7	51.9	36.0

Statement of financial position as at 31 December

	2008 \$million	2007 \$million	2006 \$million	2005 \$million	2004 \$million
What the Monash Group owns					
Property, Plant and Equipment	1597.4	1,496.4	1,443.0	1,309.9	1,247.6
Available-for-sale financial assets	243.6	325.2	310.8	274.0	218.2
Deferred Government Superannuation Contributions	139.1	137.0	148.8	156.5	139.4
Other	382.5	393.3	279.5	276.8	218.5
	2,362.6	2,351.9	2,182.1	2,017.2	1,823.8
What the Monash Group owes					
Borrowings	336.1	307.2	268.6	262.2	191.3
Provisions	136.3	123.8	114.1	105.7	107.3
Deferred Employee Benefits for Superannuation	139.1	137.0	148.8	156.5	139.4
Other	125.0	110.6	124.9	124.6	106.6
	736.5	678.5	656.4	649.0	544.7
Net Assets	1,626.1	1,673.4	1,525.7	1,368.2	1,279.1

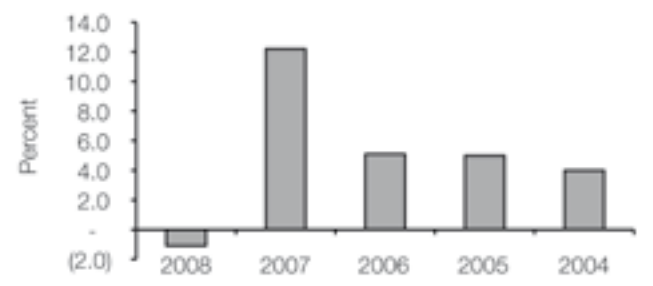
Statement of cashflows for the year ended 31 December

	2008 \$million	2007 \$million	2006 \$million	2005 \$million	2004 \$million
Net cash inflows from operating activities	141.5	93.3	64.5	48.6	58.2
Net cash outflows from investing activities	(159.3)	(125.9)	(98.7)	(107.1)	(157.4)
Net cash inflows from financing activities	32.6	35.9	6.6	79.6	87.4
Net increase/decrease in cash assets held	14.8	3.3	(27.6)	21.1	(11.8)

Operating Margin

2008	2007	2006	2005	2004
(1.1)	12.2	5.1	5.0	4.0

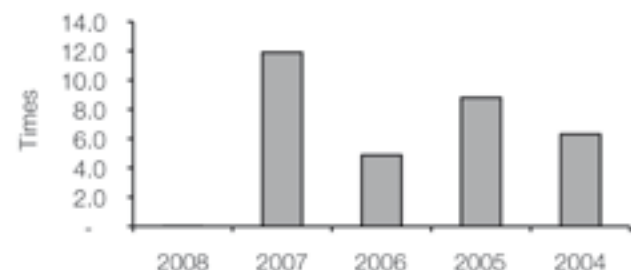
The Operating Margin is defined as the total operating surplus attributable to the group as a percentage of total revenue. (Benchmark is 3% to 5%). Excluding impairment, the group operating margin is 5.8%.



Interest Coverage

2008	2007	2006	2005	2004
0.0	11.9	4.9	8.8	6.3

This expresses the number of times the group result (before interest expense) covers the interest expense (Benchmark is 3 times). Excluding impairment, the group interest coverage is 6.1 times.



Statement on risk management

The University Council's risk management strategy is to centralise the coordination and monitoring of risk management and to devolve the operational management of risk to the Divisional level. The Audit Committee monitors the adequacy of arrangements in place to ensure that risks are effectively managed across the University and that risk management is appropriately embedded in the University's planning and budgetary process.

The Audit and Risk Management Office in the Vice-Chancellor's Division is an independent appraisal function with overall responsibility for the coordination of risk management across the University. This office assists management to identify, assess and mitigate risk to the achievement of their goals in accordance with the University's Strategic Plan.

The University has implemented a risk management framework in line with the Australasian Risk Management Standard (AS/NZS 4360:2004) to support the University Council's delegation of responsibility for risk management. This framework is designed to ensure the effective management of risk and to integrate risk management into the University's planning process.

Division heads are responsible for:

- Reviewing and updating their risk profile to reflect the status of actions taken to address identified risks and to include new and emerging risks;
- Assessing risks and developing risk treatment strategies incorporated into their divisional operational planning and budgetary cycle; and
- Appointing a risk coordinator to promote a risk awareness culture and good risk management practices.

The Audit and Risk Management Office is responsible for:

- Providing overall support, training and assistance across the University as required;
- Reviewing the Divisional risk profiles; and
- Consolidating the University's risk profile.

The University's consolidated risk profile is reviewed by the Vice-Chancellor's Group (VCG), Audit Committee and Council at least annually.

Under the delegations from Council, proposals for major new projects and ventures are approved by VCG, Resources and Finance Committee of Council, or Council depending on the value of the project. In all cases, proposals are reviewed by VCG and include a detailed risk assessment and risk management plan. Council must approve all projects of a significant strategic nature. Resources and Finance Committee reviews all proposals that require Council approval.

Attestation on compliance with the Australian/New Zealand Risk Management Standard

I, Professor Richard Larkins, certify that Monash University has risk management processes in place consistent with the Australian/New Zealand Risk Management Standard. Risk assessment and treatment strategies enable the University to manage its risk exposures. The Audit Committee verifies this assurance. The risk profile of Monash University has been reviewed within the last 12 months.

Richard G. Larkins

Professor Richard G. Larkins, AO
Vice-Chancellor and President
Monash University
11 December 2008

Risk analysis – controlled entities

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

Controlled Entity	Objects	Investment \$	Turnover \$'000
Monash College Pty Ltd	Education activities on behalf of Monash University	500,000	60,122
Monash Commercial Pty Ltd	Marketing and promotion of commercially viable projects developed predominantly by Monash University	11,962,000	14,723
Monash South Africa Limited/ Monash Educational Enterprises/Monash Property South Africa Pty Ltd	Operation of Monash University's South African campus in Roodeport, Johannesburg	6,000,000	14,156
Monash University Foundation Trust	Generation of investment income for the future benefit of Monash University	Nil	26,584
Monash Investment Trust	Generation of investment income for the future benefit of Monash University	10,000	851

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

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

- Regular monitoring of controlled entities' performance and outlook;
- Crisis management and recovery processes;
- Occupational health and safety policies;
- Business continuity strategic plan;
- Physical security;
- Good staff management, training and development practices with a sound staff selection process;
- Segregation of duties; and
- Financial delegation policy.

Statement on allocation of public funds

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

Major financial and performance statistics

Major financial results

	2008 \$'000	2007 \$'000	2006 \$'000	2005 \$'000	2004 \$'000
Net result*	(14,867)	169,127	59,720	51,872	36,008
Revenue	1,318,181	1,389,477	1,177,919	1,040,709	916,411
Expenses	1,333,048	1,213,692	1,117,313	983,103	876,422
Assets	2,362,614	2,351,841	2,182,146	2,017,220	1,823,799
Liabilities	736,472	678,471	656,446	648,990	544,749
Equity	1,626,142	1,673,370	1,525,700	1,368,230	1,279,050

* After tax and outside equity interests

Consultants

The University engaged a wide range of consultants to assist in the implementation of new systems, and to provide advisory services and information for business developments and a variety of research projects. The table below lists the consultants used by the University and the fees paid for their services during the year ended 31 December 2008.

Name/description of service	\$	Future commitments
RC Potok and Co Supervise, facilitate and oversee the performance of the Commonwealth NTRB project	786,575	725,058
KPMG Business and taxation advisory services	424,100	300,500
Norman Disney and Young Delivery of engineering services solutions	418,072	95,680
Dimension Data Australia Pty Ltd Professional services for the delivery of log file analysis	417,587	6,828
Advanced Systems Testing Group Pty Ltd Software testing	337,519	35,719
Moore Stephens Business and taxation advisory services	296,229	171,957
Executive Central Group Pty Ltd Professional development training	284,960	35,000
Marlow Hampshire Pty Ltd Preparation and facilitation of the Leadership in Action program	267,637	44,075
I-view Pty Ltd Planning and management of a household interview survey	251,300	138,000
Capgemini Australia Pty Ltd Support service and design of various system enhancements	201,506	29,750
Forbes Shardlow Pty Ltd Public relations activities	194,740	8,798

Name/description of service	\$	Future commitments
The Leadership Consortium Inc Consultancy services for Executive Leadership Program	192,955	NA
Human Capital Management Solutions Procurement and implementation of an e-Recruitment system	183,002	151,369
Blomquist and Wark Architects Principal design consultant	180,236	71,456
Connell Wagner (Vic) Pty Ltd Provide professional engineering services	174,401	121,382
Xact Project Consultants Pty Ltd Facility assessment strategy	164,585	15,823
JWT Specialised Communications Market research on the Monash brand	159,956	76,000
Solutions at Work Pty Ltd Provision of industrial relations advice and assistance	159,460	257,400
Streamline Solutions Strategic direction reviews for multiple businesses	159,108	NA
Southern Computing Services Pty Ltd Provide expert program management to the technical implementation of an IT project	149,475	91,899
Interactive Courseware Pty Ltd trading as Interaction and Interface Design Provide various human resources professional services	129,334	10,000
Allen-Smith and Associates Strategic review and management of course structure and programs	104,880	9,117
Oakton Services Pty Ltd Consulting: core business evaluations system	102,900	24,000
Customer Connect Development of the Monash University Relationship and Contact Management Strategy and implementation plan	102,700	NA
Subtotal (> \$100,000)	5,843,215	
210 Consultancies < \$100K	5,322,639	
Total Consultancies	11,165,854	

Statement on compulsory non-academic fees

As a result of the implementation of the *Higher Education Support Amendment (Abolition of Compulsory Upfront Student Union Fees) Act 2005*, the University was not able to charge students a compulsory amenities fee for the delivery of student services of a non-academic nature during the year.

Compliance index

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

FMA	Financial Management Act 1994
FRD	Financial Reporting Directions
SD	Directions of the Minister for Finance issued under section 8 of the Financial Management Act 1994
AAS	Australian Accounting Standards
AASB	Australian Accounting Standards Board
ETRA 2006	Education and Training Reform Act 2006
PAEC	Decision of Public Accounts and Estimates Committee of Parliament
RUG	Victorian Government response to the Review of University Governance
ESOS	Education Services for Overseas Students Act 2000
DEEWR	Department of Education, Employment and Workplace Relations

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

Clause	Disclosure	Page
Report of operations		
FRD 22B SD 4.2(g), (h)	General and financial information	1–85
SD 4.2(j)	Letter of Transmittal, including signature of chancellor and date of Monash University Council meeting that approved annual report	2
FRD 10	List of relevant clauses of Victorian legislation with statutory disclosure requirements	36–38
General information		
DEEWR	Report of members of Monash University Council	4–8
FRD 22B	Manner of establishment and relevant minister	4
FRD 22B	Objectives, functions, powers and duties	4
FRD 22B	Nature and range of service provision	4
FRD 22B	Governance and administrative structure	9–10
FRD 22B, DEEWR	Names of the members of the Council and their method of appointment, term of office, years served on Council, qualifications and experience, membership of other boards, information on the Committees of the Council, number of meetings attended by each member	5–8
FRD 22B, DEEWR	Indemnity of Council members and senior officers	8
FRD 22B	Names of members of Monash University Audit Committee and chief executive	6
FRD 22B	Names of senior office holders and brief description of each office	10
FRD 22B	Charts setting out organisational structure	9–10
FRD 22B	Workforce data for current and previous year and statement on application of merit and equity principles	21–23
FRD 22B	Statement on occupational health and safety matters, and performance measures	22
Financial year information		
FRD 22B	Summary of financial results with previous four-year comparatives	34
FRD 22B	Summary of significant changes in financial position	NA
FRD 22B DEEWR	Operational objectives and performance including significant activities and achievements	1–85
FRD 22B	Major changes or factors affecting the achievement of operational objectives	8
FRD 22B	Events subsequent to balance date which may have a significant effect on operations in subsequent years	69
FRD 22B	Full details of each consultancy > \$100,000	36
FRD 22B	Number and total cost of consulting engagements, each costing < \$100,000	36
Other relevant information		
FRD 22B	Application and operation of the Freedom of Information Act 1982	24–25
FRD 22B	Compliance with the Building Act 1993	32
FRD 22B	Compliance with section 104 of the Whistleblowers Protection Act 2001	25
FRD 22B	Statement that other relevant information is available on request	38
FRD 22B	Statement on implementation and compliance with National Competition Policy, including the Competitive Neutrality: A Statement of Victorian Government Policy and any subsequent reforms	25
FRD 22B	Summary of environmental performance	26–32

Clause	Disclosure	Page
ETRA 2006	Statement on compulsory non-academic fees, subscriptions and charges	36
PAEC (Dec. 1997)	Statement on significant international initiatives and strategies	15–18
RUG	Statement that public funds have been allocated to purposes specified by government or other public funding body	36
RUG	Monash University Council risk management strategy	35–36
ESOS	Compliance with the Education Services for Overseas Students Act 2000 and the National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students (National Code 2007)	25
DEEWR	Internal student and staff grievance procedures and number of complaints made to and investigated by the Ombudsman	21–22 25
DEEWR	Website address for the current and previous annual reports	25
Financial statements		
FRD 07A	Early adoption of authoritative accounting pronouncements	NA
FRD 11	Ex-gratia payments incurred and written off during the reporting period	NA
FRD 17A	Long service wage inflation and discount rates	48
FRD 19	Private Provision of Public Infrastructure	NA
FRD 21A(1)(a)	Name of each person holding the position that meets the definition of a responsible person of the reporting entity, at any time during the reporting period	67–68
FRD 21A(1)(b)	Total remuneration of all responsible persons received or receivable in connection to their employment	67–68
FRD 21A(1)(c)	Remuneration of responsible persons in bands of \$10,000	67–68
FRD 21A(1)(d)	Table disclosing the aggregate amount of related party transactions at the reporting date	71
FRD 21A(2)(a)	Total remuneration of all executive officers	67–68
FRD 21A(2)(b)	Base and actual remuneration of executive officers	67–68
FRD 21A(2)(c)	Application of accrual principles in determining remuneration levels	67–68
FRD 22B, DEEWR	Indemnity of Council members and senior officers	8
FRD 22B	Statement that declarations of pecuniary interests have been duly completed by all relevant officers and are available on request	38
FRD 22B	Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary or in a company with which the University has significant commercial dealings and are available on request	38
FRD 25	Victorian industry participation policy	NA
FRD 26A	Accounting for VicFleet motor vehicle lease arrangements on or after 1 February 2004	NA
FRD 102	Inventories	46
FRD 104	Foreign currency	45
FRD 106	Impairment of assets	45
FRD 107	Investment properties	48, 58
FRD 109	Intangible assets	46–47 61
FRD 110	Cash flow statements	43
FRD 112A	Defined benefit superannuation obligations	69
FRD 113	Investment in subsidiaries, jointly controlled associates and entities	73–74

