



# Annual Report 2010



**Monash University  
Annual Report 2010**

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# Annual Report 2010

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# Overview

## Letter to the Minister for Higher Education and Skills

The Hon Peter Hall MLC  
Minister for Higher Education and Skills  
GPO Box 4367  
Melbourne VIC 3001

Thursday, 24 March 2010

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 2010. The report was approved by the Monash University Council at its meeting on Thursday, 24 March 2010.

In 2010, the Monash community went on doing what it does best – delivering education and research that has an impact through its quality and through its relevance to communities around the world. These achievements were made in spite of a difficult and uncertain operating environment across Australia's higher education sector that required prudent measures be taken to safeguard the University's position.

The previous year was, above all, the one in which the Monash Futures agenda took shape. Launched by the Vice-Chancellor in 2009, Monash Futures is a University-wide program of improvement and reform that will lift Monash University to the very top of the Australian education and research sector. Amongst the great amount of work carried out by staff across the University, and the many ongoing projects stemming from Monash Futures, several stand out.

Led by the Deans, the University has set in place new performance standards for academic staff members that will enshrine a culture of achievement at Monash University and guide our ambitions. The University has also created education-focused roles for a limited number of academic staff to recognise and reward our dedicated and inspiring educators and allow them a pathway for promotion. The University went a long way in 2010 towards developing its new research strategy for the next five years, which will proceed in tandem with ongoing reform of our courses and the Monash Passport.

These reforms build on strong foundations, as testified to by Monash University's outstanding performance in research and education in 2010. The University improved its standing relative to other Australian universities as measured by research income and other key metrics, and rose higher in the leading Academic Ranking of World Universities.

I would like to close by acknowledging the staff and students of Monash University for the energy and enthusiasm they have contributed in 2010, and the efforts of my colleagues on the University Council. Their combined efforts have set Monash University on an ambitious and exciting course as it enters 2011.

Yours sincerely,



Dr Alan Finkel, AM  
Chancellor

## Vice-Chancellor's statement

2010 was a year of great challenge for Monash University. The year commenced with the University's leadership taking up the challenge of driving an ambitious program of institutional reform named Monash Futures. Initiatives under Monash Futures traverse the entire range of activities carried out by Monash University: from the way we cultivate, recognise and reward excellence in teaching and research to the experiences of our students in and out of the classroom and the systems by which staff, students and community members interact with each other and with University services.

In 2010 there was a great collective effort on the part of our staff to develop and deliver improvements in all of these – and many other – areas. Highlights included the development of new academic performance standards across research, education and community service; the development of a new Research Strategy for the coming years; the introduction of education-focused roles to reward the work of our inspiring educators; a refinement of our curriculum model and a 'reboot' of the Monash Passport, plus new service delivery models to govern University services such as finance, human resources and information technology. Realising these and further improvements will rapidly advance Monash University to the forefront of Australian higher education and research.

As we have challenged ourselves to improve, in 2010 Monash University has also navigated an increasingly challenging environment for international university education in Australia. During the year the University took action to safeguard its budgetary position going forward in the face of uncertain international demand for Australian higher education. This necessitated a number of redundancies to realise savings from the University's salaries and wages budget. The co-operation and support of staff as we went through this process was particularly gratifying. The staff that left the University made a positive contribution to Monash and they depart with our goodwill and best wishes for the future. While subsequent action by Government and the university sector will mitigate some of the factors that contributed to the unfavourable operating environment, the challenges to Australia's universities will not disappear overnight. There is every reason to believe, however, that Monash University is on track to meet whatever challenges remain. The University has achieved significant savings in the 2011 budget against its original projections that will leave Monash University in a strong financial position.

Even while embracing institutional reforms and responding to external challenges, in 2010 Monash University continued to excel in our core work of delivering outstanding education and research. Last year Monash rose up the most widely cited international university ranking – the Academic Ranking of World Universities (formerly known as the Shanghai Jiao Tong Rankings) – reaching a ranking of 171st in the world, up from 207th in 2009. Monash's ranking has improved in each of the past four years. This result is a testament to the efforts of the University's students, staff and supporters.

In its educational activities, Monash University emerged as the destination of choice for the best students in Victoria. In 2010, the share of the top five per cent of Victorian school leavers giving their first preference to Monash University increased to 48.3 per cent, the highest of any institution by some margin. More than fifty per cent of these students chose to enrol in double degrees. This result was a great vote of confidence in the University's approach to education – the Monash Passport, and the curriculum and educational delivery that underpins it. All of these were strengthened in 2010 through initiatives commenced under Monash Futures. The dedication of Monash University educators was recognised by numerous national awards, and new education-focused roles were created to offer outstanding educators a clear career pathway within the University.

In addition, the refurbishment of learning spaces and incorporation of technology such as tablet computers allowed educators to introduce fresh approaches to teaching and learning across the University. New volunteering initiatives and alliances offered greater opportunities for students to take their learning experience outside of the classroom and into the wider world. Partnerships with a number of TAFE institutions, collaborations with schools and initiatives to increase access to underrepresented sectors of the community strove to offer a Monash education to a greater range of people than ever before. A new development plan for Berwick charted a path forward for that campus that will see the introduction of new courses and areas of study and pathways to tertiary education. Finally, the opening of the John Monash Science School on the Clayton campus and the Nossal High School on

the Berwick Campus ensured even closer engagement with some of the state's brightest secondary students.

Over the past year Monash University has expanded its efforts to further social inclusion. The University launched a Social Inclusion Strategy that sets out our commitments and targets to increase involvement by students and staff from under-represented sectors of the community. Monash University launched a raft of initiatives to encourage greater access and participation by indigenous Australians. The University created an Indigenous Advisory Council to advise the senior management on indigenous issues, launched an indigenous employment policy and strategy, welcomed indigenous community members to a successful Elders Day at the Clayton campus, and held camp and mentoring activities to reach out to indigenous secondary students. At the same time, the University built upon its programs to ensure gender equity and equality. A particular focus was improving the proportion of women occupying senior academic and professional roles. In 2010 the University committed to a 16 per cent target (up from 11.4 per cent) for participation by students from low socio-economic status backgrounds by 2020, in line with efforts across the sector to improve low-SES participation. Partnerships with a number of TAFE institutions, collaborations with schools and other initiatives to widen access to underrepresented sectors of the community strove to offer a Monash education to a wider range of people than ever before. Our Disability Liaison Unit continued to develop policies and programs to ensure that students and staff with a disability are able to participate fully in the Monash community.

In research, Monash University continued to distinguish itself in 2010. The University secured \$138.9 million in funding from the Australian Research Council (ARC) and National Health and Medical Research Council (NHMRC), ranking first in Australia for ARC Discovery Fellowships and second for ARC Discovery Grants. The University launched major new research initiatives in green chemistry, scientific and biomedical imaging, sustainable energy and health. The University's new biomedical sciences precinct was formally opened in February by Nobel Laureate Elizabeth Blackburn AC, while major collaborative initiatives housed at or close to Monash such as the Melbourne Centre for Nanofabrication and the European Molecular Laboratory (EMBL) Australia were also launched last year.

In research training, Monash University increased its HDR load (EFTSL) by 11.19 per cent, and research scholarship allocations increased by 16.4 per cent to total over \$30 million. There was growing support for our research students in all research scholarship categories offered by the Commonwealth, and also an increase in funding from private donations. International research training efforts continued apace, not least the new intake of 63 PhD students at the Monash-IITB Research Training Academy in Mumbai. Other cooperative research initiatives included significant commercial spin offs of work in pharmacy and medicine and major collaborations with government and industry on research problems in water and sustainability, cancer, green chemistry, education, economics, information technology and social services. The introduction under the Monash Futures program of a new Talent Enhancement Strategy for research and a renewal of the University's research-training systems foreshadowed for the near future mean that Monash University will continue to attract and cultivate research and researchers at the cutting-edge.

The new outlook for the University's Berwick campus was touched upon above, but changes were also afoot elsewhere at Monash University. In October, the Monash University Museum of Art completed a move from Clayton to Caulfield, the new museum building serving not only as an impressive new home for one of Australia's most significant collections, but as a promising focal point for creative and cultural pursuits across Monash University. At Clayton, the University received funding from the Commonwealth Government's National Rental Affordability Scheme for the construction of new accommodation to house some 600 students. This is the first major residential building initiative at this campus for many years and will no doubt add to the vibrancy of campus life for all students there.

Monash University's position as Australia's most outward looking university was consolidated to a significant degree in 2010. The University was recognised as Victorian Exporter of the Year in the prestigious Governor of Victoria Export Award and also received the top prize in the Education and Training category. These accolades recognised Monash University's consistent position at the front of developments in international education in Victoria and Australia. In keeping with our leadership position on these fronts, Monash played an active role in the response to concerns regarding issues faced by international students

in Australia in recent years. The University held a Community-Campus Summit on International Students that drew together international student representatives, university staff, government and community organisations, with a Monash-Community Council created to implement projects identified at the Summit.

Further afield, Monash University's international campuses continued to develop. Monash Sunway received a rating of 'excellent' in the Malaysian government's university assessment exercise and continued to grow in both its student population and external support. The first cohort of students graduated from the campus's Bachelor of Medicine/Bachelor of Surgery program, while the University secured accreditation by the Malaysian Medical School and expanded its clinical school. Across the Sunway campus there was a rapid increase in research output and research student numbers. In South Africa, 2010 saw the launch of the School of Health Sciences and a range of initiatives to boost teaching quality. The campus continued to play a vital role in the community through its Monash University Volunteer Program and our partnership with Oxfam Australia allowed a number of students from South Africa and Australia to participate in social justice initiatives in South Africa. Our Australian students continued to take advantage of the opportunities offered on our international campuses with more than 150 undertaking a semester of study there via Monash Abroad.

Monash's global engagement activities also continued apace in 2010 through the growth and consolidation of a number of important international partnerships and alliances. Academic collaboration initiatives deepened cooperation between Monash and our key partner universities, the University of Warwick and Arizona State University. In China, joint research activities were progressed with the Chinese Academy of Sciences and a number of elite universities. Monash University's research and education activities engaged with a similarly distinguished roster of international collaborators in the Middle East, Europe and South East Asia. Monash University expanded its international research training effort, with international higher degree by research (HDR) enrolments growing by 19.2 per cent. Monash University's joint research academy with the Indian Institute of Technology, Bombay, continued its rapid growth in 2010. More than 1900 students took advantage of the opportunities presented by Monash's extensive overseas networks in order to undertake study abroad in 2010, and the University's participation in major international events such as the Shanghai Expo and engagement with international media ensured that Monash's mission and achievements attracted attention around the world.

Monash University's financial performance for the year was sound, with both the operating result and cash close to budget. The operating result for Monash University was a surplus of \$53.1 million, exceeding the budget by \$3 million, and the consolidated (University and controlled entities) result of \$32.8 million. The year was not without difficulty. As noted above, the University conducted a comprehensive review of costs and revenues in response to uncertain conditions in the international student market. A set of recommendations stemming from this review, which included Voluntary Separation Packages for some staff, were implemented and have resulted in a stable and strong financial position for the University as it enters 2011.

In all of its endeavours in 2010, Monash University strove to meet and exceed its public commitment to achieving environmental sustainability. There were a number of notable advances on this front. In energy use, 2010 saw the University improved its performance by ten per cent per EFTSL against 2009. The University increased its use of solar energy following the installation of a 118 kW solar array at the Berwick Campus, and a further 10kW of capacity at Clayton brought the University's total solar energy to 200kW. The University continued to reduce its water use, realising a 12 per cent drop in consumption over the past year. This means that we have reached our goal of a 15 per cent reduction in water use against 2007 levels three years ahead of the 2012 deadline! The conversion to harvested water for the Clayton campus's playing fields will save an estimated 20ML each year. Carbon use in 2009 (the most recent year for which data is available) was up 10 per cent against the previous year, although it should be noted that this increase stems in large part from a wider definition of buildings (including off-campus premises leased or hired by the University) being included in updated accounting practices.

Much remains to be done on environmental sustainability issues at Monash, and the enthusiasm across the Monash community on this issue offers grounds for optimism that we will achieve what we set out to do. Environmental sustainability is embedded into the University's governance and management practice through a dedicated sub-committee of the Senior Management Team. The University has developed forward-thinking guidelines to ensure that our procurement and building activities are carried out on a sustainable basis. Our commitment to advancing sustainability is further evident in a range of student and staff volunteering programs, community outreach activities such as the Sustainability Matters fortnight, and initiatives such as the new Bike Arrival Station and Bike Share schemes at the Clayton campus which encourage sustainable transport choices on the part of our staff and students. We continue to embed sustainability thinking into our curriculum and research, and to lead public discussion around sustainability through the Monash Sustainability Institute and the ClimateWorks Australia partnership with the Myer Foundation. The latter's Low Carbon Growth Plan was but one instance of leadership in this domain, which went on to win the sustainability category at the national Eureka Awards. The University will continue to build on these achievements and ensure that every member of the Monash community is able to make a full contribution to advancing our sustainability goals.

Although 2010 was a demanding year for Monash University, a great deal was achieved and this reflects the good work of our staff, students and supporters. The University enters 2011 in a strong position and there is every reason to expect that the further development of the University under the Monash Futures program will deliver further advances in the year ahead.



Professor Ed Byrne, 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 2010.

### 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 Higher Education and Skills, The Hon Peter Hall, MLC.

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

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

The governing authority of the University was the Monash University Council, which was advised by its subordinate standing committees, other boards and committees, the Vice-Chancellor and senior officers of the University. The principal activities of Monash University in 2010 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 2010.

### ◆ Chancellor

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

Dr Finkel is a respected engineer, entrepreneur and philanthropist. He is the Chief Technology Officer of Better Place Australia and was appointed Chancellor of Monash University in 2008. Dr Finkel completed his undergraduate and doctoral studies in engineering at Monash University before serving for two years as a neuroscience research fellow at the John Curtin School of Medical Research at The Australian National University. In 1983, Dr Finkel established Axon Instruments, a supplier of electronic and robotic instruments and software for use in cellular neuroscience, genomics and drug discovery. In 2000 Axon listed on the Australian Stock Exchange until it was acquired by the US firm Molecular Devices Corporation in 2004. Post Axon, Dr Finkel co-founded COSMOS and G magazines to promote science awareness and sustainability; led the establishment of the Australian Course in Advanced Neuroscience; fostered initiatives to reinvigorate secondary school science education; and co-founded a company distributing educational toys and books for children.

Dr Finkel is a Fellow and previous Board Director of the Australian Academy of Technological Science and Engineering (ATSE). He formerly held governance roles at the ATSE Clunies Ross Foundation, in child-abuse research and medical research. Dr Finkel currently serves as the Chairman of the Australian Centre of Excellence for All-Sky Astrophysics. Dr Finkel is Chair of the following sub-committees of Council: Estates Committee; 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 Ed Byrne AO, BMedSc MB BS(Hons) MD *Tas.* MBusAdm *Qld./ME* DSc *Melb.* FRACP FRCP Edinburgh FRCP London

Professor Byrne has had an active career in clinical neurology and basic neurological research. He received his MB BS with 1st Class Honours from the University of Tasmania in 1974. He moved to Adelaide the following year and was appointed the Neurology Registrar at Royal Adelaide Hospital in 1977. From 1980 to 1982, he was the Muscular Dystrophy Research Fellow at Queen Square in London. In 1983, he returned to Australia to take up an appointment as the Director of Neurology at St Vincent's Hospital, Melbourne, and from 1992 was Professor/Director.

Professor Byrne was awarded a Doctor of Science by the University of Melbourne in 1995. He was the Founding Director of both the Melbourne Neuromuscular Research Institute and of the University of Melbourne Centre for Neuroscience, and Professor of Experimental Neurology at the University of Melbourne. As Director, Centre for Neuroscience, he played a major role in driving the establishment of Neurosciences Victoria and Neurosciences Australia. He is currently a member of the boards of BUPA Pty and Cochlear Pty Ltd and immediate past Editor-in-Chief of the Internal Medicine Journal.

Professor Byrne is a member of the Neuromuscular Steering Group of the World Federation of Neurology. He was Secretary-General and Chair of the program committee of the 9th International Neuromuscular Congress. He has served as a Governor of BHP Billiton Charitable Medical Research, and on the board of the Monash Institute of Medical Research, Southern Health and the UCLH Hospital Trust London. He was awarded the Queen's Square Prize for Neurological Research (1982), the Bethlehem Griffiths Research Medal (2003), the Sir Louis Pyke Award for contribution to Multiple Sclerosis (2004), the John Sands Medal of the Royal Australian College of Physicians (2005) and the Graeme Robertson award by the Australian Association of Neurology (2010).

Professor Byrne was Dean of the Faculty of Medicine, Nursing and Health Sciences, Monash University, from 2003 to 2007, then Executive Dean of Biomedicine, University College London, Head of the Royal Free University College Medical School and Vice-Provost, University College London from 2007 to 2009. He commenced as Vice-Chancellor and President of Monash on 6 July 2009.

Professor Byrne is a member of the following sub-committees of Council: Estates Committee; Executive Committee; Honorary Degrees Committee; Resources and Finance Committee; Selection and Remuneration Committee.

#### ◆ President of the Academic Board

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

Professor Godfrey is Professor of Financial Accounting and President of the Academic Board. She publishes 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 was also awarded the 2008 Outstanding Contribution to Practice Award by the Accounting and Finance Association of Australia and New Zealand (AFAANZ), is a past Telstra Businesswoman of the Year national finalist, director of a state borrowing authority, and CPA Australia Divisional President, and a current member of The Institute of Chartered Accountants' Victorian Regional Council. Professor Godfrey is a member of the Australian Accounting Standards Board and the national Water Accounting Standards Board. She is Chair of the ICAA Higher Education Advisory Board, a past President of the Accounting Association of Australia and New Zealand (now AFAANZ), has served on numerous boards, 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-committee of Council: Honorary Degrees Committee.

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

##### Professorial staff member

**Professor Pat Vickers-Rich, BA *UC (Berkeley)*, MA PhD *CU (New York)***

Professor Vickers-Rich became a member of Council in 2010. She holds a Personal Chair in Palaeontology in the School of Geosciences and is the Founding Director of the Monash Science Centre established in 1992. Professor Vickers-Rich's interests lie in palaeoenvironmental research and early childhood education in the sciences. Professor Vickers-Rich is an elected member of the Explorers Club in New York and a Research Associate of the Paleontological Institute, Russian Academy of Sciences. Professor Vickers-Rich is a member of the following sub-committee of Council: Executive Committee.

##### Non-professional 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 Philosophical, Historical and International Studies at Monash and is a member of the Membership Committee.

##### General staff member

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

Mr Bender has been a member of Council since 2007 and is a Project Manager in the Office of the Deputy Vice-Chancellor (Education) and past President, Monash University Branch, National Tertiary Education Union. Mr Bender is a member of the following sub-committee of Council: Resources and Finance Committee.

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

##### Undergraduate student member

**Ms Lauren O'Dwyer**

Ms O'Dwyer became a member of Council in 2010. She is a 4th year Bachelor of Arts/Bachelor of Science student majoring in psychology and theatre studies. She is also the current President of the Monash Student Association (MSA), has represented her home faculty as a Science Ambassador, and sat on various University committees as the MSA Education Officer. Ms O'Dwyer has also served a term on the University's Academic Board.

Ms O'Dwyer was a member of the Victorian Youth Parliament for several years and was elected Youth Governor in 2008. She received the YMCA Volunteer of the Year Award in 2008 for her work with young people in underprivileged and under-represented areas. Ms O'Dwyer is a member of the following sub-committee of Council: Resources and Finance Committee.

Postgraduate student member – Vacant.

#### ◆ 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 Girls' Schools of Australasia, she is an Honorary Life Member of the Alliance, a Member of the Australian College of Educators and a former Honorary Judge of the Melbourne Awards.

Ms Boston is an Advisor to ANZ Trustees for the Mary Jane Lewis Scholarship Fund. Ms Boston was President of Convocation, University of Melbourne from 2004 to 2010 and a member of the Committee of Convocation from 1992 to 2010. Ms Boston was a member of the University of Melbourne Honours Committee, the University Relations and Student Support Committees as well as the Student Theatre Board. Ms Boston is a member of the following sub-committees of Council: Audit Committee; Executive Committee; Membership Committee; Selection and Remuneration Committee.

**Ms Heather Carmody, BSocSc, GradDipHlthSc *CU*, GradDipOrgnDev *RMIT*, MAICD**

Ms Carmody became a member of Council in 2010. She is currently the Director, Organisation Design at Heuris Partners, who specialise in organisation design and are implementation specialists with a focus on structure and role clarity, accountabilities and authorities, cross-business processes, governance and business systems that are aligned with the business strategy.

Ms Carmody was a member of the University of Western Australia Senate, Deputy Chancellor at RMIT University, a member of the boards of the Western Australian Council of Social Services, the Queen Elizabeth Jubilee Trust (Western Australia), and the NRMA Advisory Board (Victoria). She has also sat on the Rhodes Scholarship Selection Committee (Victoria), the Alfred Hospital Ethics Committee, the Minister for Workplace Relations' Industry Advisory Board on Work Choices, the RMIT Graduate Business School Advisory Committee, the AGSM Graduate School of Business Advisory Committee, and the Federal Government's Affirmative Action Legislation Review Committee. Ms Carmody is a member of the following sub-committee of Council: Resource and Finance 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 Victoria's representative on the Order of Australia Council. He is an advisor to the Victorian Government on Trade, Investment and Biotechnology in North Asia and the USA and in February 2009 was elected as a Director of the Australia China Business Council (Victoria). In October 2008 Dr Curwen was awarded Honorary Citizenship of Jiangsu Province, China and in February 2009 he was appointed an Advisory Professor at Southeast University, Nanjing. Dr Curwen joined the Board of the Howard Florey Institute in February 2003 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.

**Dr James Fox, BEng(Hons) MEngSci PhD *Melb.* FTSE**

Dr Fox is Chairman of Biota Holdings Ltd and a non-executive director of iSoft Ltd, Air New Zealand Ltd, MS Research Australia, and TTP Group (UK). He has more than 30 years experience in building innovative, technology-based companies in competitive international markets, particularly in the healthcare sector. Dr Fox worked in a number of international offices of a large UK owned international management consulting company for eight years. In 1987, he established a technology-based product and service company. Following its merger with the then listed Vision Systems Limited in 1993, he became Chief Executive Officer. During his tenure as CEO, the company grew to become one of the world's largest manufacturers and distributors of cancer diagnostic systems, and an independent global leader in the development of medical instruments, with over 95 per cent of revenues being derived from customers outside Australia. Following the acquisition of Vision Systems Limited by a large USA-based corporate, which generated significant returns for shareholders, Dr Fox retired in December 2006. Dr Fox has subsequently pursued a variety of activities including membership of company boards and private investment activity. Dr Fox resigned from Council on 22 August 2010.

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

Dr Rowe has been a member of Council since mid 2005 and commenced as 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, research and ethics. Dr Rowe is a medical practitioner who operates a general practice, is currently on the boards of Medibank Private and the national depression initiative beyondblue, and is an author published by Allen and Unwin and McGraw Hill. Dr Rowe is a member of the following sub-committees of Council: Executive Committee; Honorary Degrees Committee; Resources and Finance Committee; Selection and Remuneration Committee.

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

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, Dr Zillman 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.

#### ◆ 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 to 2007 he was the Secretary, Department of Victorian Communities. Prior to his roles as Secretary he held Deputy Secretary roles in the Department of Premier and Cabinet and the Department of Human Services. Mr Blacher is the current Regional Secretary (Asia-Pacific) of Metropolis, the World Association of Major Metropolises and is an Advisory Council Member of The Centre for Social Impact. 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. Mr Blacher is a member of the following sub-committees of Council: Estates Committee; Membership Committee; Resource and Finance Committee.

#### ◆ 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 and commenced as Deputy Chancellor in 2010. She is the Chief Executive Officer and Publisher-in-Chief of Melbourne University Publishing, is Chair of Methodist Ladies College and is a board member of the Melbourne International Arts Festival, Australian Centre for Contemporary Art and the Australian Publishers Association. Ms Adler is a member of the following sub-committees of Council: Executive Committee; Membership Committee; Selection and Remuneration Committee.

**Mr Shane Buggle, DipProfAcc, BComm Ireland FCPA FCA Ireland FCA Aust.**

Mr Buggle has been a member of Council since 2007. He is Chief Financial Officer, Institutional Division, at the Australia and New Zealand Banking Group Limited. Mr Buggle is Chair of the Resources and Finance Committee, a sub-committee of Council. He is also a member of the Executive Committee.

**Mr John WH Denton, BA/LLB Melb.**

Mr Denton became a member of Council in 2010. Mr Denton is Partner and Chief Executive Officer of Corrs Chambers Westgarth, one of Australia's leading national law firms. Mr Denton is a former diplomat with the Department of Foreign Affairs and Trade, having held postings in Moscow, South Asia, the Middle East and the United Nations. Mr Denton is one of three Prime Ministerial representatives on the APEC Business Advisory Council (ABAC), Chair of ABAC's Finance and Economics Working Group, board member of the Business Council of Australia and Chair of its Global Engagement Taskforce. Mr Denton

was also appointed by the Prime Minister and Treasurer as one of two Australian delegates to the newly formed B20, a business reference group as part of the G20. He is a board member on the Commonwealth Business Council and the Asia Society Australasia Centre.

Professionally, Mr Denton is recognised as a leading Australian lawyer, most recently being acknowledged as one of the Asia-Pacific's leading lawyers in the field of labour law by Asialaw Leading Lawyers Survey and one of Australia's best government and trade lawyers in the 2010 Best Lawyers peer survey. He continues to advise clients in workplace relations, international trade law, investment in Australia, and global regulatory affairs. Mr Denton is Chairman of the United Nations High Commission for Refugees Australia and Deputy Chair of the Australia Council for the Arts. Most recently, Mr Denton has been appointed by the Australian Government as a panel member of the Independent Review of Aid Effectiveness. Mr Denton is a Harvard Business School alumnus.

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

Mr Nethercote has been a member of Council since 2009. He began his career in the electricity industry in 1976 and has held a number of key strategic and line management positions within the industry, particularly during the reform of the electricity industry and in the formulation and establishment of the competitive electricity market and associated rules. Prior to his appointment as Chief Executive of Loy Yang Power in February 1999 he held the position of Director, Operations and Marketing. He was a founding member of the Victorian Pool Coordinating Committee and continues to play a key role in contributing to the future direction of the industry through his active involvement and participation with the Energy Supply Association of Australia and the National Generators Forum.

Mr Nethercote is Chairman of Loy Yang Marketing Management Company; a Director of the National Generators Forum Ltd, a member of MTE Research Pty Ltd, the National Low Emissions Coal Council, the CSIRO Energy Futures Forum and the Energy and Transport Sector Advisory Council. Mr Nethercote is a registered assessor for the National Association of Testing Authorities in the field of mechanical lifting equipment. He was awarded AIM Manager of the year in April 2005 and the Sir Willis Connolly Medal in 2010 for his outstanding contributions to the mining and energy industries. He is Chairman of the Monash University Gippsland Advisory Council and an active member of several Monash University committees. Mr Nethercote is a member of the following sub-committees of Council: Audit Committee; Estates Committee.