Clause	Disclosure	Page
FRD 114	Financial instruments disclosure	75–79
RUG	Summary table of the financial performance of the University's associates and commercial ventures	74
FMA 1994 49(a)	The financial statements contain such information as is required by the Minister	44
FMA 1994 49(b)	The financial statements were prepared in a manner and form approved by the Minister	44
FMA 1994 49(c)	The financial statements present fairly the financial transactions of the University during the financial year to which they relate	85
FMA 1994 49(d)	The financial statements present fairly the financial position for the University as at the end of that year	85
FMA 1994 49(e)	The financial statements are certified by the accountable officer for the University in the manner approved by the Minister	85
SD4.2(a)	The financial statements are prepared in accordance with Australian Accounting Standards (AAS and AASB standards) and other mandatory professional reporting requirements (including Urgent Issues Group Interpretations Views)	44
SD4.2(a)	The financial statements are prepared in accordance with Financial Reporting Directions	44
SD4.2(a)	The financial statements are prepared in accordance with Business Rules	44
SD4.2(b)	Income statement	40
SD4.2(b)	Balance sheet	41
SD4.2(b)	Statement on recognised income and expense	40
SD4.2(b)	Cash flow statement	43
SD4.2(b)	Notes to the financial statements	44–84
SD4.2(c)	Fair representation of financial transactions and position	85
SD4.2(c)	The financial statements are prepared in accordance with financial reporting directions	85
SD4.2(c)	Compliance with Australian accounting standards	85
SD4.2(d)	Amounts in financial statements are rounded to the nearest thousand dollars	44
SD4.2(e)	Declaration by authorised officers that the financial statements have been reviewed by Monash University Council	85
SD4.5.5	Attestation on compliance with the Australian/New Zealand Risk Management Standard	35
DEEWR	The financial statements comply with the Financial Statement Guidelines for Australian Higher Education Providers for the 2008 Reporting Period issued by DEEWR	85

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 22B – Statement regarding declaration of pecuniary interest: contact Ms Karen Haywood, Divisional Director – Human Resources, telephone +61 3 9905 6192, karen.haywood@adm.monash.edu.au
- FRD 22B – Shares held by senior officers: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@adm.monash.edu.au
- FRD 22B – Publications: contact Ms Lee-ann Norris, Divisional Director – Marketing and Student Recruitment, telephone +61 3 9903 2085, lee-ann.norris@adm.monash.edu.au or visit www.monash.edu/pubs
- FRD 22B – Changes in prices, fees, charges, rates and levies: contact Mr Reynold Dias, Divisional Director – Financial Resources Management Division, telephone +61 3 9905 6356, reynold.dias@adm.monash.edu.au
- FRD 22B – Major external reviews: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@adm.monash.edu.au
- FRD 22B – Major research and development activities: contact Professor Edwina Cornish, Office of the Deputy Vice-Chancellor (Research), edwina.cornish@adm.monash.edu.au, telephone +61 3 99059301
- FRD 22B – Overseas visits: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@adm.monash.edu.au
- FRD 22B – Major promotional, public relations and marketing activities: contact Ms Lee-ann Norris, Divisional Director – Marketing and Student Recruitment, telephone +61 3 9903 2085, lee-ann.norris@adm.monash.edu.au or visit www.adm.monash.edu/advancement
- FRD 22B – General statement on industrial relations and details of time lost due to industrial disputes and accidents: contact Ms Karen Haywood, Divisional Director – Human Resources, telephone +61 3 9905 6192, karen.haywood@adm.monash.edu.au
- FRD 22B – Major committees: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@adm.monash.edu.au or visit www.adm.monash.edu/execserv

Financial statements

**INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2008**

	Notes	Consolidated		Monash University	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
Revenue from continuing operations:					
Australian Government financial assistance					
Australian Government grants	2	503,462	437,447	503,462	437,406
HECS-HELP - Australian Government payments	2	117,021	108,555	117,021	108,555
FEE-HELP	2	29,278	28,540	27,619	26,168
State and Local Government financial assistance	3	37,238	52,917	37,238	52,917
Non-Government financial assistance	4	44,231	37,659	46,956	37,375
HECS-HELP - Student Payments		26,277	24,825	26,277	24,825
Fees and charges	5	364,657	328,520	297,666	276,861
Investment revenue	6	55,419	168,716	50,884	46,848
Fair value gain on investment properties	6	-	5,108	-	1,108
Royalties, trademarks and licences	7	9,176	10,306	15,191	14,961
Consultancy and contracts	8	45,348	42,093	45,383	42,093
Other revenue	9	82,586	131,744	79,112	74,321
Share of net results of associates and joint venture entities accounted for using the equity method	21	1,314	1,234	-	-
Subtotal		1,316,007	1,377,664	1,246,809	1,143,438
Deferred Government Superannuation Contributions	38	2,174	11,813	2,174	11,813
Total revenue from continuing operations		1,318,181	1,389,477	1,248,983	1,155,251
Expenses from continuing operations:					
Employee benefits and on costs	10	694,357	650,537	662,031	608,093
Depreciation, amortisation and impairment	11	62,856	60,001	60,807	56,037
Repairs and maintenance	12	33,127	33,726	30,912	31,695
Finance costs	13	15,089	15,514	17,273	15,310
Bad and impaired receivables and investments	14	2,436	3,341	1,497	10,368
Assurance and other services	15	528	458	287	195
Other expenses	16	423,855	438,302	397,655	371,617
Fair value loss on investment properties	24	7,320	-	6,020	-
Subtotal		1,239,568	1,201,879	1,176,482	1,093,315
Deferred Employee Benefits for Superannuation	38	2,174	11,813	2,174	11,813
Total expenses from continuing operations		1,241,742	1,213,692	1,178,656	1,105,128
Operating result before impairment of available-for-sale assets and before income tax		76,439	175,785	70,327	50,123
Impairment of available-for-sale assets	1 (m),33 (b)	91,306	-	61,633	-
Operating result before income tax		(14,867)	175,785	8,694	50,123
Income tax expense	17	-	4,304	-	-
Net operating result for the year		(14,867)	171,481	8,694	50,123
Net operating result attributable to minority interest		-	2,354	-	-
Net operating result attributable to members of Monash University	34	(14,867)	169,127	8,694	50,123

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

**BALANCE SHEET
AS AT 31 DECEMBER 2008**

	Notes	Consolidated		Monash University	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
ASSETS					
Current Assets					
Cash and cash equivalents	18	61,361	48,241	54,854	39,726
Receivables	19	51,294	70,857	57,669	77,890
Inventories	20	3,531	6,261	3,367	1,125
Other financial assets	23	90,760	105,894	-	-
Other non-financial assets	27	20,376	11,929	19,407	11,139
Total Current Assets		227,322	243,182	135,297	129,880
Non-Current Assets					
Receivables	19	248	189	25,110	24,318
Investments in associates	21	11,812	7,216	6,709	4,544
Available-for-sale financial assets	22	243,591	325,477	148,321	197,837
Other financial assets	23	12,475	9,971	14,814	16,310
Investment properties	24	57,402	70,588	28,202	40,088
Property, plant and equipment	25	1,597,406	1,496,387	1,555,405	1,451,830
Intangible assets	26	60,593	48,928	56,713	45,048
Other non-financial assets	27	12,634	12,946	12,610	12,946
Deferred Government superannuation contributions	38	139,131	136,957	139,131	136,957
Total Non-Current Assets		2,135,292	2,108,659	1,987,015	1,929,878
Total Assets		2,362,614	2,351,841	2,122,312	2,059,758
LIABILITIES					
Current Liabilities					
Payables	28	94,944	86,890	129,906	112,639
Borrowings	29	12,868	65,391	12,510	65,150
Provisions	30	111,938	105,812	109,901	103,844
Other liabilities	31	30,040	23,646	22,226	17,754
Total Current Liabilities		249,790	281,739	274,543	299,387
Non-Current Liabilities					
Borrowings	29	323,207	241,797	322,792	241,282
Provisions	30	24,344	17,978	23,872	17,512
Deferred employee benefits for superannuation	38	139,131	136,957	139,131	136,957
Total Non-Current Liabilities		486,682	396,732	485,795	395,751
Total Liabilities		736,472	678,471	760,338	695,138
Net Assets		1,626,142	1,673,370	1,361,974	1,364,620
EQUITY					
Parent entity interest					
Capital	32	216,632	115,861	83,102	83,102
Reserves	33	824,742	857,103	814,221	825,561
Retained surplus	34	584,768	700,406	464,651	455,957
Total Equity		1,626,142	1,673,370	1,361,974	1,364,620

The above Balance Sheet should be read in conjunction with the accompanying notes

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2008**

	Notes	Consolidated		Monash University	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
Total equity at the beginning of the financial year		1,673,370	1,525,700	1,364,620	1,320,826
Gain on revaluation of land and buildings, net of tax	33	2,260	8,501	3,406	4,873
Change in fair value of available for sale financial assets, net of tax	33	(123,123)	(27,287)	(76,379)	(11,202)
Available-for-sale impairment losses transferred to the income statement		91,306	-	61,633	-
Reversal of accumulated reserves on disposal		-	(1,959)	-	-
Exchange differences on translation of foreign operations	33	(2,804)	(2,754)	-	-
Net income recognised directly in equity		(32,361)	(23,499)	(11,340)	(6,329)
Operating result for the year		(14,867)	171,481	8,694	50,123
Total recognised income and expense for the year					
Transactions with equity holders in their capacity as equity holders:					
Decrease in equity as a result of deconsolidation of subsidiaries during the year		-	(312)	-	-
Total equity at the end of the financial year		1,626,142	1,673,370	1,361,974	1,364,620
Total recognised income and expense for the year is attributable to:					
Monash University		(14,867)	169,127	8,694	50,123
Minority interest		-	2,354	-	-

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

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2008**

	Notes	Consolidated		Monash University	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
Cash flows from operating activities					
Australian Government					
CGS and Other DEEWR Grants	46.1	232,746	205,189	232,746	205,189
Higher Education Loan Programs	46.2	146,299	137,095	144,640	134,723
Scholarships	46.3	13,231	12,330	13,231	12,330
DEEWR Research	46.4	85,286	80,001	85,286	79,960
ARC grants - Discovery	46.5 (a)	23,822	19,089	23,822	19,089
ARC grants - Linkages	46.5 (b)	10,998	12,987	10,998	12,987
ARC grants - Networks and Centres	46.5 (c)	6,726	8,767	6,726	8,767
Other Australian Government Grants		130,653	99,084	130,653	99,084
State and Local Government Grants		37,238	52,917	37,238	52,917
HECS-HELP - Student payments		26,277	24,825	26,277	24,825
Receipts from student fees and other customers		609,290	593,604	544,649	468,100
Dividends received		1,588	11,018	2,286	9,223
Interest received		14,109	7,590	6,318	4,794
Payments to suppliers and employees (inclusive of goods and services tax)		(1,176,747)	(1,149,123)	(1,109,402)	(1,033,820)
Finance costs		(20,051)	(18,409)	(22,235)	(18,572)
Income taxes paid		-	(3,683)	-	-
Net cash inflow from operating activities	43	141,465	93,281	133,233	79,596
Cash flows from investing activities					
Proceeds from sale of controlled entities		-	99,300	-	-
Proceeds from sale of property, plant and equipment		3,231	8,056	3,068	5,600
Proceeds from sale of available-for-sale financial assets		1,329	380	-	380
Repayments of loans received from related parties		-	-	1,091	-
Proceeds from discount bills (net)		13,432	-	-	-
Proceeds from other investing activities		3,565	1,326	9,961	8,420
Payments for property, plant and equipment		(170,258)	(123,192)	(166,545)	(114,216)
Payments for available-for-sale financial assets		(7,150)	(10,719)	(7,150)	(4,297)
Payments for discount bills		-	(99,300)	-	-
Loans provided to related parties		-	-	(7,455)	(11,738)
Payments for other investing activities		(3,453)	(1,763)	(4)	-
Net cash outflow from investing activities		(159,304)	(125,912)	(167,034)	(115,851)
Cash flows from financing activities					
Proceeds from borrowings		70,197	116,297	70,180	119,580
Distribution from related parties		-	-	18,111	7,011
Repayment of borrowings		(37,562)	(80,360)	(37,562)	(80,360)
Net cash inflow from financing activities		32,635	35,937	50,729	46,231
Net increase in cash and cash equivalents		14,796	3,306	16,928	9,976
Cash and cash equivalents at the beginning of the financial year		44,688	42,036	36,173	26,833
Effects of exchange rate changes on cash and cash equivalents		1,877	(654)	1,753	(636)
Cash and cash equivalents at the end of year	18	61,361	44,688	54,854	36,173

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

Notes to the Financial Statements

1. STATEMENT OF ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The financial report includes separate financial statements for Monash University as an individual 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;
- Urgent Issues Group Consensus views;
- the requirements of the Commonwealth Department of Education, Employment and Workplace Relations;
- the disclosure requirements of the Victorian Financial Management Act 1994; and
- directions from the Minister of Finance of the Parliament of Victoria.

Historical cost convention

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

(b) Principles of consolidation

Controlled entities:

The consolidated entity financial report incorporates the assets and liabilities of all controlled entities of the University as at the date of this report and the results of all controlled entities for the year then ended. The effects of all transactions between entities incorporated in the consolidated financial report are eliminated in full.

A controlled entity is an entity, including an unincorporated entity such as a partnership, which is controlled by the University. Under AASB 127 'Consolidated and Separate Financial Statements' control exists where the University has the power to govern the financial and operating policies of another entity so that the other entity operates with the University to achieve the objectives of the University, generally accompanying a shareholding of more than one-half of the voting rights. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the University controls another entity. Controlled entities consolidated into this financial report are outlined in Note 44.

The financial statements of controlled entities are included from the date control commences until 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 21). Under the equity method, the consolidated entity's share of the post-acquisition profits or losses of the associate are recognised in the consolidated Income Statement, 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.

(c) Rounding

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

(d) Revenue Recognition

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

- Grants received from Australian Government entities are recognised as income in the year of receipt.
- Revenues received from other Government sources in respect of future years are treated as income in the year they are received where the Financial Assistance is considered non-reciprocal in nature.
- Donations and bequests are recognised when the right to receive the funds has been established.
- Fees and charges revenue is recognised when received, or when the University becomes entitled to receive it. Where revenue is received in advance for courses or programs to be delivered in the following year, the non-refundable portion of fees is treated as revenue in the year of receipt and the balance is treated as revenue in advance.
- Revenue from rendering a service or sale of goods is recognised upon delivery to the customer, or in accordance with governing contracts.
- Interest revenue is recognised on a proportional basis taking into account the interest rates appropriate to the financial assets.
- Dividend revenue is recognised when the right to receive a dividend has been established.

(e) Taxation

The University and certain controlled entities 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 on the current year's taxable income based on the notional income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences between the tax bases of assets and liabilities and their carrying amounts in the financial statements, and to unused tax losses.

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

Notes to the Financial Statements

1. STATEMENT OF ACCOUNTING POLICIES (CONTINUED)

(e) Taxation (continued)

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

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

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

Tax Consolidation Legislation

Monash Commercial Pty Ltd and its wholly-owned Australian controlled entities have implemented the income tax consolidation legislation as of 1 January 2003.

As a consequence, Monash Commercial Pty Ltd, as the head entity in its tax consolidated group, recognises current and deferred tax amounts relating to transactions, events and balances of its wholly-owned Australian controlled entities as if those transactions, events and balances were its own, in addition to the current and deferred tax amounts arising in relation to its own transactions, events and balances.

(f) Segment Reporting

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

(g) Goods & 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 Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of 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 Balance Sheet.

Cash flows are included in the Cash Flow Statement 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.

(h) Foreign Currency

Functional and presentation currency

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The consolidated financial statements are

presented in Australian dollars, which is the University's functional and presentation currency.

Transactions and balances

Foreign currency transactions 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 Income Statement in the financial year in which the exchange rates change.

Translation of Foreign Controlled Entities

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

(i) Impairment of assets

At each reporting date, all assets except for those held at fair value including inventories and financial assets are assessed to determine whether there is any indication of impairment. 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 Income Statement 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 Income Statement, except for:

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

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

Notes to the Financial Statements

1. STATEMENT OF ACCOUNTING POLICIES (CONTINUED)

(j) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the Balance Sheet.

(k) Receivables

Receivables represent debts on behalf of invoiced student fee income, sundry and student loan debtors. The collectability of all debts is assessed at balance date and provision is made for any impaired debt.

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

(l) Inventories

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

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

(m) Available-for-sale financial assets

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

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

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

The Group assesses at each balance date whether there is objective evidence that a financial asset or group of financial assets is impaired. In the case of equity securities classified as available-for-sale, a significant or prolonged decline in the fair value of a security below its cost is considered in determining whether the security is impaired. If any such evidence exists for

available-for-sale financial assets, the cumulative loss - measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in profit and loss - is removed from equity and recognised in the Income Statement. Impairment losses recognised in the Income Statement on equity instruments are not reversed through the Income Statement until disposal occurs.

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

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

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

(n) Loans receivable

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

Loans to Monash Educational Enterprises and Monash South Africa Limited

Since commencement of the South African campus in 2001, Monash University has provided loans to fund the development of the campus property managed by Monash Property South Africa Pty Ltd and working capital for the educational businesses in South Africa, which operate through Monash South Africa Limited for the higher education activities and Monash Educational Enterprises for other educational activities. The loans to Monash South Africa Ltd and Monash Educational Enterprises are interest free, long term in nature and are recognised at fair value. The loans to Monash Property South Africa Pty Ltd are interest bearing, long term in nature and are recognised at cost.

As required by *AASB 139 Financial Instruments: Recognition and Measurement*, the fair value of these loans is the present value of the estimated future cash flows discounted using the prevailing market rate of interest for a similar instrument, which in this case is based on the prime lending rate in South Africa (31 December 2008 15.0%, 31 December 2007 15.5%), taking into account the University's continued support of the South African operations. This valuation model will be used as the basis for future fair value estimates of these loans at each reporting date.

This estimation has resulted in a fair value adjustment to write-down the cost value of the loans to Monash South Africa of \$5.8M (2007: \$6.3M) reflected in the Income Statement (refer Note 16). There has been no fair value adjustments for the loans to Monash Educational Enterprises during the year as the entity has not made any new borrowings or repayments.

(o) Intangible assets

Intellectual Property

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

Notes to the Financial Statements

1. STATEMENT OF ACCOUNTING POLICIES (CONTINUED)

(o) Intangible assets (continued)

Software Development

Internal use software is capitalised and amortised where the expected useful life is 3 years or greater and the costs to be capitalised exceed \$0.5M. Where costs do not exceed \$0.5M, they are expensed as incurred. Software capitalised to date has a useful life of 7 years (2007, 7 years).

Web development costs are expensed as incurred. Where web development costs are significant, they are capitalised in line with Software Development guidelines. In 2008, software development did not include capitalised borrowing costs (2007, Nil).

Goodwill

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

Electronic Publications

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

(p) Property, Plant and Equipment

Acquisitions

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

Revaluations

Accounting Standard AASB 116 "Revaluation of Non-Current Assets" and the Victorian Government's Policy "Revaluation of Non-Current Physical Assets" requires reporting entities to measure assets within each class of non-current asset on either the cost basis or on a fair value basis.

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

Borrowing Costs

Borrowing costs are expensed as incurred unless they relate to a qualifying asset. Qualifying assets are assets which take more than 12 months to develop and are for internal use.

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

Borrowing costs have been recognised as part of the carrying value of property and software development assets (where relevant). The capitalisation rate used to determine the amount of capitalised borrowing costs is 6.18% (2007, 6.36%).

Depreciation/Amortisation

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

Property

The fair value of land and buildings was established by formal valuation by certified practising valuers of Urbis JHD Pty Ltd as at 31 December 2006. Buildings have been valued using a depreciated replacement cost approach. Land has been valued on the basis of market value for a large scale residential property development sale. Additions and work in progress are valued at cost.

The fair value of the South African campus land and buildings as at 31 December 2008 has been assessed by Promax Valuation Services, a registered local valuer, and an incremental adjustment made to the Asset Revaluation Reserve.

Land and building projects are capitalised when asset related expenditure exceeds \$0.25M. To capitalise additions to existing buildings, expenditure must meet this threshold on a project basis or increase the area or useful life of the building. In 2008, property includes capitalised borrowing costs of \$5.0M (2007, \$3.3M).

Depreciation on buildings completed during the year is calculated from the date of completion of the building. All buildings have a useful life of 33 years (2007, 33 years) with the exception of South Africa which uses 50 years (2007, 50 years).

Equipment

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

Library Books

Library books are valued at cost and depreciated over their estimated useful lives, which are 30 years for serials and 20 years for monographs (no change from 2007).

Cultural Assets

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

The fair value of the University's artworks is assessed through formal valuation by J. Dwyer of Deutscher and Hackett Pty Ltd as at 31 December 2007. These items are not depreciated as they generally appreciate in value. A full external valuation will be 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.

Notes to the Financial Statements

1. STATEMENT OF ACCOUNTING POLICIES (CONTINUED)

(p) Property, Plant and Equipment (continued)

Leased Assets

Leases of property, plant and equipment where the Group has substantially all the risks and rewards incidental to ownership are classified as finance leases. Finance leases are capitalised at the lease's inception at the lower of the fair value of the leased property and the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, are included in other long term payables. Each lease payment is allocated between the liability and finance charges so as to achieve a constant rate on the finance balance outstanding. The interest element of the finance cost is charged to the Income Statement over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each year. The property, plant and equipment acquired under finance lease is depreciated over the shorter of the asset's useful life and the lease term.

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

Leasehold Improvements

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

(q) Investment Properties

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

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

Investment properties are initially recognised at cost. Costs incurred subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally 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 practising valuers of Urbis JHD Pty Ltd as at 31 December 2008.

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

(r) Interest in Cooperative Research Centres

The University has an interest in 14 Cooperative Research Centres. The University has previously provided funding to the Cooperative Research Centres through cash contributions and continues to provide research resources (in-kind support).

(s) Payables

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

(t) Employee Benefits

Annual Leave

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

Provisions made in respect of annual leave expected to be 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 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 balance date.

Long Service Leave

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

Provisions for employee entitlements which are not expected to be settled within twelve months are discounted using interest rates applicable to Australian Government Securities at balance date, which most closely match the terms of maturity of the related liabilities.

In determining the provision for employee entitlements, consideration has been given to future increases in wage and salary rates, and the consolidated entity's experience with staff departures. Related on-costs have also been included in the liability.

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

Other Employee Benefits

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

Superannuation

Employee contributory superannuation funds exist to provide benefits for the University's employees and their dependants on retirement, disability or death. The contributions made to these funds by the University are recorded in the Income Statement. Further details are provided in Note 38.

(u) Cash Flow

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

Notes to the Financial Statements

Notes	Consolidated		Monash University	
	2008	2007	2008	2007
	\$000	\$000	\$000	\$000

2. AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS-HELP AND OTHER AUSTRALIAN GOVERNMENT LOAN PROGRAMS

(a) Commonwealth Grants Scheme and Other Grants	46.1				
Commonwealth Grants Scheme #		197,018	179,869	197,018	179,869
Indigenous Support Fund		438	387	438	387
Equity Programs +		739	722	739	722
Workplace Reform Program		2,508	2,501	2,508	2,501
Workplace Productivity Program		1,195	1,206	1,195	1,206
Learning and Teaching Performance Fund		10,554	4,254	10,554	4,254
Capital Development Pool		7,001	6,422	7,001	6,422
Superannuation Program		9,826	9,788	9,826	9,788
Collaboration and Structural Reform Program ##		526	40	526	40
Improving the Practical Component of Teacher Education Initiative		567	-	567	-
Transitional Cost Program		2,374	-	2,374	-
Total Commonwealth Grants Scheme and Other Grants		232,746	205,189	232,746	205,189
(b) Higher Education Loan Program	46.2				
HECS-HELP		117,021	108,555	117,021	108,555
FEE-HELP		29,278	28,540	27,619	26,168
Total Higher Education Loan Program		146,299	137,095	144,640	134,723
(c) Scholarships	46.3				
Australian Postgraduate Awards		7,182	6,958	7,182	6,958
International Postgraduate Research Scholarships		1,526	1,400	1,526	1,400
Commonwealth Education Cost Scholarships		2,073	1,596	2,073	1,596
Commonwealth Accommodation Scholarships		2,413	2,362	2,413	2,362
Indigenous Access Scholarships		37	-	37	-
Indigenous Scholarships - Stipend Payments		-	9	-	9
Indigenous Scholarships - Tuition Fee Payments		-	5	-	5
Total Scholarships		13,231	12,330	13,231	12,330
(d) DEEWR - Research	46.4				
Institutional Grants Scheme		23,582	22,280	23,582	22,280
Research Training Scheme		42,739	41,391	42,739	41,350
Research Infrastructure Block Grants		17,955	15,626	17,955	15,626
Implementation Assistance Program		299	145	299	145
Australian Scheme for Higher Education Repositories		306	180	306	180
Commercialisation Training Scheme		405	379	405	379
Total DEEWR - Research Grants		85,286	80,001	85,286	79,960
(e) Australian Research Council					
(i) Discovery	46.5 (a)				
Projects		21,411	17,431	21,411	17,431
Fellowships		2,319	1,658	2,319	1,658
Indigenous Researchers Development		92	-	92	-
Total Discovery		23,822	19,089	23,822	19,089

Includes the basic CGS grant amount, CGS-Regional loading and CGS-Enabling loading and HEFA Transition Fund

Includes Diversity and Structural Adjustment Fund

+ Includes amounts for Higher Education Equity Support Program and Students with Disabilities Program

Notes to the Financial Statements

	Notes	Consolidated		Monash University	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
2. AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS-HELP AND OTHER AUSTRALIAN GOVERNMENT LOAN PROGRAMS (CONTINUED)					
<i>(ii) Linkages</i>	46.5 (b)				
Infrastructure		3,163	5,167	3,163	5,167
International		(7)	259	(7)	259
Projects		7,842	7,561	7,842	7,561
Total Linkages		10,998	12,987	10,998	12,987
<i>(iii) Networks and Centres</i>	46.5 (c)				
Centres		6,726	8,767	6,726	8,767
Total Networks and Centres		6,726	8,767	6,726	8,767
Total Australian Research Council Grants		41,546	40,843	41,546	40,843
(f) Other Australian Government financial assistance					
NH&MRC		55,086	50,355	55,086	50,355
Other Australian Government financial assistance		75,567	48,729	75,567	48,729
Total other Australian Government financial assistance		130,653	99,084	130,653	99,084
Total Australian Government financial assistance		649,761	574,542	648,102	572,129
Reconciliation					
Australian Government grants (a+c+d+e+f)		503,462	437,447	503,462	437,406
HECS-HELP - Australian Government payments		117,021	108,555	117,021	108,555
Other Australian Government loan programs (FEE-HELP)		29,278	28,540	27,619	26,168
Total Australian Government financial assistance		649,761	574,542	648,102	572,129
3. STATE AND LOCAL GOVERNMENT FINANCIAL ASSISTANCE					
State Government financial assistance					
Operating		1,140	5,315	1,140	5,315
Research		28,274	27,173	28,274	27,173
Non-research		6,508	19,681	6,508	19,681
Total State Government financial assistance		35,922	52,169	35,922	52,169
Local Government financial assistance					
Research		847	578	847	578
Non-research		469	170	469	170
Total Local Government financial assistance		1,316	748	1,316	748
Total State and Local Government financial assistance		37,238	52,917	37,238	52,917
4. NON-GOVERNMENT FINANCIAL ASSISTANCE					
Research		36,727	32,999	36,261	32,794
Non-Research		7,504	4,660	10,695	4,581
Total Non-Government Financial Assistance		44,231	37,659	46,956	37,375

Notes to the Financial Statements

	Consolidated		Monash University	
	2008	2007	2008	2007
Notes	\$000	\$000	\$000	\$000
5. FEES AND CHARGES				
Course fees and charges				
Fee-paying overseas students	280,259	249,969	229,392	208,260
Fee-paying domestic postgraduate students	16,862	16,691	16,862	16,691
Fee-paying domestic undergraduate students	9,304	9,179	9,304	9,179
Fee-paying domestic non-award students	3,111	3,829	1,958	2,181
Fee-offshore programs	5,048	6,812	5,048	6,812
Other domestic course fees and charges	21,171	17,936	13,382	13,502
Total course fees and charges	335,755	304,416	275,946	256,625
Other fees and charges				
Amenities and service fees	104	126	2	113
Parking fees	4,643	4,252	4,643	4,251
Student accommodation	14,782	11,610	11,235	10,123
Other fees and charges	9,373	8,116	5,840	5,749
Total other fees and charges	28,902	24,104	21,720	20,236
Total fees and charges	364,657	328,520	297,666	276,861
6. INVESTMENT REVENUE				
Dividends	36,619	42,721	22,015	33,839
Interest	14,109	7,674	7,603	5,998
Fair value gain on investment properties	-	5,108	-	1,108
Trust distributions	-	-	18,111	7,011
Realised profit on sale of investments	4,691	118,321	3,155	-
Total investment revenue	55,419	173,824	50,884	47,956
7. ROYALTIES, TRADEMARKS AND LICENCES				
Student related				
Enrolment royalties	8,254	4,764	14,269	9,724
Total student related royalties, trademarks and licences	8,254	4,764	14,269	9,724
Intellectual Property Related				
Patents and licences	922	5,542	922	5,237
Total intellectual property related royalties, trademarks and licences	922	5,542	922	5,237
Total royalties, trademarks and licences	9,176	10,306	15,191	14,961
8. CONSULTANCY AND CONTRACTS				
Consultancy	17,590	13,541	17,625	13,541
Contract Research	27,758	28,552	27,758	28,552
Total consultancy and contracts	45,348	42,093	45,383	42,093

Notes to the Financial Statements

	Notes	Consolidated		Monash University	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
9. OTHER REVENUE					
Donations and bequests		14,653	18,918	14,703	18,918
Scholarships and prizes		1,636	1,169	1,636	1,169
Net gain on disposal of property, plant and equipment		-	2,360	-	744
Foreign exchange gains (net)	9 (a)	1,877	-	1,753	-
Commercial operations		9,469	47,696	9,469	7,042
Rentals and hirings		17,092	16,830	16,424	14,772
Sale of goods and services		17,545	27,060	8,288	7,373
Secondment recoveries		4,076	281	5,430	5,390
Administration recoveries		3,588	4,632	7,384	6,352
Other revenue		12,650	12,798	14,025	12,561
Total other revenue		82,586	131,744	79,112	74,321
(a) Net foreign exchange gains / (losses)					
Net foreign exchange gains / (losses) included in other income for the year		1,877	(654)	1,753	(636)
Net foreign exchange gains / (losses) recognised in operating result before income tax for the year (as either other revenue or expense)		1,877	(654)	1,753	(636)
10. EMPLOYEE BENEFITS AND ON COSTS					
Academic					
Academic staff salaries		324,840	298,283	309,638	287,093
Contribution to superannuation and pension schemes:					
Funded		43,114	40,290	41,252	38,496
Payroll tax		18,110	16,820	17,437	16,306
WorkCover		455	1,146	405	1,073
Fringe benefits tax		1,193	1,234	1,193	1,234
Long service leave provision		6,341	4,077	6,100	3,971
Recreation leave provision		1,011	2,931	734	2,504
Recreation leave loading		2,863	2,689	2,740	2,574
		397,927	367,470	379,499	353,251
Non-academic					
Non-academic staff salaries		238,486	228,200	227,049	204,707
Contribution to superannuation and pension schemes:					
Funded		34,425	32,257	32,721	29,470
Payroll tax		13,565	12,791	12,937	11,728
WorkCover		558	1,208	439	1,073
Fringe benefits tax		1,310	1,274	1,292	1,234
Long service leave provision		4,104	3,503	4,250	3,212
Recreation leave provision		1,724	1,762	1,710	1,472
Recreation leave loading		2,258	2,072	2,134	1,946
		296,430	283,067	282,532	254,842
Total employee benefits and on costs		694,357	650,537	662,031	608,093