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

Dr Nixon has been a member of Council since 2009. Until July 2010 Dr Nixon was the Chair of the Victorian Bushfire Reconstruction and Recovery Authority, overseeing the largest recovery and rebuilding operation undertaken in Victoria. Prior to joining the Authority, Dr Nixon was the Chief Commissioner of Victoria Police, leading a staff of 14,000 working across more than 500 locations. She joined Victoria Police in April 2001, after serving with the New South Wales Police from 1972. Dr Nixon is a member of the Advisory Board of the Alannah and Madeline Foundation and a patron of the Blue Ribbon Foundation, Onside Soccer – Victorian Soccer Federation Inc, Operation Newstart Victoria and the Phoenix Club Inc.

**Mr Ian Pyman, BJuris LLB Monash**

Mr Pyman has been a member of Council since mid 2005 and commenced as Deputy Chancellor in 2010. Mr Pyman is a principal of Business Redirections, a firm of business and legal consultants, and a consultant to clients of the Melbourne firm of Donaldson Trumble Lawyers in matters of corporate and commercial law and corporate governance. He is also a non-executive board member of both ASX-listed and private companies. Mr Pyman was previously at Allens Arthur Robinson, one of Australia's largest legal firms, for over 27 years and was a partner for nearly 20 years, including a period as the Staff Partner in the 1990s. Mr Pyman's experience includes advisory roles to the directors of public and private companies, and to the management teams of government-owned enterprises.

Mr Pyman was previously the Chairman of Brainwave Australia, a charity supporting children with neurological disorders. He is the Chair of the Monash Law School Foundation and a member of the advisory council to the University's Gippsland campus. Mr Pyman is Chair of the Audit Committee, a sub-committee of Council. He is also a member

of the Membership Committee and the Selection and Remuneration Committee.

Mr Tony Calder – Secretary to Council

#### ◆ Membership of Audit Committee

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

Ms Lesley Boston, BA BEd *Melb.* MACE

Mr Paul Kirk, BEc *Monash* CPA

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

Mr Ian Nethercote, DipMEng *GIT* FIEA CPEng FAICD FAIM

In attendance:

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

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

Mr Peter Marshall, BEc *Monash* CAHRI

Mr David Pitt, BSc(Hons) BA *Melb.* MBusAdm *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 2010 and the number attended by each Councillor:

Councillor	Years served on council	Council		Executive Committee		Resources and Finance Committee		Membership Committee		Selection and Remuneration Committee		Audit Committee		Honorary Degrees Committee		Estates Committee	
		Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended
Dr A Finkel	3	12	12	0	0	6	4	3	3	2	2			3	3	3	3
Ms L Adler	12	12	11	0	0			3	3	2	2						
Mr I Pyman	6	12	12					1	1	1	1	4	4	3	3		
Dr L Rowe	6	12	12			6	3			2	2			1	1		
Professor E Byrne	2	12	12	0	0	6	4			2	2			3	3	3	3
Professor JM Godfrey	3	12	11														
Mr J Bender	4	12	9			6	5										
Mr Y Blacher	3	12	10			6	4	2	2							3	3
Ms L Boston	7	12	12	0	0			3	3	2	1	4	2				
Mr S Buggle	4	12	10	0	0	6	6										
Ms H Carmody	1	12	12			6	5										
Dr C Curwen	6	12	9					3	2					3	3		
Mr JWH Denton	1	12	7														
Dr J Fox	2	7	3														
Mr I Nethercote	3	12	10									4	3			3	2
Ms C Nixon	2	12	7											1	1		
Ms L O'Dwyer	1	12	10			6	5										
Professor P Vickers-Rich	1	12	11	0	0												
Dr C Williams	6	12	11					2	2								
Dr J Zillman	6	12	9					3	3	2	1			1	1		

## Subcommittees of Council

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

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

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

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

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

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

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

## Senior officers

- ◆ **Chancellor**  
Dr Alan Finkel, AM, BE PhD *Monash* FAATSE
- ◆ **Deputy Chancellors**  
Ms Louise Adler, BA(Hons) *Reading* MA MPhil *Columbia*  
Mr Ian Pyman, BJuris LLB *Monash*  
Dr Leanne Rowe, AM, MB BS *Monash* DipRACOG FRACGP FAICD
- ◆ **Vice-Chancellor and President**  
Professor Ed Byrne AO, BMedSc MB BS(Hons) MD Tas. MBusAdm Qld./  
ME DSc *Melb.* FRACP FRCP Edinburgh FRCP London
- ◆ **Senior Deputy Vice-Chancellor and Deputy Vice-Chancellor and Vice-President (Research)**  
Professor Edwina Cornish, BSc(Hons) PhD *Melb.* FTSE FAIM
- ◆ **Deputy Vice-Chancellor (Education)**  
Professor Adam Shoemaker, BA(Hons) *Queen's* PhD *ANU*

- ◆ **Deputy Vice-Chancellor and Vice-President (Global Engagement)**  
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.* MBusAdm *RMIT* FAICD

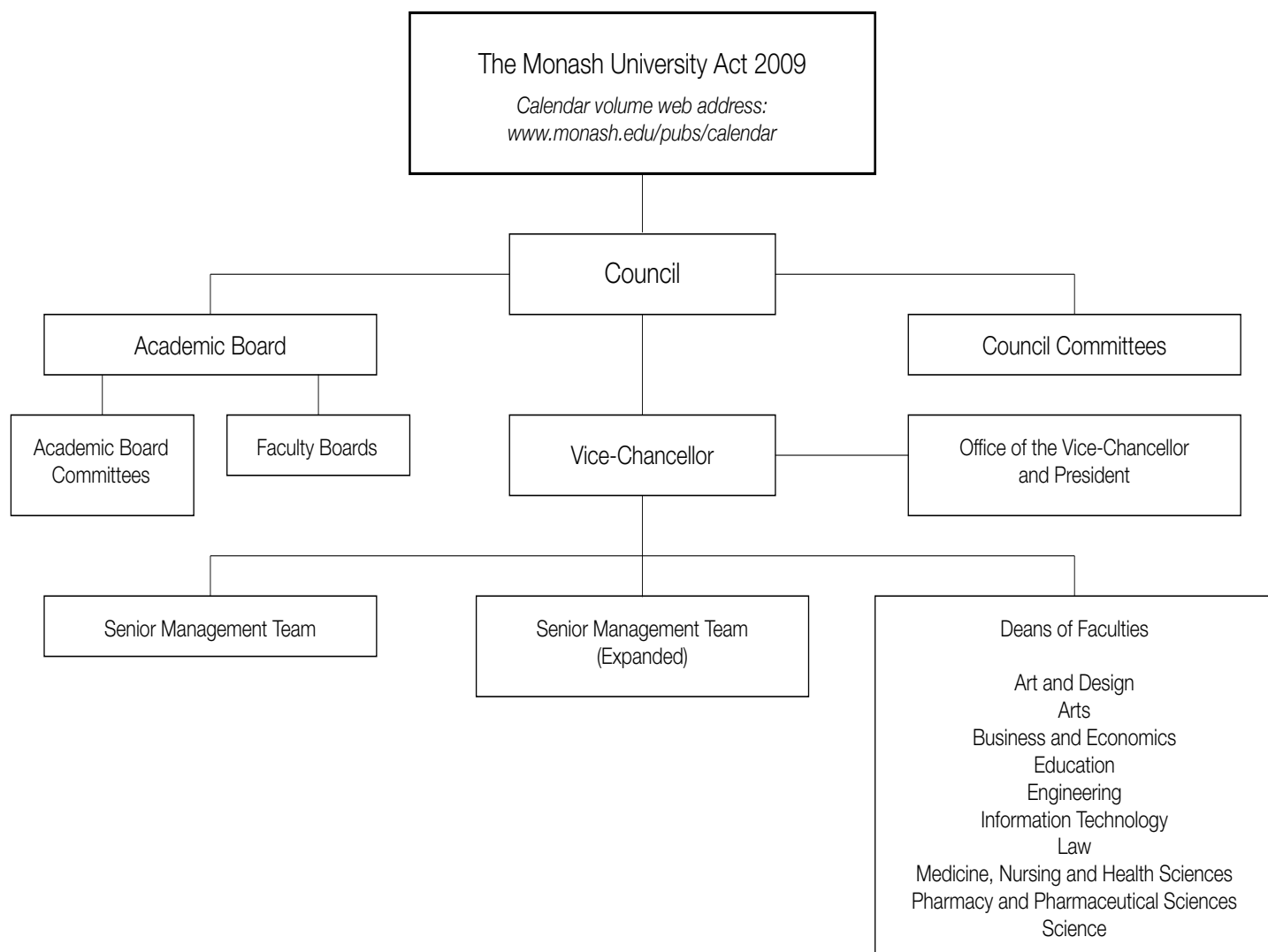
## Insurance of officers

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.

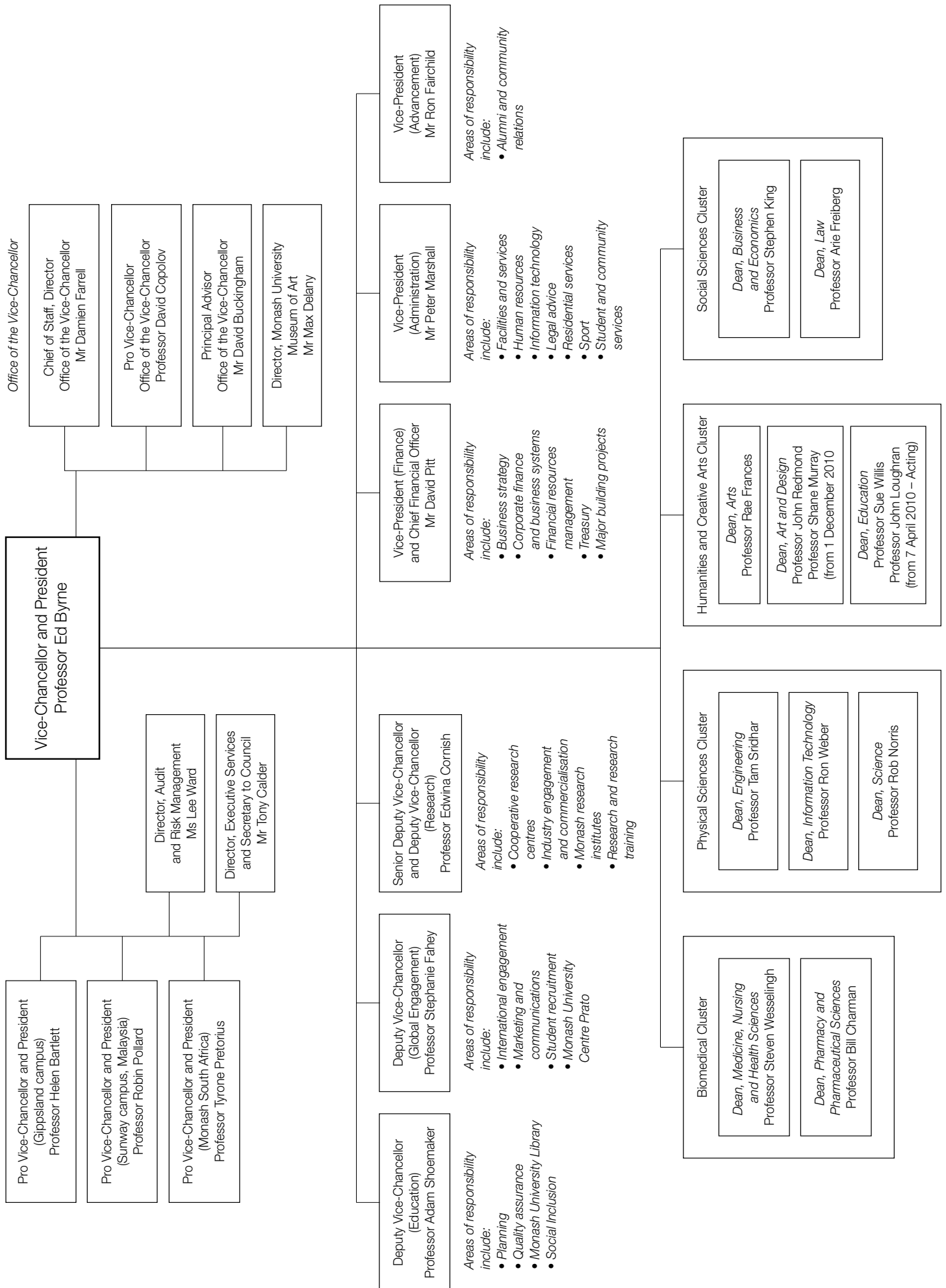
Dr Alan Finkel, AM  
Chancellor

## Organisational charts

### Overall governance and management



# Senior management structure



Core business:  
education, research,  
global engagement

## Operational objectives and initiatives

The *Academic Plan 2006–2010* incorporates significant components of the Education, Research and Research Training and International Plans. The Annual Plan derives from the Academic and Portfolio Plans and summarises the high-level, university-wide objectives, strategies and actions for the calendar year.

This section of the annual report details progress towards the University's objectives during 2010.

## Education

### Introduction

The Academic Plan 2006 – 2010 has eight core objectives designed to support The Monash Passport and its successor, the Monash Passport II, an education system that offers a broad menu of opportunities to students by combining degree programs with international exchanges, leadership programs, work training programs and volunteer and research opportunities as a grounding for outstanding careers. The past 12 months has seen considerable progress, which is detailed below.

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

2010 saw the consolidation of The Monash Passport and commencement of the implementation of The Monash Passport II.

Related developments include:

- The launch of Volunteer Gateway, an online resource providing students with volunteer opportunities. During 2010 more than 10,500 students registered as seeking a volunteer position and approximately 3,600 positions were available.
- The continued development of partnerships with key non-government organisations. The Oxfam Australia – Monash University Partnership was established to combine the strengths of the two organisations in order to significantly increase their impact on global poverty and health through catalysing change in the aid and development sector.