Notes to the Financial Statements

	Notes	Consolidated		Monash University	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
11. DEPRECIATION, AMORTISATION AND IMPAIRMENT					
Depreciation					
Buildings		28,518	27,048	28,123	26,640
Equipment		23,516	22,125	22,493	19,906
Library books		4,267	3,990	4,180	3,903
Total depreciation		56,301	53,163	54,796	50,449
Amortisation					
Leasehold improvements		3,484	2,405	2,940	1,991
Software development		1,854	2,605	1,854	2,605
Electronic publications		1,217	992	1,217	992
Total amortisation		6,555	6,002	6,011	5,588
Impairment					
Property, plant and equipment					
Equipment		-	216	-	-
Intangible assets					
Goodwill		-	620	-	-
Total impairment		-	836	-	-
Total depreciation, amortisation and impairment		62,856	60,001	60,807	56,037
12. REPAIRS AND MAINTENANCE					
Buildings		33,127	33,726	30,912	31,695
Total repairs and maintenance		33,127	33,726	30,912	31,695
13. FINANCE COSTS					
Loans from banks and other non-related sources		19,932	18,681	22,235	18,572
Finance charges from finance leases		119	95	-	-
Less:					
Amounts included in the cost of qualifying assets		(4,962)	(3,262)	(4,962)	(3,262)
Total finance costs		15,089	15,514	17,273	15,310
14. BAD AND IMPAIRED RECEIVABLES AND INVESTMENTS					
Bad debts written off		147	67	131	40
Increase / (decrease) in provision for impaired receivables		810	626	(113)	145
Impairment of loans receivable		-	19	-	19
Impairment of investments in subsidiaries		-	-	-	7,535
Impairment of investments in associates		1,479	2,629	1,479	2,629
Total bad and impaired receivables and investments		2,436	3,341	1,497	10,368
15. ASSURANCE AND OTHER SERVICES					
Audit services	35	528	458	287	195
Total assurance and other services		528	458	287	195

Notes to the Financial Statements

Notes	Consolidated		Monash University	
	2008	2007	2008	2007
	\$000	\$000	\$000	\$000
16. OTHER EXPENSES				
Scholarships, grants and prizes	75,107	68,193	74,761	67,805
Advertising, marketing and promotional	11,073	13,815	6,652	6,605
Rent, leasing and utilities	48,278	45,074	46,312	38,685
Motor vehicles	6,731	5,807	6,534	5,593
Student	11,299	8,102	5,795	5,889
Laboratory	37,373	39,937	37,373	36,975
Other equipment	11,244	8,357	11,125	7,978
Communication	14,623	12,824	13,738	11,913
Information technology	27,774	26,828	26,852	25,409
Printing and stationery	14,558	14,231	13,875	13,305
Books and library	11,601	17,360	6,576	5,594
Travel	37,152	33,545	36,479	32,429
Financial and administration	31,750	32,204	29,194	31,000
Staff	38,394	33,351	34,306	32,587
Cost of sales and services	-	681	-	-
Fair value adjustment on loans to Monash South Africa Limited	-	-	5,816	6,265
Net loss on disposal of property, plant and equipment	1,349	29	1,348	-
Foreign exchange losses (net)	-	654	-	636
Unrealised foreign exchange losses on translation of transactions and balances with foreign controlled entities	-	-	1,048	1,298
Grant payments	25,323	19,546	25,323	28,095
Loss on acquisition of minority interest	-	8,658	-	-
Loss on deconsolidation of subsidiary	-	6,462	-	-
Loss on sale of businesses	1,413	-	-	-
Realised loss on sale of available-for-sale financial assets	2,464	-	-	-
Loss on sale of other financial assets	1,321	-	-	-
Other expenses	15,028	42,644	14,548	13,556
Total other expenses	423,855	438,302	397,655	371,617
17. INCOME TAX EXPENSE				
(a) Income tax expense				
Current tax	-	4,304	-	-
	-	4,304	-	-
Income tax expense is attributable to:				
Surplus from continuing operations	-	4,304	-	-
Aggregate income tax expense	-	4,304	-	-
(b) Numerical reconciliation of income tax expense to prima facie tax payable				
Operating result from continuing operations before income tax expense	(4,001)	15,177	-	-
	(4,001)	15,177	-	-
Tax at the Australian tax rate of 30% (2007, 30%)	(1,200)	4,553	-	-
Tax effect of amounts which are not deductible (taxable) in calculating taxable income:				
Sundry items	(684)	58	-	-
Taxation losses brought to account	1,884	(307)	-	-
	-	4,304	-	-
(c) Tax losses				
Unused tax losses for which no deferred tax asset has been recognised	4,538	2,654	-	-
Potential tax benefit @ 30%	1,361	796	-	-

Notes to the Financial Statements

	Consolidated		Monash University	
	2008	2007	2008	2007
Notes	\$000	\$000	\$000	\$000
18. CASH AND CASH EQUIVALENTS				
Cash at bank and on hand	15,982	5,980	10,211	-
Managed funds, at cost	44,643	39,726	44,643	39,726
Short term investments	736	2,535	-	-
Total cash and cash equivalents	61,361	48,241	54,854	39,726
(a) Reconciliation to cash at the end of the year				
The above figures are reconciled to cash at the end of the year as shown in the Cash Flow Statement as follows:				
Balances as above	61,361	48,241	54,854	39,726
Less: Bank overdrafts	-	(3,553)	-	(3,553)
Balance per Cash Flow Statement	61,361	44,688	54,854	36,173
(b) Cash at bank and on hand				
These are non-interest bearing.				
(c) Deposits at call				
The deposits are bearing floating interest rates between 4.16% and 7.42% (2007 - 7.19% and 7.41%). These deposits have an average maturity of 44 days (2007: 82 days).				
19. RECEIVABLES				
Current				
External				
Sundry debtors	32,663	37,740	29,876	35,859
Less: Provision for impaired receivables	(416)	(1,017)	(402)	(913)
Student fees	5,877	7,151	4,347	6,400
Less: Provision for impaired debts	(4,459)	(3,044)	(2,757)	(2,359)
Other amounts receivable	11,882	25,490	9,858	16,887
GST refundable (net)	5,747	4,537	5,717	4,434
Total external receivables	51,294	70,857	46,639	60,308
Intercompany receivables				
Monyx Pty Ltd	-	-	-	197
Monyx Education Services Pty Ltd	-	-	-	2
Monash Property South Africa Pty Ltd	-	-	86	548
Monash College Pty Ltd	-	-	10,944	10,090
Monash University Foundation Trust	-	-	-	6,745
Total intercompany receivables	-	-	11,030	17,582
Total current receivables	51,294	70,857	57,669	77,890
Non-current				
Loans receivable from related parties				
Monash Investment Trust	-	-	4,000	3,000
Monash Educational Enterprises	-	-	37,590	37,590
Fair value adjustment - Monash Educational Enterprises	-	-	(37,590)	(37,590)
	-	-	-	-
Monash Property South Africa Pty Ltd	-	-	20,862	21,129
Monash South Africa Limited	-	-	23,608	17,892
Fair value adjustment - Monash South Africa Limited	-	-	(23,608)	(17,892)
	-	-	-	-
Monash University Club	248	189	248	189
Total non-current receivables	248	189	25,110	24,318
Total receivables	51,542	71,046	82,779	102,208

Notes to the Financial Statements

Notes	Consolidated		Monash University	
	2008	2007	2008	2007
	\$000	\$000	\$000	\$000

19. RECEIVABLES (CONTINUED)

(a) Bad and impaired trade receivables

The ageing of these receivables is as follows:

Less than 30 days	99	-	-	-
90 - 120 days	22	-	-	-
120 days +	4,754	2	3,159	3,272
	4,875	2	3,159	3,272

(b) Sundry and student receivables

Included in the Group's sundry and student receivables balance are amounts with a carrying value of \$33,665,000 (2007, \$40,830,000) which are past 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.

The ageing of these trade receivables is as follows:

Less than 30 days	14,285	-	12,362	19,099
30 - 60 days	7,458	-	7,016	8,457
60 - 90 days	5,414	-	5,235	2,560
90 - 120 days	2,521	-	2,444	1,795
120 days +	3,987	19,955	4,007	7,076
	33,665	19,955	31,064	38,987

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

At 1 January	3,380	3,380	3,272	3,128
Provision for impaired receivables recognised during the year	814	-	(113)	144
At 31 December	4,194	3,380	3,159	3,272

The creation and release of the provision for impaired receivables has been included in note 14 in the Income Statement. Amounts charged to the provision account are generally written off when 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.

20. INVENTORIES

Books and Retail	2,762	5,119	2,620	-
Central Building Maintenance Store	232	253	232	253
Stationery Store	117	236	117	236
Academic Services	34	31	34	31
Laboratory and departmental supplies	348	576	348	576
Other	38	46	16	29
Total current inventories	3,531	6,261	3,367	1,125

Notes to the Financial Statements

	Consolidated		Monash University	
	2008	2007	2008	2007
Notes	\$000	\$000	\$000	\$000
21. INVESTMENTS IN ASSOCIATES				
Shares in associates	11,812	7,216	6,709	4,544
Total investments in associates	11,812	7,216	6,709	4,544
Shares in associates				
(a) Ownership Interest				
	%	%		
Monash University Sunway Campus Malaysia Sdn Bhd	35	32		
(b) Movements in carrying amounts				
	Consolidated		Monash University	
	2008	2007	2008	2007
	\$000	\$000	\$000	\$000
Carrying amount at the beginning of the financial year	7,216	8,376	4,544	2,938
Increase in shares in associates at cost	2,165	1,606	2,165	1,606
Share of profits after income tax	1,314	1,147	-	-
Dividends received and receivable	-	(908)	-	-
Share of foreign currency gain on translation	1,117	203	-	-
Ownership lost on deconsolidation of subsidiary	-	(3,208)	-	-
Carrying amount at the end of the financial year	11,812	7,216	6,709	4,544
(c) Fair value of listed investments in associates				
There are no listed investments in associates.				
(d) Share of associate's operating result				
Net operating result before income tax	1,423	1,604	-	-
Income tax expense	(109)	(457)	-	-
Net operating result after income tax	1,314	1,147	-	-
(e) Summarised financial information of associates				
Group's share of:	Assets	Liabilities	Revenues	Profit/Loss
	\$000	\$000	\$000	\$000
2008				
Monash University Sunway Campus Malaysia Sdn Bhd	9,255	3,661	12,124	1,314
	9,255	3,661	12,124	1,314
2007				
Monash University Sunway Campus Malaysia Sdn Bhd	9,482	5,801	8,976	45
	9,482	5,801	8,976	45

Notes to the Financial Statements

	Notes	Consolidated		Monash University	
		2008	2007	2008	2007
		\$000	\$000	\$000	\$000
22. AVAILABLE-FOR-SALE FINANCIAL ASSETS					
At beginning of year		325,477	311,099	197,837	181,390
Additions		42,328	37,742	27,026	27,649
Disposals (sale and redemption)		(163)	(330)	(163)	-
Revaluation deficit transferred to equity	33 (b)	(123,123)	(28,280)	(76,379)	(11,202)
Net loss on disposal of available-for-sale financial assets		(928)	5,246	-	-
At end of year		243,591	325,477	148,321	197,837
Listed securities					
Dia-B Tech Ltd		25	125	-	-
Acrux Ltd		177	524	-	-
Metabolic Pharmaceuticals Ltd		288	384	-	-
Norwood Immunology Ltd		94	371	-	-
Vernalis Plc		-	1	-	-
XRF Scientific Ltd		59	-	-	-
Other listed securities		234	266	234	266
Total listed securities		877	1,671	234	266
Managed Funds					
MLC		200,522	149,735	105,895	149,735
Macquarie Funds Management - Common Fund		42,192	174,071	42,192	47,836
Total managed funds		242,714	323,806	148,087	197,571
Total available-for-sale financial assets		243,591	325,477	148,321	197,837
23. OTHER FINANCIAL ASSETS					
Current					
Macquarie funds management		4,892	6,594	-	-
Discount bills		85,868	99,300	-	-
Total current other financial assets		90,760	105,894	-	-
Non-current					
Shares in subsidiaries	44	-	-	18,472	18,472
Provision for non-recovery of investments		-	-	(11,962)	(11,962)
Other unlisted securities					
Open Universities Australia Pty Ltd		100	100	100	100
Monash Health Research Precinct Pty Ltd		6,592	6,592	6,592	6,592
Vernet Pty Ltd		-	1,479	-	1,479
Cortical Pty Ltd		125	125	-	-
Sarou Pty Ltd		1,600	1,600	-	-
Australian Synchrotron Holding Company Pty Ltd		4,000	-	-	-
Other financial assets		58	75	1,612	1,629
Total non-current other financial assets		12,475	9,971	14,814	16,310
Total other financial assets		103,235	115,865	14,814	16,310
24. INVESTMENT PROPERTIES					
Land					
Valuation as at 1 January		64,753	59,669	34,253	33,169
Net fair value gain / (loss)		(4,553)	5,084	(3,253)	1,084
Transfer to another class		(5,866)	-	(5,866)	-
Valuation as at 31 December		54,334	64,753	25,134	34,253
Buildings					
Valuation as at 1 January		5,835	5,811	5,835	5,811
Net fair value gain / (loss)		(2,767)	24	(2,767)	24
Valuation as at 31 December		3,068	5,835	3,068	5,835
Total investment properties		57,402	70,588	28,202	40,088

Notes to the Financial Statements
25. PROPERTY, PLANT AND EQUIPMENT

Movements in Property, Plant and Equipment Consolidated

	Equipment	Library Books	Cultural Assets	Land	Buildings	Buildings under Construction	Leasehold Improvements	Total
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
At 1 January 2008								
- Cost	232,145	97,669	134	1,200	33,450	51,975	46,496	463,069
- Valuation	-	-	43,269	289,281	896,247	-	570	1,229,367
Accumulated depreciation	(143,838)	(13,240)	-	-	(26,648)	-	(12,323)	(196,049)
Net book amount	88,307	84,429	43,403	290,481	903,049	51,975	34,743	1,496,387
Year ended 31 December 2008								
Opening net book amount	88,307	84,429	43,403	290,481	903,049	51,975	34,743	1,496,387
Revaluation surplus	-	-	3,406	(3,480)	2,336	-	-	2,262
Additions	45,303	6,939	577	210	76,357	23,989	7,310	160,685
Disposals	(3,888)	(368)	-	(80)	-	(763)	-	(5,099)
Depreciation	(23,516)	(4,267)	-	-	(28,518)	-	(3,484)	(59,785)
Transfer (to) / from another class	-	-	-	5,866	47,321	(48,543)	1,222	5,866
Foreign currency translation	(40)	(26)	-	(1,099)	(1,745)	-	-	(2,910)
Closing net book amount	106,166	86,707	47,386	291,898	998,800	26,658	39,791	1,597,406
At 31 December 2008								
- Cost	259,418	104,130	1,191	1,410	156,532	26,658	55,029	604,368
- Valuation	(3,941)	(641)	46,195	290,488	897,038	-	570	1,229,709
Accumulated depreciation	(149,311)	(16,782)	-	-	(54,770)	-	(15,808)	(236,671)
Net book amount	106,166	86,707	47,386	291,898	998,800	26,658	39,791	1,597,406
At 1 January 2007								
- Cost	218,418	90,922	512	-	2,030	31,434	33,231	376,547
- Valuation	-	-	37,551	290,731	889,784	5,530	56	1,223,652
Accumulated depreciation	(137,901)	(9,364)	-	-	(10)	-	(9,918)	(157,193)
Net book amount	80,517	81,558	38,063	290,731	891,804	36,964	23,369	1,443,006
Year ended 31 December 2007								
Opening net book amount	80,517	81,558	38,063	290,731	891,804	36,964	23,369	1,443,006
Revaluation surplus	-	-	4,873	1,267	1,624	-	-	7,764
Additions	36,427	7,328	439	1,200	18,983	34,860	13,779	113,016
Disposals	(4,194)	(441)	-	(783)	(205)	(102)	-	(5,725)
Depreciation	(22,125)	(3,990)	-	-	(27,048)	-	(2,405)	(55,568)
Impairment	(216)	-	-	-	-	-	-	(216)
Transfer (to) / from another class	(28)	-	28	-	19,747	(19,747)	-	-
Foreign currency translation	(79)	(26)	-	(1,934)	(1,856)	-	-	(3,895)
Loss on deconsolidation of a subsidiary	(1,995)	-	-	-	-	-	-	(1,995)
Closing net book amount	88,307	84,429	43,403	290,481	903,049	51,975	34,743	1,496,387
At 31 December 2007								
- Cost	232,145	97,669	134	1,200	33,450	51,975	46,496	463,069
- Valuation	-	-	43,269	289,281	896,247	-	570	1,229,367
Accumulated depreciation	(143,838)	(13,240)	-	-	(26,648)	-	(12,323)	(196,049)
Net book amount	88,307	84,429	43,403	290,481	903,049	51,975	34,743	1,496,387

25. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

Movements in Property, Plant and Equipment University	Equipment \$000	Library Books \$000	Cultural Assets \$000	Land \$000	Buildings \$000	Buildings under Construction \$000	Leasehold Improvements \$000	Total \$000
At 1 January 2008								
- Cost	223,904	96,744	134	1,200	33,450	51,975	40,828	448,235
- Valuation	-	-	43,269	274,065	873,625	-	570	1,191,529
Accumulated depreciation	(138,151)	(12,646)	-	-	(26,648)	-	(10,489)	(187,934)
Net book amount	85,753	84,098	43,403	275,265	880,427	51,975	30,909	1,451,830
Year ended 31 December 2008								
Opening net book amount	85,753	84,098	43,403	275,265	880,427	51,975	30,909	1,451,830
Revaluation surplus	-	-	3,406	-	-	-	-	3,406
Additions	43,516	6,714	577	210	75,762	22,843	7,200	156,822
Disposals	(3,572)	(368)	-	(80)	-	(763)	-	(4,783)
Depreciation	(22,493)	(4,180)	-	-	(28,123)	-	(2,940)	(57,736)
Transfer (to) / from another class	-	-	-	5,866	47,321	(48,543)	1,222	5,866
Closing net book amount	103,204	86,264	47,386	281,261	975,387	25,512	36,391	1,555,405
At 31 December 2008								
- Cost	250,331	103,046	1,191	1,410	156,532	25,512	49,252	587,274
- Valuation	-	-	46,195	279,851	873,625	-	570	1,200,241
Accumulated depreciation	(147,127)	(16,782)	-	-	(54,770)	-	(13,431)	(232,110)
Net book amount	103,204	86,264	47,386	281,261	975,387	25,512	36,391	1,555,405
At 1 January 2007								
- Cost	203,580	90,049	512	-	2,030	31,434	30,256	357,861
- Valuation	-	-	37,551	274,530	873,832	-	570	1,186,483
Accumulated depreciation	(127,714)	(8,807)	-	-	(10)	-	(8,498)	(145,029)
Net book amount	75,866	81,242	38,063	274,530	875,852	31,434	22,328	1,399,315
Year ended 31 December 2007								
Opening net book amount	75,866	81,242	38,063	274,530	875,852	31,434	22,328	1,399,315
Revaluation surplus	-	-	4,873	-	-	-	-	4,873
Additions	33,566	7,200	439	1,200	17,203	34,860	10,572	105,040
Disposals	(3,745)	(441)	-	(465)	(205)	(102)	-	(4,958)
Depreciation	(19,906)	(3,903)	-	-	(26,640)	-	(1,991)	(52,440)
Transfer (to) / from another class	(28)	-	28	-	14,217	(14,217)	-	-
Closing net book amount	85,753	84,098	43,403	275,265	880,427	51,975	30,909	1,451,830
At 31 December 2007								
- Cost	223,904	96,744	134	1,200	33,450	51,975	40,828	448,235
- Valuation	-	-	43,269	274,065	873,625	-	570	1,191,529
Accumulated depreciation	(138,151)	(12,646)	-	-	(26,648)	-	(10,489)	(187,934)
Net book amount	85,753	84,098	43,403	275,265	880,427	51,975	30,909	1,451,830

Notes to the Financial Statements

26. INTANGIBLE ASSETS

Movements in Intangible Assets

Consolidated	Software Development	Goodwill	Electronic Publications	Total
2008	\$000	\$000	\$000	\$000
At 1 January 2008				
- Cost	29,320	4,500	32,837	66,657
- Accumulated amortisation and impairment	(14,417)	(620)	(2,692)	(17,729)
Net book amount	14,903	3,880	30,145	48,928
Year ended 31 December 2008				
Opening net book amount	14,903	3,880	30,145	48,928
Additions	7,375	-	7,361	14,736
Amortisation charge	(1,854)	-	(1,217)	(3,071)
Closing net book amount	20,424	3,880	36,289	60,593
At 31 December 2008				
- Cost	-	-	-	-
- Accumulated amortisation and impairment	20,424	3,880	36,289	60,593
Net book amount	20,424	3,880	36,289	60,593
Consolidated				
2007				
At 1 January 2007				
- Cost	33,634	5,732	26,668	66,034
- Accumulated amortisation and impairment	(21,948)	(4,018)	(1,700)	(27,666)
Net book amount	11,686	1,714	24,968	38,368
Year ended 31 December 2007				
Opening net book amount	11,686	1,714	24,968	38,368
Additions	6,270	4,500	6,169	16,939
Amortisation charge	(2,605)	-	(992)	(3,597)
Impairment	-	(620)	-	(620)
Retirement	(344)	-	-	(344)
Loss on deconsolidation of a subsidiary	(104)	(1,714)	-	(1,818)
Closing net book amount	14,903	3,880	30,145	48,928
At 31 December 2007				
- Cost	29,320	4,500	32,837	66,657
- Accumulated amortisation and impairment	(14,417)	(620)	(2,692)	(17,729)
Net book amount	14,903	3,880	30,145	48,928
University				
2008				
At 1 January 2008				
- Cost	29,320	-	32,837	62,157
- Accumulated amortisation and impairment	(14,417)	-	(2,692)	(17,109)
Net book amount	14,903	-	30,145	45,048
Year ended 31 December 2008				
Opening net book amount	14,903	-	30,145	45,048
Additions	7,375	-	7,361	14,736
Amortisation charge	(1,854)	-	(1,217)	(3,071)
Closing net book amount	20,424	-	36,289	56,713
At 31 December 2008				
- Cost	36,695	-	40,198	76,893
- Accumulated amortisation and impairment	(16,271)	-	(3,909)	(20,180)
Net book amount	20,424	-	36,289	56,713
University				
2007				
At 1 January 2007				
- Cost	33,062	-	26,668	59,730
- Accumulated amortisation and impairment	(21,480)	-	(1,700)	(23,180)
Net book amount	11,582	-	24,968	36,550
Year ended 31 December 2007				
Opening net book amount	11,582	-	24,968	36,550
Additions	6,270	-	6,169	12,439
Amortisation charge	(2,605)	-	(992)	(3,597)
Retirement	(344)	-	-	(344)
Closing net book amount	14,903	-	30,145	45,048
At 31 December 2007				
- Cost	29,320	-	32,837	62,157
- Accumulated amortisation and impairment	(14,417)	-	(2,692)	(17,109)
Net book amount	14,903	-	30,145	45,048

Notes to the Financial Statements

	Consolidated		Monash University	
	2008	2007	2008	2007
Notes	\$000	\$000	\$000	\$000
27. OTHER NON-FINANCIAL ASSETS				
Current				
Prepayments	20,167	11,732	19,393	11,099
Short term loans	14	40	14	40
Accrued revenue	195	157	-	-
Total current other non-financial assets	20,376	11,929	19,407	11,139
Non-current				
Other prepaid rental	12,597	12,925	12,597	12,925
Deposits paid	24	-	-	-
Other non-financial assets	13	21	13	21
Total non-current other non-financial assets	12,634	12,946	12,610	12,946
Total other non-financial assets	33,010	24,875	32,017	24,085
28. PAYABLES				
External				
Creditors	38,096	44,480	37,380	41,837
Accrued Charges	12,738	7,730	10,495	5,359
Funds under administration	6,758	9,131	6,758	9,131
Other	37,352	25,549	35,102	24,794
Total external payables	94,944	86,890	89,735	81,121
Intercompany				
Monash Commercial Pty Ltd	-	-	2,588	2,424
Monash Investment Trust	-	-	10,415	10,015
Monash Property South Africa Pty Ltd	-	-	-	802
Monash South Africa Limited	-	-	754	-
Monash College Pty Ltd	-	-	26,189	18,277
Monash University Foundation Trust	-	-	225	-
Total intercompany payables	-	-	40,171	31,518
Total payables	94,944	86,890	129,906	112,639
29. BORROWINGS				
Current				
Secured				
Finance leases	358	241	-	-
Total current secured borrowings	358	241	-	-
Unsecured				
Bank loans - Commercial Bills	12,510	61,597	12,510	61,597
Bank overdraft	-	3,553	-	3,553
Total current unsecured borrowings	12,510	65,150	12,510	65,150
Total current borrowings	12,868	65,391	12,510	65,150

Notes to the Financial Statements

	Consolidated		Monash University	
	2008	2007	2008	2007
Notes	\$000	\$000	\$000	\$000
29. BORROWINGS (CONTINUED)				
Non - Current				
Secured				
Finance leases	415	515	-	-
Total non-current secured borrowings	415	515	-	-
Unsecured				
Bank loans - Commercial Bills				
Repayable 1-5 years	66,875	60,678	66,875	60,678
Repayable over 5 years	250,897	175,586	250,897	175,586
Other Loans, unsecured:				
Repayable over 5 years	5,020	5,018	5,020	5,018
Total non-current unsecured borrowings	322,792	241,282	322,792	241,282
Total non-current borrowings	323,207	241,797	322,792	241,282
Total borrowings	336,075	307,188	335,302	306,432
Unrestricted access was available at balance date to the following lines of credit:				
Credit standby arrangements				
Total facilities				
Bank overdrafts	-	3,553	-	3,553
Bank Loans	330,282	319,830	330,282	319,830
Other Loans	5,020	5,018	5,020	5,018
Finance leases	2,260	1,332	-	-
	337,562	329,733	335,302	328,401
Used at balance date				
Bank overdrafts	-	(3,553)	-	(3,553)
Bank Loans	(330,282)	(297,861)	(330,282)	(297,861)
Other Loans	(5,020)	(5,018)	(5,020)	(5,018)
Finance leases	(773)	(576)	-	-
	(336,075)	(307,008)	(335,302)	(306,432)
Unused at balance date				
Bank overdrafts	-	-	-	-
Bank Loans	-	21,969	-	21,969
Other Loans	-	-	-	-
Finance leases	1,487	756	-	-
	1,487	22,725	-	21,969
Bank loan facilities				
Total facilities	337,562	329,733	335,302	328,401
Used at balance date	(336,075)	(307,008)	(335,302)	(306,432)
Unused at balance date	1,487	22,725	-	21,969

Notes to the Financial Statements

	Notes	Consolidated		Monash University	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
30. PROVISIONS					
Current					
Provision for Remuneration Withheld		1,108	183	1,108	183
Provision for Bonus Payments		500	114	500	54
Provision for Investment Write Off		-	17	-	-
Employee benefits:					
Academic:					
Provision for Long Service Leave	30 (a)	41,154	39,452	40,839	39,267
Provision for Recreation Leave	30 (a)	26,272	25,517	25,370	24,781
Non-Academic:					
Provision for Long Service Leave	30 (a)	26,346	25,276	26,140	24,985
Provision for Recreation Leave	30 (a)	16,558	15,178	15,944	14,574
Provision for Redundancies		-	75	-	-
Total Current Provisions		111,938	105,812	109,901	103,844
Non-Current					
Provision for Remuneration Withheld		1,008	1,441	1,008	1,441
Provision for Bonus Payments		68	210	68	210
Employee benefits:					
Academic:					
Provision for Long Service Leave		13,339	9,211	13,054	8,933
Non-Academic:					
Provision for Long Service Leave		9,929	7,116	9,742	6,928
Total Non-Current Provisions		24,344	17,978	23,872	17,512
Total Provisions		136,282	123,790	133,773	121,356
(a) Current Long Service Leave and Recreation Leave:					
Within 12 months					
Academic:					
Provision for Long Service Leave - nominal value		28,975	27,979	28,660	27,794
Provision for Recreation Leave - nominal value		19,092	16,536	18,190	15,800
Non-Academic:					
Provision for Long Service Leave - nominal value		17,466	17,118	17,260	16,827
Provision for Recreation Leave - nominal value		13,927	10,698	13,313	10,094
Total Within 12 months		79,460	72,331	77,423	70,515
Beyond 12 months					
Academic:					
Provision for Long Service Leave - present value		12,179	11,473	12,179	11,473
Provision for Recreation Leave - present value		7,180	8,981	7,180	8,981
Non-Academic:					
Provision for Long Service Leave - present value		8,880	8,158	8,880	8,158
Provision for Recreation Leave - present value		2,631	4,480	2,631	4,480
Total Beyond 12 months		30,870	33,092	30,870	33,092
Total Current Long Service Leave and Recreation Leave		110,330	105,423	108,293	103,607

Notes to the Financial Statements

	Notes	Consolidated		Monash University	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
31. OTHER LIABILITIES					
Current					
Prepaid rental		241	229	-	-
Student fees received in advance		28,534	22,923	21,768	17,365
Income received in advance		458	389	458	389
Other		807	105	-	-
Total other liabilities		30,040	23,646	22,226	17,754
32. CAPITAL					
Funds Held in Perpetuity:					
Monash University Foundation					
Funds Held in Perpetuity at 1 January		32,759	32,312	-	-
Transfer from Retained Earnings		100,771	447	-	-
Funds Held in Perpetuity at 31 December		133,530	32,759	-	-
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		216,632	115,861	83,102	83,102
33. RESERVES					
Asset revaluation reserve					
Asset revaluation reserve at 1 January	33 (a)	831,876	824,112	810,487	805,614
Transfers to Asset revaluation reserve		2,260	7,764	3,406	4,873
Asset revaluation reserve at 31 December		834,136	831,876	813,893	810,487
Available-for-sale investments revaluation reserve					
Available-for-sale investments revaluation reserve at 1 January	33 (b)	33,155	61,664	15,074	26,276
Transfers to / (from) Available-for-sale investments revaluation reserve	1 (m)	(31,817)	(28,509)	(14,746)	(11,202)
Available-for-sale investments revaluation reserve at 31 December		1,338	33,155	328	15,074
Foreign currency translation reserve					
Foreign currency translation reserve at 1 January	33 (c)	(7,928)	(5,174)	-	-
Transfers to Foreign currency translation reserve		(2,804)	(2,754)	-	-
Foreign currency translation reserve at 31 December		(10,732)	(7,928)	-	-
Total reserves		824,742	857,103	814,221	825,561

Notes to the Financial Statements

Notes	Consolidated		Monash University	
	2008	2007	2008	2007
	\$000	\$000	\$000	\$000
33. RESERVES (CONTINUED)				
Movements:				
(a) Asset revaluation reserve:				
Balance 1 January	831,876	824,112	810,487	805,614
Revaluation - gross	2,260	8,501	3,406	4,873
Reversal of previous revaluations on sale - transfer to net profit - gross	-	(737)	-	-
Balance 31 December	834,136	831,876	813,893	810,487
(b) Available-for-sale investments revaluation reserve:				
Balance 1 January	33,155	61,664	15,074	26,276
Revaluation - gross	(123,123)	(27,287)	(76,379)	(11,202)
Reversal of previous revaluations on sale - transfer to net profit - gross	-	(1,222)	-	-
Transfer of impairment losses to income statement	91,306	-	61,633	-
Balance 31 December	1,338	33,155	328	15,074
(c) Foreign currency translation reserve:				
Balance 1 January	(7,928)	(5,174)	-	-
Currency translation differences arising during the year	(2,804)	(2,754)	-	-
Balance 31 December	(10,732)	(7,928)	-	-
34. RETAINED SURPLUS				
Retained surplus at 1 January	700,406	531,726	455,957	405,834
Net operating result for the year	(14,867)	169,127	8,694	50,123
Transfer to original capital	(100,771)	(447)	-	-
Retained surplus at 31 December	584,768	700,406	464,651	455,957
35. ASSURANCE AND OTHER SERVICES				
During the year the following fees were paid for services provided by the auditor of the parent entity, its related practices and non-related audit firms:				
Assurance services				
Fees paid to Auditor-General of Victoria:				
Audit and review of financial reports and other audit work under the <i>Corporations Act 2001</i>	370	308	287	142
Fees paid to non-Auditor-General of Victoria audit firms for the audit or review of financial reports of any entity in the consolidated entity	158	150	-	53
Total remuneration for assurance services	528	458	287	195

Notes to the Financial Statements

36. RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS

The responsible Minister for Skills and Workforce Participation is the The Hon. J. Allan. The names of members of Council of Monash University who held office during the financial year are shown below. None of these persons received remuneration directly related to their duties as Council Members. No related party transactions were entered into by members of Council or their related entities.