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

Considerable progress was made in ensuring student learning was supported through the utilisation of a range of enabling technologies:

- Several Learning Spaces were refurbished and upgraded with state-of-the-art equipment that maximises the flexibility of these spaces, facilitates a wide range of learning styles and provides opportunities for collaboration between students.
- Following the success of the 2009 myLearningSpace pilot study, which utilised Tablet PCs and collaborative software, there was wide-spread adoption of the technology across the University in 2010.
- Week 0 (formerly Orientation Week) was revised as part of a strategy to expose all students to Indigenous and sustainability issues during their student experience. There is also a key focus upon combined degrees which, in response to burgeoning demand, will be a distinguishing feature of the University's coursework educational programs.

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

A Framework of Educational Excellence was developed to assist staff to realise their potential as teachers and researchers at different stages of their respective careers. Associated advances made in 2010 included:

- Development of Education Quality Indicators in order to facilitate teaching of the highest quality.
- Revision of the Graduate Certificate of Higher Education to provide support for the Framework of Educational Excellence.
- Refinement of the academic roles policy to include 'Education Focused' roles.
- A major review of the number of units and courses offered to ensure optimal resourcing.
- A review and subsequent refinement of the curriculum model.

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

International rankings provide the opportunity for Monash to benchmark its performance and take note of areas of improvement. In 2010 Monash University moved up from the 201-302 band to the 151 – 200 band in the Academic Ranking of World Universities, considered to be the one of the most authoritative ranking methodologies. This was generally in line with other Australian universities.

Monash staff featured in the Australian Learning and Teaching Council (ALTC) Awards for 2010:

- ALTC Teaching Fellow: Dr Angela Carbone.
- Award For Teaching Excellence – Early Career: Dr Amy Cutter-Mackenzie.
- Citation for Outstanding Contributions to Student Learning:
  - Mr Matthew Butler.
  - Associate Professor Mike Grace.
  - Dr Karen Hapgood.
  - Dr Michael Henderson.
  - Dr Richard Reina.

*To promote education-inspired research and research-inspired education*

- Monash University Publishing was launched for the publication of scholarship of the highest standard from the humanities and social sciences in online and print formats.
- Work on remodelling the Monash curriculum proceeded with an emphasis on the introduction of embedded honours degrees and other opportunities for undergraduate students to conduct significant research projects during their degree.

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

Substantial progress has been made in positioning the University to improve the undergraduate participation rate of students from low socio-economic status (SES) backgrounds while assuring the success of enrolling students and the quality of Monash graduates. Multilateral agreements were signed with Victorian universities, the Catholic Education Commission and the Victorian Department of Education and Early Childhood Development to increase low SES participation in higher education. A range of programs were in place, including:

- Schools Access Monash: To encourage and increase readiness for higher education amongst students in targeted low SES schools in south-east Melbourne and Victoria.
- Community Access Monash: To engage targeted communities in south-east Melbourne and Victoria in aspiration and capacity building for higher education, including through locality-based projects.
- Monash Pathways and Partners: To develop and promote structured pathways for school leaver and mature-age students in and through Monash courses via transition courses and partnership with Technical and Further Education providers (TAFEs).
- Monash Gateway: To enrol academically talented students from amongst those who have experienced educational disadvantage through improved tools, early support and special admission schemes.
- Success and Quality: To optimise student progress and likelihood of success and monitor the academic quality of graduates.

The University undertakes a range of activities designed to increase access, participation and retention of Indigenous students. These include:

- The establishment of a partnership with the Australian Indigenous Mentoring Experience (AIME) to increase Indigenous school completion rates and University admission rates of Victorian Indigenous students.
- The establishment of new scholarships for Indigenous Honours and Higher Degree Research students.
- An outreach program at Victorian secondary schools coordinated by the Monash Indigenous Recruitment Officer.
- A seminar designed to inspire Indigenous people to consider careers in law, archaeology, criminology and Native Title consultancy.
- The Koori Footprints to Higher Education Camp held at the Gippsland campus and attended by 25 local senior secondary school students. A Koori Open Day was held at the Peninsula campus focussing on support services, pathways and general course advice. The Hands



on Monash Indigenous Summer Camp provided Indigenous senior secondary students with a university experience.

- The opening in 2010 of the John Monash Science School at Clayton campus and Nossal High School at Berwick campus has provided opportunities to increase the engagement of Monash University with secondary students. Student mentoring and academic liaison programs have been initiated with both schools.
- Monash has continued to improve its attractiveness to high performing school-leavers. The share of the top five per cent of Victorian school leavers (Australian Tertiary Admission Rank 95+) who have given their first preference to Monash increased to 48.3 per cent in 2010. Double degrees were particularly popular amongst top five per cent students and in 2010 more than 50 per cent were enrolled in these degrees. The Enhancement Studies Program enabled high achieving Year 12 students to study a pair of first-year university level subjects while completing Year 12.
- The development of the learning and information research skills programs to assist students in improving their academic language and approaches to learning continued in 2010 and the Peer Assisted Learning Scheme and Peer Assisted Study Scheme provided additional support to students.

#### *To establish an international focus in all coursework programs*

Monash has increased student mobility opportunities through The Monash Passport II, which includes internships, cohort programs, volunteering, leadership, honours, and exchange and cross-campus programs. The partnership between Monash University and Oxfam Australia continued to provide collaborative opportunities, including volunteering, for students through the Oxfam International Youth Program.

Monash has also continued to maximise the benefits of campus cultural diversity with the staging of the inaugural One World Week in 2010, in order to encourage better knowledge, acceptance and appreciation of the diversity of experience and cultural heritage to be found at the University. A range of related activities took place throughout the year and regular meetings are held with international students from all campuses to focus on their specific needs.

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

The University has progressed the development and refinement of its strategies to ensure that staff and students derive the greatest benefit from the multi-campus structure of the University. Two major outcomes were:

- Memoranda of Understanding were signed with Box Hill, Chisholm and Gippsland TAFEs covering a number of joint initiatives including increasing the range and quality of pathways. Collaborative development will take place in curriculum design, course development, joint and embedded degrees, as well as dual awards, specifically tailored to workplace skill development.
- A 360 Degree Vision for the Future was developed for Berwick campus, with the introduction of new courses and pathways to expand the campus as a predominately undergraduate campus, and the development of a residential and service community or 'academic village'.

## Research

### Introduction

The Research and Research Training Plan (2006-2010) focuses on three core 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 and to rank highly amongst Australian universities in terms of Higher Degree by Research (HDR) load and completions. It also aims for its graduates to be highly sought after as academic and community leaders.
- 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.

Progress towards achieving these objectives is detailed below.

### Research excellence

#### *National competitive grants*

In 2010, Monash attracted \$138.9 million from the Australian Research Council (ARC) and National Health and Medical Research Council (NHMRC).

Funding Body and Scheme	Number of Grants Awarded	Value of Grants Awarded	Percentage Increase on Value of Grants Awarded Compared to 2009
<b>Total ARC Funding</b>		<b>\$57,210,936</b>	<b>-19%</b>
ARC Discovery Grants	93	\$35,273,201	22%
ARC Linkage Grants	28	\$9,178,923	-15%
ARC Laureate Fellowships	0	–	–
ARC Large Infrastructure, Equipment and Facilities (LIEF) Grants	1	\$1,000,000	-36%
ARC Indigenous Researchers Development Grants	0	–	–
ARC Future Fellowships	17	\$11,758,812	50%
ARC Centres of Excellence (COE)	0	–	-100%
<b>Total NHMRC Funding</b>		<b>\$81,656,108</b>	<b>24%</b>
NHMRC Project Grants	93	\$51,536,409	52%
NHMRC Program Grants	1	\$17,460,000	224%
NHMRC Research Fellowship and Practitioner Awards	11	\$6,564,129	51%
NHMRC Equipment Grants	1	\$875,902	-10%
NHMRC Training Fellowships	7	\$2,201,568	-50%
NHMRC Career Development Awards	8	\$3,018,100	116%
NHMRC Partnerships Project Grants			embargoed since Dec '10

### Research highlights and awards

Monash University's major research achievements in 2010 include:

- Ranked 1st nationally in ARC Discovery Fellowships.
- Ranked 1st nationally in NHMRC Career Development Awards.
- Ranked 2nd nationally in the amount awarded from ARC Discovery grants.
- Ranked 3rd nationally in NHMRC Project Grants awarded.
- Ranked 3rd nationally in NHMRC Fellowships awarded.
- Awarded \$29.1 million from the Education Investment Fund (EIF) to establish Monash Green Chemical Futures.
- Named the coordinating institution for the \$8 million Multi-modal Australian Sciences Imaging and Visualisation Environment (MASSIVE) facility.
- Received over 5.6 million in private philanthropic donations toward research activity.
- \$4 million in government funding has been committed towards the establishment of a Translational Medicinal Chemistry Facility at Monash.
- Awarded \$3.9 million through the Victorian Science Agenda Strategic Project Fund to increase capability in biomedical imaging.
- Received \$3.3 million in funding, as a key partner in the Victorian Consortium for Organic Solar Cells (VICOSC).
- Awarded over \$2.1 million in funding through the Department of Primary Industries' Energy Technology Innovation Strategy, Sustainable Energy Research and Development Program.
- Awarded over \$1.9 million in funding from the National Institute of Health (United States of America).
- Awarded \$1.15 million in funding from the EIF for small animal imaging at Monash.

In 2010, a number of researchers were recognised externally for research excellence. Some of the prestigious prizes awarded to Monash researchers included:

- The Eureka Prize (ClimateWorks – Low Carbon Growth Plan).
- The Premier’s Award for Medical Research.
- The Premier’s Sustainability Award.
- The Australasian Green Gown Award.
- The Prime Minister’s Australia Asia Endeavour Awards (4).
- The Sir John Holland Civil Engineer of the Year Award 2010.
- The 2010 Green Chemistry Award by the Royal Australian Chemical Institute.
- The Humboldt Research Award.

## Impact through research training

### Enrolments

In 2010, Monash’s Higher Degree by Research (HDR) student load increased by 285.5 EFTSL overall (11.19 per cent), with significant growth in international student numbers.

#### HDR load 2009-2010

	2010	2009	Growth	% increase
Domestic	1,928.7	1,788.50	140.2	7.84%
International: Australia	825.4	695.7	129.7	18.64%
International: Malaysia	81.5	65.8	15.7	23.86%
Total International	906.9	761.5	145.4	19.09%
Total	2835.6	2,550.10	285.5	11.19%

### Scholarships and grants

Monash is committed to providing enhanced support for HDR students. In 2010 total scholarship and related funding was \$30,010,251, an increase of 16.4 per cent from the 2009 allocation. \$15,620,800 was allocated from central funds to support Monash Graduate Scholarships, International Postgraduate Research Scholarships, travel grants and publication awards. This was an increase of \$720,840 from the 2009 allocation. Demand for research degree candidature at Monash grew by a further 7.9 per cent in 2010. Aided by the implementation of a fully online application system, 1713 applications were received for the first round scholarships in 2011. This represents an increase of 7.9 per cent from the total number of applications received at the end of last year and will be further augmented by a mid-year round that will be conducted in May 2011.

#### Monash funded programs – scholarships and awards: 2009-2010

Program	2010 Budget	2009 Budget
Monash Graduate Scholarships	\$9,667,200	\$9,573,100
Monash and Faculty International Postgraduate Research Scholarships	\$5,487,500	\$4,860,760
Postgraduate Travel Grants	\$300,000	\$300,000
Postgraduate Publications Awards	\$166,100	\$166,100
Total	\$15,620,800	\$14,899,960

Similarly, federal support for Monash higher degree by research students increased in each program area to a total of \$14,389,451 in 2010, with the most marked increase in provision of Australian Postgraduate Awards.

#### Federal Funding received for Monash Research Higher Degree Programs: 2009-2010

Federal funded programs	2010 Allocation	2009 Allocation
Australian Postgraduate Awards	\$12,566,715	\$9,118,632
International Postgraduate Research Scholarships	\$1,389,261	\$1,344,601
Commercialisation Training Scheme	\$433,475	\$418,717
Total	\$ 14,389,451	\$ 10,881,950

In addition there were 283 students funded by external awards on Australian campuses and 46 on overseas campuses. This represented an increase of 8.9 per cent in the number of students supported by external funds.

## Quality supervision

Monash continued its program of training for supervisors of HDR students in 2010. The provision of training at Monash Sunway was supported by the Malaysian Ministry of Higher Education when 110 academics from other universities joined Monash Malaysia academics to undertake Supervisor Training Programs held at the Sunway campus. Training programs were also held on several Australian campuses. In 2010 a total of 336 staff achieved supervisor accreditation. Monash now has 2,248 academic staff formally accredited as Monash Research Supervisors.

## International experience

International exposure and experience enhance the quality of our research training programs. These broaden the development of research and professional skills and can also extend students’ networks and career prospects.

A high priority for Monash is the development of collaborative joint award programs with other international institutions. As well as several agreements that are in place with partner institutions, Monash and the Indian Institute of Technology Bombay (IITB) have established a joint PhD program at a collaborative Research Academy in Mumbai. A total of 63 students were enrolled in joint PhD programs in 2010, an increase of 117 per cent since 2009.

Each of these PhD programs reflects Monash’s vision of global experiences and mobility for doctoral students. They seek to broaden the scope of the curriculum and provide a unique learning experience for students in an overseas environment.

## Impact through engagement and collaboration

### Major commercialisation activities

The Trans Tasman Commercialisation Fund Investment Committee has approved a further three investments in early stage technologies from Monash, including co-investments with the Monash Research Impact Fund.

Acrux, a Monash spin out from the Faculty of Pharmacy and Pharmaceutical Sciences, achieved a significant licensing deal with Eli Lilly and gained FDA approval in the US for its testosterone replacement therapy, Axiron™. This generated approximately \$2 million of commercialisation returns to Monash in 2010, with further significant payments due in 2011 and beyond.

### Collaborative research and development with industry partners

The BHP Mitsubishi Alliance will provide \$8 million for a three-year project on Dragline Structural Monitoring. Monash continues to draw on its research strengths in biomedical science, drug development and engineering to assist Australian and international companies in their development of new therapeutics and medical devices, working with companies such as Alchemia, Kalobios Pharma, Cochlear, Biota, Starpharma, Mesoblast, Corthera, and CBIO.

### Highlights of major strategic initiatives and consortia

The Centre for Water Sensitive Cities (CWSC) was established in February 2010 and consolidates all of Monash University’s research and development efforts in advancing water sensitive cities. One of the flagship CWSC research programs is “Cities as Water Supply Catchments”, aimed at harnessing the potential of stormwater to overcome water shortages, reduce urban temperatures and improve the landscape and liveability of Australian cities. This \$20 million program, which includes a contribution of \$3 million from the Victorian Science Agenda program, involves interdisciplinary collaboration across eight academic research disciplines; three universities, 20 federal, state and local governments (or government agencies), three water corporations and one private sector company.

The Monash Comprehensive Cancer Consortium (MCCC) was launched by the Victorian Minister for Health in October 2010 with over \$4 million in initial funding. The MCCC will operate as one of the three major cancer nodes in Victoria’s integrated system of cancer research and care, bringing together the research and clinical strengths of the partner organisations so that discoveries can progress more rapidly through to improved benefits for cancer patients. It is a partnership between Monash University, Monash Institute of Medical Research and Prince Henry’s Institute, the four major Southern Melbourne Health Services and Southern Melbourne Integrated Cancer Service, the government’s agency for local coordination of cancer care.

The Green Chemical Futures (GCF) Project was announced in June 2010. This \$72.8 million project is co-funded by Monash University (\$43.7 million) and the Federal Government (\$29.1 million EIF). It positions Monash University as a world leader in green chemistry research and innovation. The GCF will work closely with industry partners and international collaborators to drive the growth of future manufacturing industries and deliver greener solutions for the chemicals and plastics sector. The project will create an estimated 745 new jobs (during the construction of the new building), with a flow-on effect of close to 2700 new jobs. GCF involves partnerships with national and international institutions, including Yale University (USA), Waseda University (Japan), the Indian Institute of Technology Bombay, the CSIRO, the Plastics and Chemicals Industries Association and the Victorian Environmental Protection Agency.

### **Impact through external engagement with government and community**

The Faculty of Education has continued its close relationship with Victoria's Department of Education and Early Childhood Development, with commitments of over \$5 million made in 2010 to a suite of programs including School Reviews, masters programs in School Leadership, a Professional Development Program for Early Childhood Professionals and mentoring for first time principals.

The Centre of Policy Studies (CoPS) in the Faculty of Business and Economics has continued to be recognised at an international level for its role in guiding policy development on major issues. In 2010, Monash researchers were recognised by the White House for the critical role their analysis played in informing discussions in United States Congress on Greenhouse policy and legislation. Researchers seconded from CoPS to the United States International Trade Commission utilised the United States of America General Equilibrium (USAGE) model developed at CoPS to provide key inputs in relation to emission leakage and international competitiveness.

In July 2010, the Faculty of Information Technology completed a three-year social justice and action research partnership, "Doing IT Better", with the Victorian Council of Social Service to build information and communications technology (ICT) capacity in the Victorian community services sector. A three-way approach was adopted which involved undertaking case studies with a number of organisations to identify issues and trial solutions, to provide information resources to build know-how and assist decision-making and planning, and to identify systemic issues that are holding the sector back, and working to change them.

**Professor Edwina Cornish**  
Senior Deputy Vice-Chancellor and  
Deputy Vice-Chancellor (Research)

## **Global Engagement**

### **Introduction**

The Academic Plan (2006-2010) outlined 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 campuses and centre footprint.
- Enhance our research profile through new international presences.
- Foster the culture of internationalism amongst the broader community.

The following sets out Monash University's international achievements in 2010. A highlight of 2010 was Monash being named Victoria's Exporter of the Year and receiving the Education and Training Award at the Governor of Victoria's Export Awards in October. Monash was also a National finalist in the Australian Export Awards held in Sydney in November.

### **International partnerships**

Monash hosted over 140 visiting delegations from government, industry and education institutions around the world, including ambassadors and high commissioners from Belgium, Egypt, France, Germany, Greece, India, Indonesia, Israel, Italy, Pakistan, Saudi Arabia, Spain, Singapore, South America, Turkey, the USA and Vietnam.

Monash negotiated and finalised key international agreements to foster partnerships in education and research, including 52 memoranda of

understanding (MoU) on academic and research collaboration, 40 student exchanges, eight articulation/credit transfer agreements, 11 specific research projects, five course scholarships, six dual awards, three licensing arrangements and four study abroad agreements. Notably, these included signing MOUs with C9 universities (the Consortium of China 9 Research Universities) such as Xi'an Jiaotong University, Harbin Institute of Technology, and the University of Science and Technology of China.

In 2010 Monash deepened its international partnership network with the University of Warwick (UK), Arizona State University (USA) and Sichuan University (China) through research and administrative collaborations. Monash and Warwick funded nine projects in the areas of ICT, healthcare, nanotechnology, literature, management, politics and philosophy, culture, and pure mathematics. Linking with Arizona State University (ASU), Monash joined the Lightspeed Solutions Global Network, a consortium comprising ASU, Sandia National Labs, Yale University, Princeton University and the University of Minnesota. Monash's partnerships continue to open up major opportunities for work with global impact. During 2010, Monash accepted an invitation from US partner Arizona State University (ASU) to join an ASU-led bid to the US Department of Energy for one of three major (more than US\$100 million) US-based Energy Innovation Hubs. Partners in the ASU-led network included Sandia National Labs, Yale University, Princeton University and the University of Minnesota. The bid made the final four.

A tripartite Memorandum of Understanding was signed with Universitas Pendidikan Indonesia (UPI) and the Victorian Department of Education and Early Childhood Development (DEECD) for collaboration in training and professional development for teachers; curriculum development; research; and promoting language teaching. The MoU will facilitate development and implementation of training programs by Monash for visiting Indonesian language teaching assistants from UPI working in Victorian primary and secondary schools.

### **Monash College Proprietary Limited (MCPL)**

In 2010 Monash College enrolled approximately 1,919 equivalent full time student load (EFTSL) students globally in its diploma programs that provide a pathway to first or second year undergraduate Monash University degrees, while 2,686 students enrolled in the Monash University Foundation Year (MUFY) globally. Monash University English Language Centre (MUELC) administered 19,771 International English Language Testing System (IELTS) tests and supported over 2,300 students with their transition to Monash University and Monash College. Overall, student enrolments declined by 28.5 per cent in 2010 compared to 2009 enrolments.

Five hundred and twenty graduates enrolled in the 2010 Professional Year programs for Accounting and Information Technology with Postgraduate Publications Awards (PPA) to enhance their career and employment skills. This represents an eight per cent decline on 2009 enrolments in the programs.

MCPL has focused on ensuring the sustainability of the business in a market that has seen declining international student enrolments over 2010. Strategically, MCPL has continued to focus on its goal to be a leader in the delivery of transition education to international students. The key strategic achievements for 2010 included:

- Assumption of control of the MUFY programs Australian operation from Study Group (with program delivery to commence in July 2011).
- Completion of the second year of research on best-practice in transition education, commissioned by the Faculty of Education. The research findings have contributed to the development of 'transition education' and associated pedagogy. This has informed an internal restructure within Monash College, the largest business unit within MCPL.
- Signing of a contract with Taif University, Saudi Arabia, to license MUELC curriculum.

### **Enhancing research and education profile**

In 2010 the Monash University Prato Centre (MUPC) in Italy held its first Prato Open Day, which included the launch of the Prato card, a photographic exhibition and the opening of the Bill Kent Library, named in honour of the distinguished Monash historian who passed away in 2010. MUPC received approximately 5,000 guests, delivered 38 undergraduate courses, and held 55 international conferences, symposia, workshops and key events throughout the year.

Monash University hosted the Virtual Research Event for the Shanghai World Expo 2010 in collaboration with Study Melbourne, Department of Innovation, Industry and Regional Development (DIIRD). Monash's session focused on medical research and pharmaceutical technologies, with participation by key researchers from the region. It included a full live audience in the virtual classroom in Shanghai and online participants.

At the Middle East Education Expo, Monash won over \$2 million in contracts and secured over \$14 million in educational and research contractual services with Saudi Arabia. This is the culmination of over three years of successful engagement with the Middle East.

In 2010 our international HDR student load increased by 19.2 per cent, with a 10 per cent increase in Indian Higher Degree Research (HDR) student enrolments. In 2010 Monash developed a number of collaborative PhD programs with universities across Europe, the Arabian Peninsula and China. Monash developed the International Research Scholarship Partnership Framework strategy with the aim of identifying high calibre international doctoral students who can be supported both by Monash and international funding bodies.

In collaboration with Singapore's lead government scientific research agency (the Singapore Agency for Science, Technology and Research (A\*STAR)), Monash hosted two symposia in the fields of science and information technology. Each symposium brought together outstanding researchers from both institutions to explore opportunities for collaboration in areas of mutual excellence and to promote the A\*STAR Research Attachment Program at Monash.

The Monash-Masdar Institute of Science and Technology (UAE) Strategic Funding Initiative supported seven projects in the development of joint research and educational collaboration outcomes in the areas of renewable energy, food supply chains, modelling for carbon trading, vehicle routing and scheduling, water supply and biomass derived fuels.

In China, five joint workshops with Chinese Academy of Sciences (CAS) across the areas of chemical engineering, immunology, psychology and public health were held in Beijing. Nine research collaboration projects were established with the Chinese Academy of Sciences across four Faculties in the areas of clean energy technologies, advances in immunology and nanofabrication.

The Monash European and EU Centre was awarded two grants by the European Commission. These included an Erasmus Mundus grant that funds student and staff mobility within an international consortium, and a Jean Monnet grant to develop a new teaching module for the Centre.

There is ongoing work in developing capacity-building engagements with various institutions across Southeast Asia, the Pacific and Africa, including:

- The Monash Science Centre engagement through regional exhibitions and educational programs in science and technology for youth in Timor Leste. A highlight is the O Mundo Perdido Exhibition now housed in the Offices of the President in Dili.
- A team of academics from the School of Nursing and Midwifery delivered a series of research seminars on evidence-based practice for health professionals in Borneo funded by DFAT's Australia-Malaysia Institute. The project resulted in three articles for publication.

### Fostering internationalisation

In April, Monash hosted a well-attended Community-Campus Summit on International Students. This event brought together State Government representatives, Victorian industry groups, local community organisations, foreign diplomats and Monash University representatives to discuss issues impacting on international students.

Subsequent to the Community-Campus Summit, Monash established a Monash-Community Council chaired by the Vice-Chancellor and comprising senior executive members from Monash University and Local Councils. The role of the Council is to implement projects identified at the Summit, share information and initiate joint activities.

Monash hosted the One World Week festival of cultural, sporting and academic events celebrating the extraordinary diversity of cultural life at the University. In 2010, almost 1,900 students participated in Monash Abroad programs. Over 150 of these students participated in exchange programs between Monash campuses. Monash University sponsored the African Studies Association of Australia and the Pacific's (AFSAAP) Postgraduate Essay Competition Prize during their 2010 conference. The

award not only raises Monash's African engagement profile in Australia, but also Australia's broader African research activity profile in South Africa.

Monash hosted a public seminar and open-panel discussion on capacity building in Africa entitled 'Leverage for Social Change'. Together with Monash counterparts, the Consortium for Advanced Research Training in Africa (CARTA), with support from The Wellcome Trust, The Gates Foundation, Carnegie Corporation, The Hewlett Foundation and The Ford Foundation, will be offering approximately 100 fully-funded collaborative doctoral placements in Africa over the next four years.

As part of promoting Monash's reputation for research-led internationalisation, Monash hosted journalists from Japan, Brunei and South Korea. The visits resulted in articles published on Monash University and Monash College; a TV program broadcast on Brunei National TV promoting study in Australia; and a documentary on teaching excellence in top universities by Korea New Network (KNN) broadcast to more than 7 million people.

**Professor Stephanie Fahey**  
Deputy Vice-Chancellor (Global Engagement)

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

### Strategic planning

Sunway campus, Malaysia is guided by Campus Directions 2015, the Campus Mission Statement, the Academic Plan, and the Campus Operational Plan. Its mission is to provide a distinctive international experience with excellence in teaching and research.

The campus works within national systems and cooperates with a wide range of institutions. Academic staff members undertake research of relevance to the region, and are able to customise the curriculum in conjunction with colleagues in Victoria, thereby ensuring relevance while preserving quality and equivalent standards. Research at Sunway campus provides opportunities within Monash, and further develops the University's research capacity.

The strategic focus of the Sunway campus in 2010 was on increasing student enrolments, improving education and research, improving the student and staff experience, and engaging with stakeholders.

### Outcomes in 2010

#### External audits

An Academic Performance Audit of the campus was undertaken by the Malaysian Qualifications Agency. The report was highly favourable, noting that:

"Monash University Sunway Campus (MUSC) as a locally incorporated entity has blended the best of Monash University with a local partner whose commitment to high quality education is impeccable. The academic brand of Monash University and the business prowess and the deep commitment to social responsibility of the Sunway Group has created a university that in the Panel's opinion is rightly positioned, as it aspires, to be the best in the region.

As a decade-old campus in Malaysia, MUSC has grown in enrolment and strength operating on the basis of the full academic systems of Monash University. As an offshore campus, MUSC has matured enough to localise academic programs without sacrificing the Monash standards. The research programs and activities are developing and reflect both MUSC's strength and the local needs. In some ways, MUSC has started to lead within the Monash system."