Ms L Adler AM	Dr A Finkel AM	Mr I Pyman
Mr J Bender	Professor J Godfrey	Mr P H Ramler AM
Mr Y Blacher	Ms P F E Hutchinson	Mr P Redlich AO
Ms L Boston	Mr S Katariya	Dr L Rowe AM
Professor C Bourke MBE	Professor R Larkins AO	Professor T Sridhar
Mr S Bugge	M r B Maxfield	Dr C Williams
Dr C Curwen CVO OBE	Mr I Nethercote	Dr J W Zillman AO

Monash University - Remuneration of Directors

The number of Directors (Directors being defined as members of the University Council) and their total remuneration during the reporting period is shown in the first two columns of the table below and their relevant income bands. Base remuneration of Directors is shown in the third and fourth columns. Base remuneration is exclusive of end of contract, bonus and retention payments, payment in lieu of annual and long service leave on termination of employment, redundancy payments and annual performance related payments.

It should be emphasised that, in the main, data reported below relates to employees of the University who are also members of the University Council. Members of the University Council (who are not employees of the University) do not receive remuneration for carrying out their University Council roles. Members of Council who have also been appointed as Directors of Monash University controlled or associated entities, can receive remuneration for carrying out these additional Director roles.

Income Band	Total Remuneration		Base Remuneration	
	2008	2007	2008	2007
\$10,000 - 19,999	1	-	1	-
\$20,000 - 29,999	-	1	-	1
\$80,000 - 89,999	-	1	-	1
\$90,000 - 99,999	1	-	1	-
\$100,000 - 109,999	-	1	-	1
\$110,000 - 119,999	1	-	1	-
\$160,000 - 169,999	-	2	-	2
\$280,000 - 289,999	-	-	1	-
\$340,000 - 349,999	-	-	1	-
\$360,000 - 369,999	1	-	-	-
\$510,000 - 519,999	-	-	-	1
\$560,000 - 569,999	-	-	1	-
\$570,000 - 579,999	1	-	-	-
\$710,000 - 719,999	-	1	-	-
\$750,000 - 759,000	1	-	-	-
Total Numbers:	6	6	6	6
Total Amount:	\$1,928,658	\$1,263,312	\$1,424,678	\$1,069,812

Monash University - Remuneration of Executives

The number of executive officers and their total remuneration during the reporting period is shown in the first two columns of the table below and their relevant income bands. The base remuneration of executive officers is shown in the third and fourth columns. Base remuneration is exclusive of end of contract, bonus and retention payments, payment in lieu of annual and long service leave on termination of employment, redundancy payments and annual performance related payments.

Executive officers are defined as officers within the University occupying a senior management role.

Income Band	Total Remuneration		Base Remuneration	
	2008	2007	2008	2007
\$100,000 - 109,999	1	-	2	1
\$110,000 - 119,999	-	-	-	-
\$120,000 - 129,999	1	5	-	4
\$130,000 - 139,999	2	3	3	3
\$140,000 - 149,999	1	1	2	2
\$150,000 - 159,999	3	-	1	1
\$160,000 - 169,999	-	3	7	3
\$170,000 - 179,999	4	2	-	2
\$180,000 - 189,999	3	-	-	2
\$190,000 - 199,999	-	2	3	8
\$200,000 - 209,999	1	2	3	5
\$210,000 - 219,999	-	2	4	3
\$220,000 - 229,999	2	2	6	3
\$230,000 - 239,999	1	3	-	1
\$240,000 - 249,999	1	1	1	2
\$250,000 - 259,999	4	3	1	1
\$260,000 - 269,999	2	1	3	1
\$270,000 - 279,999	2	2	2	-
\$280,000 - 289,999	2	-	-	1
\$290,000 - 299,999	3	3	1	-
\$300,000 - 309,999	1	-	3	2
\$310,000 - 319,999	1	1	1	-
\$320,000 - 329,999	1	1	-	-
\$330,000 - 339,999	1	1	-	-
\$340,000 - 349,999	1	-	2	-
\$350,000 - 359,999	1	2	-	-
\$360,000 - 369,999	1	-	-	1
\$370,000 - 379,999	1	1	-	-
\$380,000 - 389,999	1	2	-	-
\$390,000 - 399,999	1	1	-	-
\$400,000 - 409,999	-	-	1	-
\$420,000 - 429,999	1	1	-	-
\$430,000 - 439,999	-	-	1	-
\$460,000 - 469,999	-	1	-	-
\$470,000 - 479,999	-	2	-	-
\$480,000 - 489,999	1	-	-	-
\$510,000 - 519,999	2	-	-	-
\$680,000 - 689,999	-	1	-	-
Total Numbers:	47	49	47	46
Total Amount:	\$12,504,231	\$12,850,380	\$10,522,420	\$9,098,153

**36. RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS
(CONTINUED)****Controlled Entities - Remuneration of Directors**

Remuneration for Directors of Monash University controlled and associated entities is reported in the table below, using the same remuneration definitions as that used for Monash University. Directors of controlled and associated entities who are also members of University Council have their remuneration reported under Monash University and are not included in this table.

Income Band	Total Remuneration		Base Remuneration	
	2008	2007	2008	2007
\$0 - 9,999	5	1	5	1
\$10,000 - 19,999	2	1	2	1
\$20,000 - 29,999	1	1	1	1
\$30,000 - 39,999	-	-	-	1
\$60,000 - 69,999	-	-	1	-
\$70,000 - 79,999	1	-	-	1
\$80,000 - 89,999	-	1	-	-
\$340,000 - 349,999	-	-	-	-
\$400,000 - 409,999	-	-	-	1
\$470,000 - 479,999	-	-	-	-
\$630,000 - 639,999	-	1	-	-
\$930,000 - 939,999	-	1	-	-
\$1,430,000 - 1,439,999	-	1	-	-
Total Numbers:	9	7	9	6
Total Amount:	\$170,664	\$3,126,005	\$156,872	\$558,498

Controlled Entities - Remuneration of Executives

The number of executive officers and their total remuneration during the reporting period is shown in the first two columns of the table below in the relevant income bands. Base remuneration of executive officers is shown in the third and fourth columns. Base remuneration is exclusive of end of contract, bonus and retention payments, payment in lieu of annual and long service leave on termination of employment, redundancy payments and annual performance related payments.

Executive officers are defined as officers within the Controlled Entity occupying a senior management role. The number of Directors and Executives of Controlled entities has reduced significantly from 2007 to 2008 due to the transfer of Monyx Pty Ltd to University control and the sale of Monash IVF Pty Ltd.

Income Band	Total Remuneration		Base Remuneration	
	2008	2007	2008	2007
\$100,000 - 109,999	-	12	-	7
\$110,000 - 119,999	-	4	2	4
\$120,000 - 129,999	2	4	-	2
\$130,000 - 139,999	-	2	-	1
\$140,000 - 149,999	1	2	1	2
\$150,000 - 159,999	-	1	1	2
\$160,000 - 169,999	1	2	2	-
\$170,000 - 179,999	2	3	1	2
\$180,000 - 189,999	1	2	1	-
\$190,000 - 199,999	1	-	-	-
\$200,000 - 209,999	-	2	-	1
\$210,000 - 219,999	-	-	-	-
\$220,000 - 229,999	1	-	-	-
\$230,000 - 239,999	-	1	1	-
\$240,000 - 249,999	1	-	-	-
\$250,000 - 259,999	1	1	-	-
\$260,000 - 269,999	-	1	-	-
\$270,000 - 279,999	-	1	-	-
\$280,000 - 289,999	-	-	-	1
\$290,000 - 299,999	-	-	-	-
\$300,000 - 309,999	1	-	1	-
\$320,000 - 329,999	-	1	-	-
\$450,000 - 459,999	-	-	1	-
\$480,000 - 489,000	1	-	-	-
Total Numbers:	13	39	11	22
Total Amount:	\$2,807,615	\$5,862,790	\$2,210,515	\$2,999,072

37. CONTINGENT ASSETS AND LIABILITIES

There are no contingent assets as at 31 December 2008 (2007, nil).

Monash University has provided Letters of Comfort to Monash South Africa Ltd, Monash Property South Africa Pty Ltd and Monash Educational Enterprises. These letters confirm the University's intention to provide financial support to the extent which may be necessary to ensure that the entities are able to pay their debts as and when they fall due.

Monash South Africa Ltd has a finance leasing facility from a South African financial institution. The value of the facility is approximately \$2.3M (2007: \$1.3M) of which approximately \$0.8M (2007: \$0.6M) has been utilised at 31 December 2008. This facility is secured by a bank guarantee provided by Westpac Banking Corporation, which is supported by a letter of indemnity from Monash University Australia.

Other bank guarantees of \$1.2M (2007: \$1.1M) have been provided to third parties by Westpac Banking Corporation, which is supported by a letter of indemnity from Monash University.

Notes to the Financial Statements

38. 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 but, as a result of amendments to Clause 34 of the UniSuper Trust Deed, a defined contribution plan under Accounting Standard AASB 119. It should be noted that, whilst the UniSuper Vested Benefit Index at 31 December 2008 had fallen below 100%, the University had no exposure to the deficit as the Trust Deed requires benefits to be reduced in the event of any structural deficit emerging in the fund.

The University makes contributions at the rate of 14% of gross salary. Employees contribute at the 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.

The total contributions by the University to the Defined Benefit Division and Accumulation 2 for the year ended 31 December 2008 were \$51,226,147 (2007, \$44,095,195).

(iii) Accumulation 1

This section of the scheme is a cash accumulation productivity scheme and the University makes contributions at a rate of 3% to 9% of gross salary.

Total contributions by the University for the year ended 31 December 2008 were \$25,011,849 (2007, \$23,562,676).

(b) Government Superannuation Office (GSO) (an operating division of the Emergency Services Superannuation Board)

Monash University has, in its staffing profile, a number of employees who are members of the State Superannuation Fund, which is a defined benefits scheme administered by GSO.

As at 30 June 2008, the State Superannuation Fund was carrying total liabilities for member benefits, in excess of the value of the scheme's assets. Hence, unfunded superannuation liabilities exist which are recognised in the financial statements of the scheme. The notional share of this public sector employee superannuation scheme's unfunded liabilities attributable to Monash University, as assessed by the scheme as at 30 June 2008, amounted to \$139,131,000 (2007, \$136,957,000).

The movement in the notional liability is recorded as an increase of \$2,174,000 (2007, decrease of \$11,813,000). The increase in the liability is principally due to a change in methodology adopted for calculating the tax liability on future contributions.

Total contributions by the University for the year ended 31 December 2008 were \$10,096,749 (2007, \$9,899,882).

The policy adopted for calculating employer contributions is based on the advice of the scheme's trustees, but generally the contribution rate represents 82.3% of pensions payable.

(c) Other Superannuation Funds

Contributions are made by the University to approved superannuation funds. These funds include accumulation and defined benefit funds and have no unfunded liabilities.

Total contributions of \$82,879 were made in 2008 (2007, \$90,580).

39. SEGMENT INFORMATION

The University operates predominantly in the field of education in Australia and provides teaching and research services.

The South African Campus is operated through controlled entities and the Malaysian Campus through a 35% (2007, 32%) ownership of Monash University Sunway Campus Malaysia Sdn Bhd.

40. EVENTS SUBSEQUENT TO BALANCE DATE

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the consolidated entity, the results of those operations, or the state of affairs of the entity in future financial years.

Notes to the Financial Statements

	Notes	Consolidated		Monash University	
		2008 \$000	2007 \$000	2008 \$000	2007 \$000
41. COMMITMENTS FOR EXPENDITURE					
(a) Capital commitments					
Capital expenditure contracted for at the reporting date but not recognised as liabilities is as follows:					
Property, Plant and Equipment					
Payable:					
Within one year		98,389	92,516	98,386	92,292
Later than one year but not later than five years		120,088	36,200	120,088	36,200
		218,477	128,716	218,474	128,492
(b) Lease commitments					
Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities, payable:					
Within one year		19,381	13,782	13,833	8,600
Later than one year but not later than five years		52,077	33,936	39,017	21,385
Later than five years		156,837	125,236	142,833	107,776
		228,295	172,954	195,683	137,761
Representing:					
Operating leases		227,522	172,198	195,683	137,761
Finance leases		898	921	-	-
Future finance charges on finance leases		(125)	(165)	-	-
		228,295	172,954	195,683	137,761
(i) Operating leases					
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:					
Within one year		18,932	13,449	13,833	8,600
Later than one year but not later than five years		51,753	33,513	39,017	21,385
Later than five years		156,837	125,236	142,833	107,776
		227,522	172,198	195,683	137,761
(ii) Finance leases					
Commitments in relation to finance leases are payable as follows:					
Within one year		449	333	-	-
Later than one year but not later than five years		449	588	-	-
Minimum lease payments		898	921	-	-
Future finance charges		(125)	(165)	-	-
Recognised as a liability		773	756	-	-
Representing lease liabilities:					
Current	29	358	241	-	-
Non-current	29	415	515	-	-
		773	756	-	-

Notes to the Financial Statements

Notes	Monash University	
	2008	2007
	\$000	\$000

42. RELATED PARTIES

(a) Parent entities

The ultimate parent entity is Monash University.

(b) Subsidiaries

Interests in subsidiaries are set out in note 44.

(c) Directors and specified executives

Disclosures relating to directors and specified executives are set out in note 36.

(d) Transactions with related parties

The following transactions occurred with related parties:

Amounts received from:

Monash Commercial Pty Ltd	-	696
Monash Investment Trust	371	1,555
Monyx Pty Ltd	5,933	4,730
Montech Pty Ltd	-	333
Monash Property South Africa Pty Ltd	2,800	-
Monash South Africa Limited	-	1,827
Monash IVF Pty Ltd	-	6,252
Monash College Pty Ltd	18,437	15,850
Monash University Foundation Trust	19,219	7,690
	46,760	38,933

Amounts paid to:

Monash Commercial Pty Ltd	163	525
Monash Investment Trust	771	1,949
Monyx Pty Ltd	3,820	11,217
Montech Pty Ltd	-	42
Monash Property South Africa Pty Ltd	595	5,176
Monash South Africa Limited	733	243
Monash IVF Pty Ltd	-	250
Monash College Pty Ltd	2,076	1,421
Monash University Foundation Trust	3,001	1,972
	11,159	22,795

Notes to the Financial Statements

Notes	Consolidated		Monash University	
	2008	2007	2008	2007
	\$000	\$000	\$000	\$000
43. RECONCILIATION OF OPERATING RESULT AFTER INCOME TAX TO NET CASH INFLOW FROM OPERATING ACTIVITIES				
Operating result for the year	(14,867)	171,481	8,694	50,123
Donated assets	(52)	(1)	(52)	(1)
Share of profits of associates and joint venture partnership not received as dividends or distributions	(1,314)	(45)	-	-
Net income from Monash University Foundation	-	-	(18,111)	(7,011)
Net gain on investments	(37,258)	(139,249)	(22,884)	(23,412)
Net (gain) / loss on investment properties	7,320	(5,108)	6,020	(1,108)
Net (gain) / loss on sale of non-current assets	1,349	(2,331)	1,348	(744)
Net exchange differences	(2,888)	1,998	(705)	1,934
Depreciation, amortisation and impairment	62,856	60,001	60,807	56,037
Capitalised finance costs	(4,962)	(3,262)	(4,962)	(3,262)
Bad and impaired debt expense	957	693	18	185
Provisions	12,492	9,047	12,417	12,367
Fair value adjustment of loans receivable	-	-	5,816	6,284
Capitalised interest revenue	-	-	(1,285)	(1,204)
Loss on deconsolidation of controlled entities	-	3,813	-	-
Impairment of investments	92,785	10,664	63,112	10,664
Income exchanged for equity in associated entities	(2,165)	(1,606)	(2,165)	(1,606)
Other non - cash items	173	418	173	446
Changes in assets and liabilities:				
(Increase) / Decrease in receivables	18,606	(4,266)	20,204	(15,211)
(Increase) / Decrease in prepayments	(11,435)	3,568	(8,256)	2,569
(Increase) / Decrease in inventories	2,730	923	(2,242)	(39)
Decrease in other current assets	317	305	317	305
Increase / (Decrease) in payables	10,427	(15,065)	10,497	(9,744)
Increase in student fees received in advance	5,611	-	4,403	2,005
Increase in other income received in advance	81	682	69	-
Increase in other current liabilities	702	-	-	19
Increase in provision for deferred tax liabilities	-	621	-	-
Net cash inflow from operating activities	141,465	93,281	133,233	79,596

Notes to the Financial Statements

44. CONTROLLED ENTITIES

Entity (1)	Place of Incorporation	Countries where business carried on	Principal Activities	Details of Group Beneficial Interest		Details of Investment	
				2008 %	2007 %	2008 \$000	2007 \$000
Monash Commercial Pty Ltd	Victoria	Australia	Commercialisation of research and the provision of other services.	100%	100%	11,962	11,962
Monyx Pty Ltd	Victoria	Australia	Operation of retail outlets for the University.	100%	100%		
Monyx Education Services Pty Ltd	Victoria	Australia	Operation of retail outlets for the University.	100%	100%		
Monyx Services Pty Ltd	Victoria	Australia	Operation of retail outlets for the University.	100%	100%		
Monash Investment Holdings Pty Ltd	Victoria	Australia	Operation of retail outlets for the University.	100%	100%	10	10
Monash Investment Trust	Victoria	Australia	Trustee of Monash Investment Trust.	100%	100%		
Monash South Africa Limited (2)	Victoria	South Africa	Manage investments on behalf of Monash University.	100%	100%		
Monash Educational Enterprises (2)	South Africa	South Africa	Operation of core educational activities at Monash University's South African campus in Roodeport, Johannesburg.	100%	100%		
Monash Educational Enterprises (2)	South Africa	South Africa	Operation of non-core educational activities at Monash University's South African campus in Roodeport, Johannesburg. The entity has had limited trading.	100%	100%		
Monash Property South Africa Pty Ltd (2)	Victoria	Australia / South Africa	Ownership and development of the campus property in Roodeport, Johannesburg.	100%	100%	6,000	6,000
Monash College Pty Ltd	Victoria	Australia	Education activities on behalf of Monash University.	100%	100%	500	500
Monash International SRL	Italy	Italy	De-registered on 31 May 2008.	-	100%		
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 the future benefit of Monash University.	100%	100%		
Total						18,472	18,472

Notes:

(1) Subsidiary companies of controlled entities are indented.

(2) Economic dependency - Monash University provides financial support to these companies.

44. CONTROLLED ENTITIES (CONTINUED)

Summary of Financial Results

Income Statement Entity	Total Revenue		Total Expenditure		Foreign Exchange Gain /(Loss)		Tax		Operating Profit (Loss)		Contribution to University Operating Result	
	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000
Monash College Pty Ltd	60,122	49,665	56,101	47,143	-	-	-	-	4,021	2,522	4,021	2,522
Monash Commercial Pty Ltd	14,723	31,343	17,379	26,490	-	-	-	-	(2,656)	4,853	(2,656)	4,853
Monash Investment Trust	851	1,735	91	62	-	-	-	-	760	1,673	760	1,673
Monash University Foundation Trust	26,584	136,609	6,532	12,761	-	-	-	-	20,052	123,848	20,052	123,848
Monash South Africa Limited	12,346	9,948	17,284	14,820	-	-	-	-	(4,938)	(4,872)	(4,938)	(4,872)
Monash Property South Africa Pty Ltd	1,810	3,475	3,155	2,449	-	-	-	-	(1,345)	1,026	(1,345)	1,026
Monash Educational Enterprises	-	19	7	89	-	-	-	-	(7)	(70)	(7)	(70)
Montech Pty Ltd	-	26	-	2	-	-	-	-	-	24	-	24
Monash IVF Pty Ltd	-	43,248	-	34,199	-	-	-	-	-	4,745	-	4,413
Total	116,436	276,068	100,549	138,015	-	-	-	-	15,887	133,749	15,887	133,417

Balance Sheet Entity	Working Capital		Physical Assets		Total Assets		Internal Borrowings		External Borrowings		Total Liabilities		Equity	
	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000
Monash College Pty Ltd	9,708	5,180	3,862	4,363	39,951	32,349	-	-	-	-	22,973	19,392	16,978	12,957
Monash Commercial Pty Ltd	2,653	5,169	-	140	2,683	9,847	-	-	-	-	30	4,538	2,653	5,309
Monash Investment Trust	6,596	10,104	-	-	15,371	14,676	-	-	-	-	4,007	3,042	11,364	11,634
Monash University Foundation Trust	103,322	103,322	29,200	30,500	218,060	268,688	1,554	1,554	-	-	1,845	8,585	216,215	260,103
Monash South Africa Limited	557	840	2,870	2,216	7,246	4,953	19,981	15,099	773	756	24,191	17,511	(16,945)	(12,558)
Monash Property South Africa Pty Ltd	967	3,134	35,269	37,838	36,580	41,611	20,862	21,129	-	-	21,206	21,768	15,374	19,843
Monash Educational Enterprises	(10)	(2)	-	-	2	19	27,162	29,278	-	-	27,174	29,299	(27,172)	(29,280)
Total	123,793	127,747	71,201	75,057	319,893	372,143	69,559	67,060	773	756	101,426	104,135	218,467	268,008

Notes to the Financial Statements

45. FINANCIAL INSTRUMENTS DISCLOSURE

2008	Floating Interest Rate \$000	Fixed Interest Rate Maturities						Non Interest Bearing \$000	Total \$000
		1 Year or less \$000	Over 1 to 2 years \$000	Over 2 to 3 years \$000	Over 3 to 4 years \$000	Over 4 to 5 years \$000	Over 5 Years \$000		
Consolidated									
Financial Assets									
Cash at Bank	15,982	-	-	-	-	-	-	-	15,982
Managed Cash	-	44,643	-	-	-	-	-	-	44,643
Bank Call Deposits	736	-	-	-	-	-	-	-	736
Discount Securities	85,868	-	-	-	-	-	-	-	85,868
Shares	-	-	-	-	-	-	-	25,164	25,164
Managed Trusts	-	-	-	-	-	-	-	242,714	242,714
Other Managed Investments	4,892	-	-	-	-	-	-	-	4,892
Receivables	-	-	-	-	-	-	-	51,542	51,542
Total Financial Assets	107,478	44,643	-	-	-	-	-	319,420	471,541
Financial Liabilities									
Loans - Bank	773	12,510	6,947	34,125	6,919	18,884	250,897	-	331,055
Loans - Other	-	-	-	-	-	-	5,020	-	5,020
Payables	-	-	-	-	-	-	-	94,944	94,944
Total Financial Liabilities	773	12,510	6,947	34,125	6,919	18,884	255,917	94,944	431,019
Net Financial Assets	106,705	32,133	(6,947)	(34,125)	(6,919)	(18,884)	(255,917)	224,476	40,522

2007	Floating Interest Rate \$000	Fixed Interest Rate Maturities						Non Interest Bearing \$000	Total \$000
		1 Year or less \$000	Over 1 to 2 years \$000	Over 2 to 3 years \$000	Over 3 to 4 years \$000	Over 4 to 5 years \$000	Over 5 Years \$000		
Consolidated									
Financial Assets									
Cash at Bank	5,980	-	-	-	-	-	-	-	5,980
Managed Cash	-	39,726	-	-	-	-	-	-	39,726
Bank Call Deposits	2,535	-	-	-	-	-	-	-	2,535
Discount Securities	99,300	-	-	-	-	-	-	-	99,300
Shares	-	-	-	-	-	-	-	18,858	18,858
Managed Trusts	-	-	-	-	-	-	-	323,806	323,806
Other Managed Investments	6,594	-	-	-	-	-	-	-	6,594
Receivables	-	-	-	-	-	-	-	71,046	71,046
Total Financial Assets	114,409	39,726	-	-	-	-	-	413,710	567,845
Financial Liabilities									
Bank overdrafts	3,553	-	-	-	-	-	-	-	3,553
Loans - Bank	756	61,597	12,509	7,000	34,169	7,000	175,586	-	298,617
Loans - Other	-	-	-	-	-	-	5,018	-	5,018
Payables	-	-	-	-	-	-	-	86,890	86,890
Total Financial Liabilities	4,309	61,597	12,509	7,000	34,169	7,000	180,604	86,890	394,078
Net Financial Assets	110,100	(21,871)	(12,509)	(7,000)	(34,169)	(7,000)	(180,604)	326,820	173,767

45. FINANCIAL INSTRUMENTS DISCLOSURE (CONTINUED)

2008	Floating Interest Rate \$000	Fixed Interest Rate Maturities						Over 5 Years \$000	Non Interest Bearing \$000	Total \$000
		1 Year or less \$000	Over 1 to 2 years \$000	Over 2 to 3 years \$000	Over 3 to 4 years \$000	Over 4 to 5 years \$000				
Monash University										
Financial Assets										
Cash at Bank	10,211	-	-	-	-	-	-	-	10,211	
Managed Cash	-	44,643	-	-	-	-	-	-	44,643	
Shares	-	-	-	-	-	-	-	21,757	21,757	
Managed Trusts	-	-	-	-	-	-	-	148,087	148,087	
Receivables	-	-	-	-	-	-	-	82,779	82,779	
Total Financial Assets	10,211	44,643	-	-	-	-	-	252,623	307,477	
Financial Liabilities										
Loans - Bank	-	12,510	6,947	34,125	6,919	18,884	250,897	-	330,282	
Loans - Other	-	-	-	-	-	-	5,020	-	5,020	
Payables	-	-	-	-	-	-	-	129,906	129,906	
Total Financial Liabilities	-	12,510	6,947	34,125	6,919	18,884	255,917	129,906	465,208	
Net Financial Assets	10,211	32,133	(6,947)	(34,125)	(6,919)	(18,884)	(255,917)	122,717	(157,731)	
2007										
Monash University										
Financial Assets										
Managed Cash	-	39,726	-	-	-	-	-	-	39,726	
Shares	-	-	-	-	-	-	-	21,120	21,120	
Managed Trusts	-	-	-	-	-	-	-	197,571	197,571	
Receivables	-	-	-	-	-	-	-	102,208	102,208	
Total Financial Assets	-	39,726	-	-	-	-	-	320,899	360,625	
Financial Liabilities										
Bank overdrafts	3,553	-	-	-	-	-	-	-	3,553	
Loans - Bank	-	61,597	12,509	7,000	34,169	7,000	175,586	-	297,861	
Loans - Other	-	-	-	-	-	-	5,018	-	5,018	
Payables	-	-	-	-	-	-	-	112,639	112,639	
Total Financial Liabilities	3,553	61,597	12,509	7,000	34,169	7,000	180,604	112,639	419,071	
Net Financial Assets	(3,553)	(21,871)	(12,509)	(7,000)	(34,169)	(7,000)	(180,604)	208,260	(58,446)	

45. FINANCIAL INSTRUMENTS DISCLOSURE (CONTINUED)

(a) Significant accounting policies, terms and conditions

Financial Assets

Receivables [Note 19]

Sundry debtors are generally required to be settled within 30 days. No interest is currently charged on student loans. The Group impairs specific amounts receivable where it considers recovery unlikely.

The Group does not specifically provide for all receivables over 120 days because historical experience is such that these receivables are generally collected regardless of their age.

Receivables from related entities result from commercial dealings and are made on commercial terms and conditions.

Available-for-Sale Financial Assets [Note 22]

Available-for-sale financial assets on hand comprise investments in managed funds. These financial instruments are traded in an organised financial market and are recorded at market value. Unrealised market adjustments are initially recognised in equity. Investment gains and losses realised from the sale of investments are then transferred from equity and reflected in the Income Statement.

In respect of managed funds, where the manager considers it in the interests of prudent support, management, protection or enhancement of any existing or proposed investment, the manager may enter into futures, options, hedging, interest or currency swaps or arrangements. Under no circumstances can an external fund manager or internal treasury staff member enter into such a financial arrangement unless there is sufficient assets (or liabilities) to support the transaction.

Managed funds include investments in various pooled funds, including overseas investments. The foreign currency and other risks are managed for the pool by the fund manager.

Management of Monash University and Monash University Foundation review the managed portfolios monthly and both report to either University Council or the Board of Trustees at least quarterly.

Financial Liabilities

Payables [Note 28]

Payables are recognised for amounts to be paid in the future for goods and services received, whether or not billed to the economic entity. Payables are normally settled within 30 days from the month of billing. Generally, no interest is charged on payables as the Group has controls in place to ensure payables are paid within the credit timeframe. The economic entity generally makes payment to its suppliers within agreed terms of trade.

Borrowings - Bank [Note 29]

The bank loans are drawn on a commercial bill facility and are carried at amortised cost. Interest is charged at a fixed rate, repayable quarterly, and expensed as it accrues.

Fair Values

The carrying amounts of all financial assets and liabilities approximate fair values.

Net fair value of financial instruments held by Monash University and Monash University Foundation are determined on the following bases:

- Investments in managed funds are included in the accounts on the basis of statements from investment managers and are valued at closing market prices, adjusted for any transaction costs necessary to realise the asset. The money market securities are valued at net realisable market prices.
- Discount securities are recorded at net fair values and bank call deposits are stated at cost.

The balance of Monash University's investments also includes direct property holdings which are shown at valuations advised annually by qualified independent valuers.

(b) Financial Risk Management Objectives

The Group's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The Group's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Group. On occasions the Group and/or its fund managers use derivative financial instruments such as foreign exchange contracts and interest rate swaps to hedge certain risk exposures. The Group uses different methods to measure different types of risk exposures. These methods include sensitivity analysis on investment returns and other price risks, and ageing analysis for credit risk. As far as possible, borrowings are made on a fixed interest rate basis.