The campus was granted self-accreditation status by the Minister, Higher Education in recognition of its high-quality internal processes for course review, whilst continuing to comply with the Malaysian Qualifications Framework.

The first national rating of public and private universities and university colleges (known as SETARA) was released. The campus was rated in tier 5, 'excellent', together with other top Malaysian universities.

### Education

At 31 August 2010 the student load was 4,548 equivalent full-time students, reflecting annual growth of 10 per cent. The number of commencing students with external sponsorship has been increasing

by approximately 30 per cent per year, with 557 enrolled in 2010. Key sponsors were Majlis Amanah Rakyat and Jabatan Perkhidmatan Awam (government), Petronas (corporate), and the Botswana government.

Student mobility was an important component of the student experience. Exchange programs, whereby students continue to pay home fees, involved 369 student-semesters and was primarily between Sunway campus and Victorian campuses. Course transfers from Sunway campus to Victorian campuses reduced from 280 in 2009 to 222 in 2010.

The first cohort of students graduated from the Bachelor of Medicine and Bachelor of Surgery and the course was accredited by the Malaysian Medical Council. A second phase of construction at the Clinical School in Johor Bahru commenced and proteomics facilities were established to support medical science research.

The collection strategy of the Library and Learning Commons was reviewed, with a focus on further developing electronic resources. Seating capacity was increased by 50 per cent.

In collaboration with the Ministry of Higher Education Leadership Academy, the campus hosted a successful forum: 'Educate10' in alignment with similar events at other Monash campuses. The event was officiated by Y.B. Dato' Saifuddin Abdullah, Deputy Minister of Higher Education.

## Research

Research output continued to meet ambitious targets. Scholarly publications (measured in units of weighted Department of Innovation, Industry, Science and Research points increased from 86 to 185 in the three years to 2010, a 29 per cent average annual increase. Over the three-year period ending 31 August 2010, Higher Degree by Research (HDR) EFTSL increased from 20 to 97, a 69 per cent average annual increase. There have been 17 HDR completions at MUSC since inception.

Sixty-one per cent of academic staff members have been accredited by the University as HDR supervisors and 49 per cent of academic staff members were supervising HDR students.

The Ministry of Higher Education opened the Fundamental Research Grant Scheme to Sunway campus, Malaysia for the first time. Staff submitted 54 projects requesting RM4.9 million; six grants totalling RM281,000 were successful and 15 requests were kept on hold pending funding under the 10th Malaysia Plan.

The campus entered into a collaborate agreement on an innovation accelerator project with the Special Innovation Unit of the Prime Minister's Office and the Central Institute of Medicinal and Aromatic Plants, Council of Scientific and Industrial Research, India. This RM3 million project aims to explore and develop the use of plants for medicinal and aromatic purposes.

Teaching Release Schemes were established to allow a number of current and prospective academic staff members to concentrate on research (or on education innovation).

## Events

The campus hosted a forum on campus safety and security management with 112 participants from 38 higher education institutions. This broke new ground in Malaysia in articulating the nexus between mental health and campus security management. The Crown Prince of Perak delivered the keynote address at a conference on migration research. An international symposium was held on Prioritising Chronicity. Student events included the online career gateway, career presentations by prospective employers, student development and career workshops, industry panel discussions and soft skill forums as well as social networking, alumni and sporting events.

## Campus enhancement

High capacity wireless technology was deployed in key campus areas. The IT development emphasis was on netbooks and tablets, including a lending scheme for students. High-definition videoconferencing was widely used and student video-conferences with peers in Australia and South Africa commenced.

Several human resource schemes were established to help create a performance-oriented culture. Each school was provided with a dedicated HR staff member. Professional development strategies included a two-day workshop to enhance leadership and management capabilities, attended by more than eighty supervisors.

Development of formal statements of policy continued, including guidelines for academic contracts, salary loadings, staff discipline, staff grievance, discrimination and sexual harassment, personal identification of staff members, staff appointments, administrative staff position classification and reclassification, higher duties allowance and campus course accreditation. All documents were disseminated to stakeholders via the intranet.

The Sunway campus is increasingly recognised as a leading institution in Malaysia and continued its progressive 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 Operational Plan (2010 – 2012) has guided the ongoing strategic development of Monash South Africa (MSA) during 2010 in the following portfolios:

### Education

A key objective of the Campus Operational Plan was to identify and develop innovation in learning and teaching. To share best practice and discuss innovative approaches, several Teaching and Learning Forums were held, attended by an increasing number of academic staff. Progress towards the provision of a Virtual Learning Environment for students and to extend learning spaces into on-campus student residences areas was made. A number of MSA academic staff received commendations from their faculties in recognition of their high quality teaching, and one staff member was awarded the Dean's Award for Excellence in Teaching. The Directorate for Teaching, Learning and Quality was also established to focus on future developments in this area.

The expansion of the suite of course and discipline offerings at MSA continued. The School of Health Sciences was officially launched and approval was granted for the introduction of a Bachelor of Health Sciences in 2011. Academic staff, including Head of School, was appointed and a strategic vision for the further expansion of existing disciplines, and a proposal to introduce science studies, were developed. Educational excellence within innovative and technologically rich spaces was identified as a key differentiating factor for the MSA campus.

The South African Government approved all proposed designations for the undergraduate degrees to ensure compliance with the qualifications frameworks of South Africa and Australia. The Bachelor of Business Science with an accounting major was accredited by the South African Institute for Chartered Accountants (SAICA).

### Research

The Research Directorate hosted a public lecture series which provided a space for academic discourse at MSA. Research foci were refined in line with the Campus Operational Plan (2010 – 2012) and collaborative research links were further explored and established with both national and international institutions. These included universities, government departments, research councils and industry.

The Postgraduate Development Program was refined. The Research Coaching and Mentoring Program continued to develop and nurture early career researchers.

The Ford Foundation Future Academic Leaders Scholarship program continued throughout 2010 and the Ford Foundation Advisory Board played an active role in program governance. The Campus Research Committee awarded a number of research grants to support research projects both nationally and internationally. The Postgraduate Studies Committee was established and a postgraduate forum was constituted to provide HDR students with an opportunity to provide feedback regarding their student experience and needs.

Three successful forums were hosted during 2011, addressing national and international themes such as human resources for health, accident prevention and safety promotion, and the international student experience.

### Community engagement

The Community Engagement Office coordinated a number of programs during 2010. The Monash University South Africa Student Association

(MUSASA) played an active role in these programs, which included a continuation of service learning initiatives, in tandem with more volunteer-oriented programs. The Monash University Student Volunteer Program (MUSVP) continued to engage with local disadvantaged communities, through initiatives such as the Monash Saturday School, which continued its strong growth. Seven Monash students, including two from Monash South Africa, completed a five-week internship in South Africa where they worked directly on human rights and HIV/AIDS campaigns with Oxfam Australia.

Students in Free Enterprise (SIFE), a new student initiative, continued to grow. SIFE challenges students to make a meaningful contribution toward a better world as entrepreneurs and business leaders by addressing real-world business and economic issues in their communities. SIFE is a global, not-for-profit organisation which operates in partnership with higher education institutions and is active at more than 1,500 universities in more than 45 countries. At MSA, SIFE was established by six students in 2009 and, following a successful recruitment campaign and selection process, it now has an active team of 69 members.

## Quality audit preparations and reviews

Preparations for the institutional audit of MSA to be conducted in 2012 by the Australian Universities Quality Agency (AUQA) commenced, as did the review cycle for both academic and support services.

## Facilities

Construction of the new Health Sciences building commenced in 2010 and it is anticipated that the building will open in mid 2011. To provide additional facilities for students, off-campus accommodation was secured. To support further development of campus infrastructure at MSA, a number of partnership arrangements were considered.

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

## Report of the President, Academic Board

The Monash University Academic Board (the Board) is responsible to Council for, inter alia, supervising and directing Monash University academic affairs, including maintaining high standards in teaching and research (Statute 2.1). To discharge its remit effectively and efficiently, and to contribute to the achievement of the University's strategies, the Board undertook a range of activities in 2010.

In my last Annual Report to Council, I mentioned that the Board had commenced its transition to the new membership structure. I am therefore pleased to report that the transition was completed on 1 July 2010, and that the Board is now functioning well under its new membership model.

In a year of significant challenge and renewal for the sector and Monash, the Board continued to work steadily through a range of priorities key to Monash's drive for research and education excellence. During its deliberations, members of the Board continued to be informed about the environment in which it and the wider University operate, including regular briefings on topical issues such as the volatility of the international student market and its impact on the tertiary education sector, updates on development of Monash's mission-based Compact, reports on revision to the Australian Qualifications Framework and proposals for establishment of the Tertiary Education Quality and Standards Agency.

## Direction of academic affairs

### Monash University Future Directions

Consideration by Academic Board remains a key step in progressing Monash Futures initiatives. To that end, the Board approved or endorsed a range of initiatives during 2010, including:

- Establishment of Academic performance standards for research, education and service.
- Education-Focused Academic Roles.
- Academic Promotions process review.
- The Position Description for Associate Deans (Education).
- The strategic framework for the Monash Research Strategy.
- Proposals for a revised approach to research training.
- Minimum specifications for Passport units.

- Learning Management System Futures, including adoption of Moodle 2 as Monash's primary learning management system from 2012.

## University strategies and performance

Academic Board received and considered a range of significant strategic documents and reports, including:

- The revised Monash Directions 2025.
- The 2011 Annual Plan and a report on progress in development of the 2011 Budget.
- Regular reports on key Portfolio (Research, Education, International) initiatives.
- The 2010 Annual Plan Mid-year Progress Exceptions Report.
- A number of reports on university rankings.
- The University-wide Key Performance Indicators report.
- Strategies to improve Indigenous Access, Participation and Employment.
- The University's Gender Equity Strategy.

## Committees review

Whilst there was, during the reporting year, less of a focus on structural change, sub-committees nevertheless took the opportunity to review and make changes to their operating frameworks and membership, particularly those committees reporting to the University's Education Committee (a principal standing committee of the Board). The Board also approved changes proposed to the membership of the International Committee.

## Other items

Academic Board endorsed the affiliation between Monash University and the Jewish Holocaust Centre and endorsed exemption of Mannix College from the current requirement to accommodate only Monash University students and the concurrent proposal to revise the Mannix College Affiliation Agreement.

Academic Board regularly dealt with a range of membership/structural matters, including elections of members, special leave, nominations to Steering Committee, the filling of faculty-based casual vacancies and membership of the Central Discipline and Exclusion Appeals Panels.

## Supervision of Academic Affairs

### University Academic Structure

In 2010, the Board endorsed:

- Establishment of the Michael Kirby Centre for Public Health and Human Rights and the Centre for Medicine Use and Safety.
- Establishment of the School of Journalism and Australian Studies and the School of Philosophical, Historical and International Studies.
- Renaming of the School of Medicine and Health Sciences (Sunway) to the Jeffrey Cheah School of Medicine and Health Sciences, the Centre for Drama and Theatre Studies to the Centre for Theatre and Performance, the Department of Health Science to the Department of Health Social Science, the Department of Multimedia & Digital Arts to the Department of Communication Design & Media and the School of Humanities, Communications and Social Sciences to the School of Applied Media and Social Sciences.
- Disestablishment of the Monash Institute of Health Services Research.
- Pursuant to the revised Centres and Institutes Policy and Procedures, Academic Board approved (at its last meeting for 2010) the proposal to establish the Monash Injury Research Institute and the Australian Centre for Court and Justice System Innovation, and noted disestablishment of the Centre for Biomedical Engineering (AB6).

### Academic Program Development and Review

During 2010, the Board approved or endorsed a range of proposals relating to PhD programs, including the proposal to establish the PhD in Music Performance and proposals for dual-award PhD programs with the University of Bologna and the Freie Universität Berlin.

Academic Board also disestablished the degree of Doctor of Psychology (Organisational Psychology).

## Key Policy Debates

During 2010, members of the Board engaged in debate over a wide range of key policy matters. Much of the debate was directly related to Monash Futures initiatives, especially those pertaining to the various processes of academic strengthening, for example performance standards and academic promotions. However, the reporting year also saw the Board devoting significant time to consideration of other issues, including:

- Coursework Unit Review.
- Adoption of the principles underpinning a revised approach to coursework course approvals.
- Representation of offshore students on Faculty Boards.
- Endorsement of the recommendations from the review of the use of assessment question banks by the Assessment Question Banks Working Party.
- The trial at Monash of the Single Teacher/Unit Evaluation Instrument – SETU.

## Monitoring of Academic Standards

As part of its responsibility to monitor the University's academic affairs, the Board received and considered a number of significant items including:

- Approval of the Group of Eight's Credit Transfer and Quality Verification System Proposals.
- The 2010 Load and Admissions Report.
- Overview of the Good Universities Guide 2011 edition.
- Progress report on the University Policy Bank.

Throughout 2010 the Board also received regular reports from the Pro Vice-Chancellor (Planning and Quality) on preparations for the 2012 AUQA Audit.

## Governance

### Legislation

The Board endorsed:

- Amendment to the Academic Board Statute and Regulations to update the Board's legislative framework consequent upon the introduction of the new *Monash University Act 2009* and amend the membership to affirm the membership ratios inherent in the Board's revised composition.
- The new *Statute 4.1 – Discipline*, which updates the mechanisms for addressing student discipline at Monash. Review of the Statute was commissioned by Academic Board Meeting 3/2008.
- The replacement *Statute 6.1.1 – University entrance and admission to coursework programs and units of study*.
- Amendment to the Intellectual Property Regulations, Student Loans Regulations and Faculties Regulations.