Policies cover specific areas, such as foreign exchange risk, interest rate risk, credit risk, use of derivative financial instruments and non-derivative financial instruments, and investment of excess liquidity. Risk management is carried out by a central treasury department under policies approved by the University's Council. Treasury identifies, evaluates and hedges financial risks in co-operation with the Group's operating units. These policies provide written principles for overall risk management.

45. FINANCIAL INSTRUMENTS DISCLOSURE (CONTINUED)

(c) Foreign Exchange Risk

The Group undertakes certain transactions denominated in foreign currencies, hence exposures to exchange rate fluctuations arise. Significant exchange rate exposures are managed within approved parameters, and where appropriate utilise forward exchange contracts.

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 20% decrease and 10% increase in the Australian Dollar against the relevant foreign currencies. The sensitivity analysis includes only outstanding foreign currency denominated monetary items (including Rand based loans to the South African operations) and adjusts their translation at the period end for a 10% change in foreign currency rates.

Consolidated	Carrying Amount \$'000	31 December 2008 Foreign exchange risk			
		-20%		+10%	
		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
Financial Assets					
Cash at Bank	2,715	543	543	(272)	(272)
Bank Call Deposits	736	147	147	(74)	(74)
Receivables	827	165	165	(83)	(83)
Financial Liabilities					
Payables	663	(133)	(133)	66	66
Loans - Bank	773	(155)	(155)	77	77

Consolidated	Carrying Amount \$'000	31 December 2007 Foreign exchange risk			
		-10%		+10%	
		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
Financial Assets					
Cash at Bank	1,529	306	306	(306)	(306)
Bank Call Deposits	2,535	507	507	(507)	(507)
Receivables	1,350	270	270	(270)	(270)
Financial Liabilities					
Payables	306	(61)	(61)	61	61
Loans - Bank	756	(151)	(151)	151	151

(d) Market Risk - Other Price Risk

Exposure to other price risk arises due to the inherent risk of the possibility of unfavourable movements in the market value of the investments. The Group's objective in managing equity market risk is to minimise negative impacts on investment values due to the volatility of the stock market.

The Group appoints an external, independent investment managers to monitor the volatility of stock market investments in light of the performance benchmark set out in the investment policy.

The investment managers are expected to achieve this performance benchmark while recognising this risk, through the appropriate diversification of investments in different asset classes as per the mandated allocations set out in the investment policy.

The Group has maintained a long-term strategy to manage its investment portfolio which aims to reduce the impact of investment volatility on the value of the portfolio over the longer term.

The investment managers are expected to undertake extensive analysis of the variables that may influence market prices, including economic and market cycles, currency movements and stock specific risks in achieving these benchmarks.

The following tables show the Group's maximum exposure to equity market risk, and a sensitivity analysis of other price risk:

Consolidated	Carrying Amount \$'000	31 December 2008 Market price risk		
		Equity -20% \$'000	Equity -10% \$'000	Equity -5% \$'000
		Financial Assets		
Shares	25,164	(5,033)	(2,516)	(1,258)
Managed Trusts	242,714	(48,543)	(24,271)	(12,136)

Consolidated	Carrying Amount \$'000	31 December 2007 Market price risk		
		Equity -20% \$'000	Equity -10% \$'000	Equity -5% \$'000
		Financial Assets		
Shares	18,858	(3,772)	(1,886)	(943)
Managed Trusts	323,806	(64,761)	(32,381)	(16,190)

45. FINANCIAL INSTRUMENTS DISCLOSURE (CONTINUED)

(e) Interest Rate Risk

The University is not exposed to interest rate risk as it borrows funds at fixed interest rates. Some companies within the group are exposed to interest rate risks as they borrow at floating interest rates (through finance leasing facilities). This risk is managed by these entities by ensuring facilities are appropriately approved and monitored regularly. Such facilities are not significant to the Group.

The sensitivity analyses below have 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 200 basis point decrease and a 100 basis point increase is used when reporting interest rate risk as these represent management's assessment of the possible changes in interest rates:

Consolidated	Carrying Amount \$'000	31 December 2008 Interest rate risk			
		-2%		+1%	
		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
Financial Assets					
Cash at Bank	15,982	(320)	(320)	160	160
Bank Call Deposits	736	(15)	(15)	7	7
Discount Securities	85,868	(1,717)	(1,717)	859	859
Other Managed Investments	4,892	(98)	(98)	49	49
Financial Liabilities					
Loans - Bank	773	15	15	(8)	(8)

Consolidated	Carrying Amount \$'000	31 December 2007 Interest rate risk			
		-1%		+1%	
		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
Financial Assets					
Cash at Bank	5,980	(60)	(120)	60	60
Bank Call Deposits	2,535	(25)	(51)	25	25
Discount Securities	99,300	(993)	(1,986)	993	993
Other Managed Investments	6,594	(66)	(132)	66	66
Financial Liabilities					
Bank overdrafts	3,553	36	71	(36)	(36)
Loans - Bank	756	8	15	(8)	(8)

(f) Credit risk management

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group. The Group has adopted a policy of only dealing with creditworthy counterparties. The Group's exposure is continuously monitored and the aggregate value of transactions concluded is spread amongst approved counterparties.

Trade receivables consist of a large number of customers, spread across diverse industries and geographical areas. Ongoing credit evaluation is performed on the financial condition of accounts receivable.

The Group does not have any significant credit risk exposure to any single counterparty or any group of counterparties having similar characteristics. The credit risk on liquid funds is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

(g) Liquidity Risk Management

An appropriate liquidity risk management framework is in place for the management of the Group's short, medium and long-term funding and liquidity management requirements. The Group manages liquidity risk by maintaining adequate reserves, banking facilities and reserve borrowing facilities by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities. Included in Note 29 is a listing of additional undrawn facilities that the Group has at its disposal to further reduce liquidity risk.

Notes to the Financial Statements

46. ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (CONTINUED)

46.2 Higher Education Loan Programmes

	HECS - HELP		FEE - HELP		OS - HELP		Total	
	2007	2008	2007	2008	2007	2008	2007	2008
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	124,475	99,012	26,901	20,942	1,210	1,215	152,586	121,169
Net accrual adjustments	(7,454)	9,543	(376)	4,169	(116)	(158)	(7,946)	13,554
Revenue for the year	117,021	108,555	26,525	25,111	1,094	1,057	144,640	134,723
Deficit from the previous year	-	-	-	-	-	-	-	-
Total revenue including accrued revenue	117,021	108,555	26,525	25,111	1,094	1,057	144,640	134,723
Less expenses including accrued expenses	117,021	108,555	26,525	25,111	1,131	1,057	144,677	134,723
Deficit for the year	-	-	-	-	(37)	-	(37)	-

46. ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (CONTINUED)

46.3 Scholarships

	Australian Postgraduate Awards	International Postgraduate Research Scholarships	Commonwealth Education Cost Scholarships	Commonwealth Accommodation Scholarships	Indigenous Access Scholarships	Indigenous Scholarships - Stipend Payments	Indigenous Scholarships - Tuition Fee Payments	Total
	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000
Financial assistance received in cash during the year	7,182	6,958	1,900	1,501	37	-	-	5
Net accrual adjustments	-	-	173	95	-	-	-	-
Revenue for the year	7,182	6,958	2,073	1,596	37	-	-	5
Surplus / (deficit) from the previous year	265	184	(79)	(100)	-	(5)	-	175
Total revenue including accrued revenue	7,447	7,142	1,994	1,496	37	(5)	(5)	5
Less expenses including accrued expense:	7,302	6,877	1,880	1,575	-	-	-	5
Surplus / (deficit) for the year	145	265	114	(79)	37	(5)	(5)	336

46.4 DEEWR Research

	Institutional Grants Scheme	Research Training Scheme	Systematic Infrastructure Initiative	Research Infrastructure Block Grants	Implementation Assistance Program	Australian Scheme for Higher Education Repositories	Commercialisation Training Scheme	Total
	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000
Financial assistance received in cash during the year	23,582	22,280	42,739	41,350	299	145	405	379
Net accrual adjustments	-	-	-	-	-	-	-	-
Revenue for the year	23,582	22,280	42,739	41,350	299	145	405	379
Surplus from the previous year	-	-	6,319	12,655	-	-	189	-
Total revenue including accrued revenue	23,582	22,280	42,739	41,350	299	145	594	379
Less expenses including accrued expense:	23,582	22,280	42,739	41,350	299	145	225	190
Surplus / (deficit) for the year	-	-	6,319	6,336	299	145	369	189

46. ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (CONTINUED)

46.5 Australian Research Council Grants

(a) Discovery

	Projects		Fellowships		Indigenous Researchers Development		Total	
	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000
Financial assistance received in cash during the year	20,756	17,336	2,319	2,031	92	-	23,167	19,367
Net accrual adjustments	655	95	-	(373)	-	-	655	(278)
Revenue for the year	21,411	17,431	2,319	1,658	92	-	23,822	19,089
Surplus from the previous year	7,387	7,426	910	1,629	-	-	8,297	9,055
Total revenue including accrued revenue	28,798	24,857	3,229	3,287	92	-	32,119	28,144
Less expenses including accrued expenses	20,471	17,470	2,570	2,377	6	-	23,047	19,847
Surplus for the year	8,327	7,387	659	910	86	-	9,072	8,297

46.5 Australian Research Council Grants

(b) Linkages

	Special Research Initiatives		Infrastructure		International		Projects		Total	
	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000	2008 \$000	2007 \$000
Financial assistance received in cash during the year	-	-	3,163	5,167	13	259	7,556	7,479	10,732	12,905
Net accrual adjustments	-	-	-	-	(21)	-	286	82	265	82
Revenue for the year	-	-	3,163	5,167	(8)	259	7,842	7,561	10,997	12,987
Surplus from the previous year	13	64	5,843	2,614	187	156	3,605	3,918	9,648	6,752
Total revenue including accrued revenue	13	64	9,006	7,781	179	415	11,447	11,479	20,645	19,739
Less expenses including accrued expenses	2	51	2,061	1,938	146	228	7,350	7,874	9,559	10,091
Surplus for the year	11	13	6,945	5,843	33	187	4,097	3,605	11,086	9,648

46. ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (CONTINUED)**46.5 Australian Research Council Grants (continued)****(c) Networks and Centres**

	Centres		Total	
	2008	2007	2008	2007
Financial assistance received in cash during the year	6,352	6,937	6,352	6,937
Net accrual adjustments	374	1,830	374	1,830
Revenue for the year	6,726	8,767	6,726	8,767
Surplus from the previous year	2,793	2,896	2,793	2,896
Total revenue including accrued revenue	9,519	11,663	9,519	11,663
Less expenses including accrued expenses	6,981	8,870	6,981	8,870
Surplus for the year	2,538	2,793	2,538	2,793

DECLARATION 2008 CONSOLIDATED FINANCIAL STATEMENTS

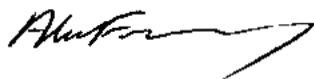
In our opinion:

- (a) the consolidated financial statements and notes of Monash University and its controlled entities present fairly the financial transactions during the financial year ended 31 December 2008 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, the *Financial Management Act 1994* including financial reporting directives, and the relevant financial reporting requirements of the Department of Education, Employment and Workplace Relations, and
- (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.

As at the date of this declaration:

- (a) we are not aware of any circumstance that would render any particulars included in the financial statements to be misleading or inaccurate, and
- (b) that 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.



A. Finkel AM
Chancellor



R. G. Larkins AO
Vice-Chancellor and President



D. M. Pitt
Vice-President (Finance) and
Chief Financial Officer



D. G. McWaters
Principal Accounting Officer
Divisional Director, Corporate Finance

23 March 2009

INDEPENDENT AUDITOR'S REPORT

To the Members of the Council, Monash University

The Financial Report

The accompanying financial report for the year ended 31 December 2008 of Monash University which comprises the income statement, balance sheet, statement of changes in equity, cash flow statement, a summary of significant accounting policies and other explanatory notes to and forming part of the financial report, and the declaration has been audited. The financial report includes the consolidated financial statements of the economic entity, comprising Monash University and the entities it controlled at the year's end or from time to time during the financial year as disclosed in note 44 to the financial statements.

The Members of the Council's Responsibility for the Financial Report

The Members of the Council of Monash University are responsible for the preparation and the fair presentation of the financial report in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and the financial reporting requirements of the *Financial Management Act 1994*. This responsibility includes:

- establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error
- selecting and applying appropriate accounting policies
- making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit, which has been conducted in accordance with Australian Auditing Standards. These Standards require compliance with relevant ethical requirements relating to audit engagements and that the audit be planned and performed to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The audit procedures selected depend on judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, consideration is given to internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the university's and the consolidated entity's internal control. An audit also includes evaluating the appropriateness of the accounting policies used, and the reasonableness of accounting estimates made by the Members of the Council, as well as evaluating the overall presentation of the financial report.

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

Independent Auditor's Report (continued)

Matters Relating to the Electronic Presentation of the Audited Financial Report

This auditor's report relates to the financial statements published in both the annual report and on the website of Monash University for the year ended 31 December 2008. The Members of the Council of Monash University are responsible for the integrity of the web site. I have not been engaged to report on the integrity of the web site. The auditor's report refers only to the statements named above. An opinion is not provided on any other information which may have been hyperlinked to or from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications, they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on Monash University's web site.

Independence

The Auditor-General's independence is established by the *Constitution Act 1975*. The Auditor-General is not subject to direction by any person about the way in which his powers and responsibilities are to be exercised. In conducting the audit, the Auditor-General, his staff and delegates complied with all applicable independence requirements of the Australian accounting profession.

Auditor's Opinion

In my opinion, the financial report presents fairly, in all material respects, the financial position of Monash University and the economic entity as at 31 December 2008 and their financial performance and cash flows for the year then ended in accordance with applicable Australian Accounting Standards (including the Australian Accounting Interpretations), and the financial reporting requirements of the *Financial Management Act 1994*.

MELBOURNE
24 March 2009


D D R Pearson
Auditor-General

**Monash University
Berwick campus**

Clyde Road
Berwick, Victoria 3806
Australia

Telephone +61 3 9902 6000
Fax +61 3 9904 7001

www.monash.edu/campuses/berwick

**Monash University
Caulfield campus**

900 Dandenong Road
Caulfield East, Victoria 3145
Australia

Telephone +61 3 9903 2000
Fax +61 3 9903 2400

www.monash.edu/campuses/caulfield

**Monash University
Clayton campus**

Wellington Road
Clayton, Victoria 3800
Australia

Telephone +61 3 9902 6000
Fax +61 3 9905 4007

www.monash.edu/campuses/clayton

**Monash University
Gippsland campus**

Northways Road
Churchill, Victoria 3842
Australia

Telephone +61 3 9902 6000
Fax +61 3 9902 6300

www.monash.edu/campuses/gippsland

**Monash University
Parkville campus**

381 Royal Parade
Parkville, Victoria 3052
Australia

Telephone +61 3 9902 6000
Fax +61 3 9903 9581

www.monash.edu/campuses/parkville

**Monash University
Peninsula campus**

McMahons Road
Frankston, Victoria 3199
Australia

Telephone +61 3 9902 6000
Fax +61 3 9904 4190

www.monash.edu/campuses/peninsula

Monash South Africa campus

144 Peter Road
Ruimsig, Roodepoort 1725
South Africa

IDD +27 11 950 4000
Fax +27 11 950 4004

www.monash.ac.za

**Monash University
Sunway campus**

Jalan Lagoon Selatan
46150, Bandar Sunway
Petaling Jaya
Selangor, Malaysia

IDD +60 3 5514 6000
Fax +60 3 5514 6001

www.monash.edu.my