The Board made:

- The Admissions Regulations, which prescribe matters for the efficient operation of *Statute 6.1.1* and consolidate practices currently adopted by the University and set out in the regulations, Council resolutions, policies and procedures.
- The amended Assessment Regulations, transferring the power to change a student's final unit result given exceptional circumstances from the DVC(E) to course managing faculties. It is considered that granting this power to faculties will reduce the possibility of procedural conflict with the grievance process and will allow more efficient decision making and handling of information.

## Policy Development and Review

The Board discussed a range of new and amended policies (and, where applicable, noted associated procedures). A sample of policies approved by the Board includes:

- Centres and Institutes Policy and Procedures.
- Academic Roles Policy.
- Academic Calendar and Semesters and Orientation and Transition Policies.
- Alternative Framework to the Saving of Rights Policy.
- Course Structure Policy and Procedures.

- Academic Progress Policy and Procedures.
- Collaborative Coursework Policy.

## Reports from Standing Committees, Faculty Boards and Faculty Discipline Committees

Each of the Board's Standing Committees is required to report after each meeting. During the reporting year, the Board received regular reports from the Affiliation Committee, Education Committee, General Library Committee, Monash University Research Committee and Research Graduate School Committee. Academic Board also received the Annual Reports of the Monash University Museum of Art and the Monash University Library.

Faculty Boards are likewise required to report to the Academic Board. During 2009 the Board received reports from the Boards of all of the Faculties. The Board also received and noted reports on proceedings of Faculty Discipline Committees as required by *Statute 4.1 – Discipline*, Clause 17.1.2.

Professor Jayne M Godfrey  
President, Academic Board

# Social performance



## Monash people

### Workforce profile

Table 1: Workforce data

	2008			2009			2010		
	FT&FFT	Casual	Total	FT&FFT	Casual	Total	FT&FFT	Casual	Total
<b>Academic</b>									
Female	1,338	345	1,683	1,421	378	1,799	1,366	378	1,744
Male	1,642	319	1,961	1,680	330	2,010	1,649	330	1,979
Total	2,979	665	3,644	3,101	708	3,809	3,016	708	3,724
<b>Professional</b>									
Female	2,041	235	2,276	2,145	230	2,375	2,254	230	2,484
Male	1,184	165	1,349	1,240	173	1,413	1,297	173	1,470
Total	3,226	401	3,626	3,385	403	3,788	3,551	403	3,954
<b>All staff</b>									
Female	3,379	581	3,959	3,566	608	4,174	3,620	608	4,229
Male	2,826	485	3,311	2,920	503	3,423	2,947	503	3,449
Total	6,205	1,065	7,270	6,487	1,111	7,597	6,567	1,111	7,678

#### Notes:

1. Data is expressed as full-time equivalent (FTE), rounded to nearest whole number and includes staff employed on a full-time (FT) and fractional full-time (FFT) basis as at 31 March each year.
2. Casual FTE is actual for 2008 to 2009. Casual figures for 2010 are estimated.
3. The data excludes Sunway campus, Malaysia and Monash South Africa but includes Independent Operations staff for each year

Source: University Planning and Statistics, Staff Full-time Equivalent (FTE) and Numbers: 2006-2010 Pivot Table Updated: 13 July, 2010

### Staff engagement

Priority: To improve the Monash staff experience

#### Staff experience

Throughout 2010, Monash University implemented faculty, campus and division action plans prepared in response to the results of the 2009 Staff Attitude Survey. The following table outlines the key follow-up categories for faculties, campuses and divisions. Shaded areas indicate areas of overlap across the University, that is Leadership, Processes and Cooperation across Monash:

Table 2 Staff Attitude survey follow-up actions

Faculties	Campuses	Divisions	University Priorities
Career Opportunities (10%)	Workload (12%)	Career Opportunities (18%)	Leadership
Wellness (10%)	Research (10%)	Workload (10%)	Processes
Facilities (10%)	Leadership (9%) and Industry Engagement (9%)	Involvement, Cooperation Across Monash & Facilities	Cooperation Across Monash

Key: percentage indicates proportion of follow-up actions assigned to each category.

The fourth biennial Staff Attitude Survey will be administered during 2011.

The University was recognised in several external fora for its progressive and fair employment practices. This year Monash University was a finalist in the Equal Opportunity for Women Agency 2010 Business Achievement Awards and was again recognised as an Employer of Choice for Women – an award Monash has received each year since it was introduced in 2001.

For the second year running, Monash University received a Fair and Flexible Employer Recognition Award. The award is a Victorian Government initiative that seeks to recognise and reward employers who have developed innovative programs in policy and practice to improve the work and family balance of their employees. Monash was the only university to receive the award this year. Monash University's range of

flexible work options included pre-natal, parental and adoption leave, parenting and childcare support, online information, calculators and checklists, the ability to work from home, unpaid career break leave and the option to reduce hours in transition to retirement.

### Recruitment and induction

The Transforming Recruitment at Monash project, aimed at supporting the recruitment of the best and brightest to the University, completed the majority of its work. The key deliverable for 2010 was the implementation, on 20 September 2010, of an e-recruitment system to automate the recruitment process and improve the experience for candidates and hiring managers. Revised and streamlined policies and procedures were also launched and panels of preferred providers for a range of recruitment services established. Recruitment procedures continue to include recruitment on the basis of merit, gender representation on panels, training for panel chairs and support for people with disabilities and indigenous applicants. To improve the experience of new staff a review was undertaken. Three 'Welcome to Monash' induction programs and three research orientation programs were held, with a total of over 500 staff attending. Newly appointed staff members were automatically enrolled to attend an overview of facilities, policies and procedures at the Welcome to Monash information session. An average of 75 per cent of new professional staff with fixed-term and tenured staff contracts and 36 per cent of academic staff attended the sessions. In 2010 the number of new starters decreased by 40 per cent, with overall attendance remaining consistent at 61 per cent (297 new starters, 182 attended). In addition, faculties conduct their own local induction programs.

#### Staff retention

Table 3: Median Length of Service (Years)

Year	Academic	Professional	Total University
2008	3.7	4.2	3.9
2009	3.8	4.1	3.9
2010	4.1	4.3	4.2

Median retention for professional staff was 4.3 years in 2010

Retention of staff was up slightly from 4.1 years in 2009 and 4.2 years in 2008. The median retention rate for academic staff was 4.1 years in 2010, an increase from 3.8 years in 2009 and 3.7 years in 2008.

Source: Workforce Profile 2006-2010. Data as at 31 March each year.

### Development and performance

As a critical element for the University's Academic Strengthening reform agenda, a performance development online (PDO) system for academic staff was launched in September 2009. PDO applies the principles of growth, feedback and accountability in performance development while providing operational efficiencies. During 2010 each faculty undertook training and attended information sessions on PDO to facilitate the move to the online system. As at 3 December 2010, 68 per cent of all continuing and fixed-term academic staff is using PDO. It will be compulsory for all academic staff from 2011. An equivalent online performance development (PDO) system for professional staff is currently being developed and will be rolled-out to professional staff in 2011.

There is a commitment to ongoing learning and development of staff and 2010 saw attendance at formal in-house programs equal to the 2009 participation rate, with 5,779 attendees. Individual staff development needs were identified in consultation with supervisors and were met through formal and informal methods. These included development courses, in-house and online training, outside study programs, on-the-job training, attendance at conferences and seminars, award courses, study leave, coaching, mentoring, self-directed learning, institutional secondments and exchange, international experience, job rotation/lateral transfers, temporarily filling higher positions, membership of committees, working parties or taskforces and involvement with professional networks and associations.

The University recognised exceptional performance of staff through a range of programs including the Vice-Chancellor's Awards for excellence. Two individuals and one team received the Vice-Chancellor's Award for Exceptional Performance by Professional Staff. One individual and four teams received Vice-Chancellor's Citations for Outstanding Contribution to Student Learning. One individual received the Vice-Chancellor's Award for Programs that Enhance Learning and two teams were acknowledged with Special Commendations. Five individuals received the Vice-Chancellor's Award for Teaching Excellence and one individual

received the Vice-Chancellor's Award for Excellence in Honours Supervision. One individual received the Vice-Chancellor's Award for Excellence in Innovation and Collaboration in Research with Industry and two staff received the Vice-Chancellor's Award for Excellence in Research by Early Career Researchers. One individual received the Vice-Chancellor's Award for Postgraduate Supervision and one individual was acknowledged with a Special Commendation

### Leadership development

Throughout 2010 Monash's Leadership and Management Development Approach provided the University's leaders and managers with targeted skills development, information and networking through:

- Three leadership forum lunches featuring a guest speaker or panel on a topic of interest, attended by over 270 senior academic and professional staff.
- A four-day Leadership in Action Program, run twice in 2010, attended by over 30 senior academic and professional staff.
- A two-day Academic Heads' Conference attended by 79 academic heads.
- A three-day Academic Heads' Leadership Induction Program for 18 new heads of school/department, including four follow-up coaching sessions per participant.
- Three Academic Heads' Network luncheons featuring a panel of speakers on a topic of interest, attended by over 100 academic heads.
- Eight Future Research Leaders Program modules, each run twice yearly with over 350 attendees, to provide comprehensive professional development for researchers.
- A one-day Academic Heads Conference with 83 attendees. The Conference theme this year was Leading Monash Futures.

Underpinning these programs were a set of leadership attributes that articulate the key behaviours required to undertake senior positions at the University. In addition the Leadership and Management Development Approach Reference Group coordinated the Vice-Chancellor's Ancora Imparo Student Leadership Program in 2010. The program is designed to help passionate and idealistic students prepare for future leadership roles. There were 41 participants who attended a three-day residential in February and monthly seminars with presentations from inspiring leaders.

### Workplace relations

The Monash University Enterprise Agreement (Academic and Professional Staff) 2009 was approved by Fair Work Australia and commenced operation on 29 January 2010. Enterprise bargaining negotiations for the University's building and metal trades and services staff were concluded and the Monash University Enterprise Agreement (Trades and Services Staff – Building and Metal Trades Staff) 2009 commenced operation on 26 July 2010 following approval by a staff ballot and Fair Work Australia.

Continuing strategic support was provided to the University's major change programs, including Academic Strengthening, the Financial Services Enhancement program, the restructuring of the University's ICT and Human Resource services, and the rollout of the Monash Voluntary Separation Program 2010.

The University's annual leave management program was extended to part-time staff and clarification regarding the approval process for taking excess annual leave was provided by Fair Work Australia.

There was no time lost through industrial action for the year.

## Student profile

**Table 4. Student Enrolment by Attendance Type and Coordinating Campus: 2008-2010<sup>1</sup>**

Campus	Student Attendance Type	Reference Year		
		2008	2009	2010
Berwick	Full-time	1,539	1,669	1,714
	Part-time	308	272	276
Total		1,847	1,941	1,990
Caulfield	Full-time	9,510	10,628	11,103
	Part-time	3,653	3,584	3,402
Total		13,163	14,212	14,505

Campus	Student Attendance Type	Reference Year		
		2008	2009	2010
Clayton	Full-time	19,786	20,181	21,451
	Part-time	5,591	6,013	5,745
Total		25,377	26,194	27,196
Gippsland	Full-time	1,745	1,825	1,973
	Part-time	2,343	2,260	2,107
Total		4,088	4,085	4,080
Parkville	Full-time	1,113	1,112	1,112
	Part-time	381	484	565
Total		1,494	1,596	1,677
Peninsula	Full-time	2,480	2,763	3,090
	Part-time	820	898	1,019
Total		3,300	3,661	4,109
Grand Total		49,269	51,689	53,557

### Notes:

1. 2010 data is preliminary as of 9 January 2011
2. Enrolment figures based on full year data reported to DEEWR\*
3. Does not include students enrolled on overseas campuses or off-shore partners

Source: University Planning & Statistics, DEEWR Submission Data

**Table 5. Student Enrolment by Attendance Mode and Coordinating Campus: 2008-2010<sup>1</sup>**

Campus	Student Attendance Type	Reference Year		
		2008	2009	2010
Berwick	Internal	1,611	1,763	1,772
	External	41	35	48
	Multi-modal	195	143	170
Total		1,847	1,941	1,990
Caulfield	Internal	11,743	12,778	12,952
	External	935	963	946
	Multi-modal	485	471	607
Total		13,163	14,212	14,505
Clayton	Internal	22,587	23,100	23,874
	External	1,789	1,987	2,072
	Multi-modal	1,001	1,107	1,250
Total		25,377	26,194	27,196
Gippsland	Internal	1,351	1,305	1,430
	External	2,123	2,012	1,867
	Multi-modal	614	768	783
Total		4,088	4,085	4,080
Parkville	Internal	1,150	1,180	1,169
	External	331	396	474
	Multi-modal	13	20	34
Total		1,494	1,596	1,677
Peninsula	Internal	2,815	2,981	3,324
	External	218	296	375
	Multi-modal	267	384	410
Total		3,300	3,661	4,109
Grand Total		49,269	51,689	53,557

### Notes:

1. 2010 data is preliminary as of 9 January 2011
2. Enrolment figures based on full year data reported to DEEWR\*
3. Does not include students enrolled on overseas campuses or off-shore partners

Source: University Planning & Statistics, DEEWR Submission Data

## Student experience

### *Priority: A University whose graduates reflect its distinctive approach*

The Monash Passport underpins the student experience. It is an education system that offers a broad menu of opportunities to students. The Passport combines degree programs with international exchanges, leadership programs, work training programs and volunteer and research opportunities as grounding for outstanding careers.

### Student surveys

The following surveys were administered across all Monash campuses and locations in 2010:

- Unit Evaluations (UE) were undertaken each semester and all units were required to be evaluated at least once in each year they are taught. UE reporting also used indicators aligned with the University's Key Performance Indicators and units are flagged as "outstanding", "meeting aspirations", "needing improvement" or "needing critical attention". On average 70 per cent of units taught in 2010 met aspirations, with 10.5 per cent of units rated as "outstanding" in Semester 1 and 12.6 per cent in Semester 2.
- The Monash Questionnaire Series on Teaching (MonQueST) for student evaluation of teaching quality was reviewed in 2010 and a new combined unit and teaching evaluation survey will be implemented in 2011.

Monash participated in the Australian Survey of Student Engagement (AUSSE) in 2010 surveying commencing students. Monash also participated in the establishment of a benchmarking group to survey student administration services and ran this survey during 2010.

### Graduation and beyond

All graduating students nationwide were asked to complete the Australian Graduate Surveys comprising the Graduate Destination Survey (GDS) together with, for coursework graduates, the Course Experience Questionnaire (CEQ), and for research graduates, Postgraduate Research Experience Questionnaire (PREQ). In the 2009 round of the survey (based on 2008 graduates), Monash University was 3rd in the Go8 for overall satisfaction with coursework programs (CEQ) an improvement from 6th in 2007. Monash was 4th in the Go8 on the PREQ overall satisfaction measure, an improvement from 8th place in 2007.

### Orientation and transition

Orientation continued to be recognised as the official commencement of the academic year for first-year undergraduate students and post-graduate coursework students new to Monash. A comprehensive range of events, including welcome ceremonies, academic programs and social activities were organised on each campus to meet the needs of local and international student cohorts and help new students adjust to life at the University.

The importance of providing students with orientation and transition experiences that maximise their opportunities for participating in academic activities at Monash was enhanced with the introduction of both the Academic Calendars and Semesters Policy and the Orientation and Transition Policy. The policies outline the principles that underpin both the structure of 12-week standard semesters at Monash, and the activities that precede and postdate teaching periods. Furthermore, to underpin the policies, Orientation and Transition Guidelines and Resources were developed to ensure that the university's approach to orientation and transition is collaborative, coherent and inclusive.

### Student learning experience

The University offered extensive learning support and resources to students through language and learning services, writing and study skills workshops and research assistance. Other support services for students included accommodation and housing advice, financial aid, counselling and welfare programs, international student support, course progression/transfer advice and programs aimed at strengthening social, community and academic networks. Students were provided with direct access to online services such as enrolment, examinations, information and application for scholarships, fee statements and payment options, graduation applications and information, as well as transcripts. Student associations at each campus provided support to students, including travel services, advocacy and student rights services, welfare assistance, clubs and societies, volunteering opportunities and training.

## Graduate destinations

Monash University Employment and Career Development, located at all domestic campuses, supported employability through curriculum-integrated careers education, consultancy to academic departments, career preparation seminars and counselling, vacancy portals and careers fairs. The 2009 Australian Graduate Survey showed 81.4 per cent of Monash University domestic bachelor graduates who were seeking full-time employment had obtained full-time employment within four months of graduation.

### Alumni

Activities that brought alumni, current students and the wider community together included the 2010 Alumni Speaker Series (a series of public events at Melbourne's Federation Square), the alumni-student mentoring program, as well as international events in South Africa, London, Beijing, Hong Kong, Singapore, Thailand and Malaysia.

Alumni Relations' signature recognition event, the Distinguished Alumni Awards, once again celebrated and honoured the University's most outstanding alumni. After starting from humble beginnings in 2009, the 2010 Alumni Mentoring Program grew by more than 550 per cent, with 112 alumni mentors matched with 112 student mentees to work together and share experiences and knowledge. These activities were part of Monash University's wider Alumni Relations program, which also included alumni philanthropy and lifelong learning.

## Health, safety, wellbeing and family

*Student and staff priority: To enhance wellbeing across the whole University community, improving physical health and fitness*

### Safer community

*Priority: To contribute to a safer community for staff and students*

Monash University Safer Community Programs have continued to provide leadership within the higher education sector. Staff have presented at several national conferences and the award-winning strategic framework has now been adopted at a number of other universities. Monash University has endorsed a project team to work towards achieving World Health Organisation designation as a Safe Community by 2012.

Other Safer Community initiatives and achievements for 2010 included:

- Provision of mental health literacy training programs for 426 staff and 135 students. The nationally accredited Mental Health First Aid training program is to be included as part of some courses, such as the Bachelor of Emergency Health (Paramedic), from 2011.
- Early accessible psychiatric assessment was available for students with complex or high risk presentations. One hundred and one assessments were conducted and 140 secondary consultations provided.

Over 140 staff attended the Tools for Resilience Insight Vitality and Empowerment (THRIVE) stress reduction program and 56 participated in the Mindfulness meditation training program to enhance stress management and performance. The University hosted the Victorian Tertiary Counsellors Conference on Brain, Behaviour Risk and Resilience for 150 delegates from Victoria, interstate and New Zealand.

The Safer Community unit managed the Safer Community Line, providing a central point of reporting and advice and coordinated management of threatening, inappropriate and concerning behaviours and the Risk Management Group (RMG) met weekly to coordinate the management of high risk cases. During 2010 there were 215 safer community cases of which 62 were escalated to the RMG.

### Sporting participation

*Priority: To provide a healthy lifestyle and community development*

Monash University offers extensive sporting and physical activity infrastructure across all campuses and hosted a large and unique range of sporting and active recreation programs in 2010. Through Monash Sport, the University again welcomed in excess of 2.4 million visits by more than 137,000 individuals across all campuses. Of particular note was the expansion of TeamMONASH activities, from its community fitness events focus to include experiences such as the Shanghai Showdown, where the University, in partnership with the AFL, hosted over 3000 international students at the MCG.

More than 190 elite student athletes successfully combined their sporting aspirations with academic studies at Monash University through registration in the Elite Athlete Support Program. Monash students won three gold medals at the Delhi Commonwealth Games and numerous world championships at open and junior level during the year.

## Family and childcare support

*Priority: to successfully combine employment and education with family responsibilities*

Monash-sponsored childcare services were offered across four Victorian campuses: Caulfield, Clayton, Gippsland and Peninsula. The services were operated either by parent management committees or in the case of Peninsula Campus, the Faculty of Education. At Clayton Campus construction of a new 120-place childcare service was completed in Howley's Road. The Monash University School Holiday Program (MUSHP) ran across the four Victorian school holidays providing daily care for 60 primary school-aged children of Monash University staff and students. The service obtained a full licence through the Department of Education and Early Childhood Development and achieved a high rating in the quality assurance process.

## Complaint management

### Staff

The University has an employment-related grievance resolution procedure which is applicable to all staff, except where specific alternate procedures exist (such as with matters related to sexual harassment or workplace bullying).

Staff with concerns are generally required to first approach their supervisor. If the situation remains unresolved, the recommended escalation process is to consult first with their organisational head and then the Director, Workplace Relations for the consideration of options for resolution. Aggrieved staff members have access to a Grievance Advisor throughout the process and, after exhausting the grievance resolution procedure, they have the option of referring their grievance to a Disputes Committee under the University's dispute resolution procedure. The number of grievances referred to the Director, Workplace Relations in 2010 was nine as compared to five in 2009. The contact details for the Victorian Ombudsman are provided on the website.

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

### 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 were not resolved at the local level, could receive further consideration by the University Student Ombudsman. The University Council has established a University Student Ombudsman office which investigates complaints that have not been resolved through the grievance procedures. The University Student Ombudsman received 85 complaints and 35 were investigated. Of these 85 complaints, some had not yet been addressed at the local level and the student was advised to take the complaint to the local level in the first instance.

## 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*

### Occupational Health

The Health Team continues to coordinate activities to minimise and prevent ill health. Activities have included health surveillance and monitoring assessment, specialist advice and referral on occupational health issues such as laboratory animal allergies/exposure. Information sessions regarding health promotion, specific workplace health issues and first aid updates were well received. Successful introduction of health checks at the Peninsula campus for a pilot group was conducted in the latter part of 2010. Expansion of this program will be conducted in 2011 over other Victorian campuses. These checks are a proactive preventative approach to workplace health.

## Occupational wellbeing

The University's Occupational Health and Safety (OH&S), Monash Sport, and Health and Wellbeing units coordinated several health and wellbeing activities, including the 10,000 Steps Challenge (with 24 per cent of all staff participating), the GLOBAL walk/run and Mental Health Week. Wellbeing at Monash also worked with Careers and Development to recruit nutrition, dietetics and marketing students to the OHS 13 week Intern Program. The Work Health Checks Pilot Program was delivered in collaboration with WorkSafe to all Peninsula campus employees. The project will now be delivered to all employees at Australian campuses in 2011.

The OH&S unit continued to improve its performance with respect to legal and physical requirements. Based on the current statistics Monash University is the best performer amongst the Go8 universities and has the lowest number of Workcover claims per 100 employees. The results were achieved by a greater structural alignment of the branch with faculty, divisional and organisational goals and objectives, and through continued emphasis on the Monash University Occupational Health and Safety Plan. The Plan consists of five Key Result Areas:

- Reduce workplace injuries and illnesses.
- Improve risk management processes.
- Continually improve occupational health and safety management and leadership.
- Improve occupational health and wellbeing.
- Enhance the profile and practice of health, safety and wellbeing across the university community.

In November, the OH&S unit hosted an Occupational Health and Safety Conference at the Clayton Campus, with approximately 190 people attending from Monash and external organisations. The Conference covered topics such as harmonisation of occupational health and safety training laws, mindfulness, wellness at work and managing incidents in the workplace.

The University maintained its Occupational Health and Safety Management System certification to OHAS 18001 across all Australian campuses. This was supported by a program of internal and external audits conducted throughout 2010, with five areas audited internally by the OH&S unit and six areas audited externally.

Sunway campus, Malaysia successfully obtained Occupational Health and Safety Management System certification to the same internationally recognised standard, a first for any tertiary education institute in Malaysia.

**Table 6: Reported workplace injuries resulting in an accepted Workcover claim**

	2003	2004	2005	2006	2007	2008	2009	2010
Sprains and strains	63	50	57	36	35	25	23	30
Contusions	5	8	13	17	3	1	1	0
Lacerations	13	11	7	9	8	3	7	1
Burns	5	1	2	1	3	0	0	0
Stress	5	2	2	2	2	0	0	3
Fracture	3	4	3	6	5	6	2	3
Foreign body	0	3	0	0	0	0	0	0
Needlestick	2	–	0	0	0	0	0	0
Other	9	8	10	4	5	5	2	2
Total	105	87	94	75	61	40	35	39

There were five notifiable incidents reported to WorkSafe Victoria in 2010. WorkSafe Victoria undertook eight site visits, however no Improvement Notices were issued to the University. OH&S training was actively promoted and delivered, with over 2,500 staff members attending structured training courses in 2010. Training provision moved to a centralised service model and included a transition to the Staff Development Unit for course coordination and the outsourcing of a number of courses to external training providers.

## Equity, access and diversity – students and staff

### Equal opportunity employer

**Priority:** *To attract and retain talented staff from a diverse range of backgrounds*

In 2010, Monash University developed the Social Inclusion Strategy. The Strategy articulates the University's commitment to providing opportunities for students and staff from under-represented groups. Five year targets are in place for the identified priorities of providing greater access to and participation from low socio-economic status background students, increasing Indigenous student and staff numbers, improving the proportion of women occupying senior academic and professional positions and continuing to create an accessible environment for students and staff with a disability. The Senior Management Team – Social Inclusion (SMT-SI) is chaired by the Vice-Chancellor and members include senior academics and professional staff. There are dedicated committees reporting to the SMT-SI which facilitate individualised strategies to ensure incremental success takes place.

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).*
- *Fair Work Act 2009 (Cwlth).*
- *Age Discrimination Act 2004 (Cwlth).*
- *The Victorian Charter of Human Rights and Responsibilities Act (2006).*
- *Racial Discrimination Act 1975 (Cwlth).*
- *Racial and Religious Tolerance Act 2001 (Vic).*

### Gender

The University continues to focus on enhancing the leadership capabilities of women, moving it towards a more gender inclusive management structure. Gender equity continues to be strongly supported by the Vice-Chancellor and Senior Deputy Vice-Chancellor and Deputy Vice-Chancellor (Research), who co-chair the Equal Opportunity for Women Committee. In 2010, initiatives included:

- The Senior Women's Shadowing Program (13 staff participated).
- Development of the Gender Equity Strategy and Gender Equity Toolkit.
- Retention of Employer of Choice for Women status.

### Indigenous

2010 has been a year of significant change for the University in regard to its approach to Indigenous engagement. Early in the year, an Indigenous Advisory Council was established to advise the Vice-Chancellor and the Senior Management Team – Social Inclusion on all matters relating to the University's engagement with Indigenous people, communities and matters. One of the first tasks of the Indigenous Advisory Council was to establish annual targets for Indigenous student enrolments and the employment of Indigenous staff. These targets, which have the support of all faculties and divisions, have helped to bring a coherent University-wide approach to these areas of priority. During the year, a new Advancing Indigenous employment policy and strategy – Working Together, Making a Difference – were approved, providing greater access and opportunities for Indigenous people seeking employment at the University.

The University's relationship with Victorian Indigenous communities was strengthened through a greater focus on dealing directly with the local communities, with the highly successful annual Elders Day held at the Clayton campus in September being a highlight.

A camp for Indigenous secondary students was held in December to provide them with an introduction to university life and to raise their educational aspirations. The Hands on Monash camp was a huge success, with students from around Victoria and Tasmania attending. Two family days were held at Peninsula campus for local Indigenous communities. These were very positive experiences for those who attended, many of whom had not previously visited a university. These

activities have seen 88 Indigenous students put Monash University as a preference on their VTAC application for the 2011 intake, as opposed to 57 for the 2010 intake.

The Australian Indigenous Mentoring Experience (AIME), which engages current university students as volunteer mentors for local Indigenous secondary students, expanded into Victoria in 2010. The AIME program ran its highly successful program at Monash throughout 2010 for a small group of local Indigenous secondary students. The appointment of three-time Olympian Kyle Vander Kuyp as Program Manager at Monash will further drive the program in 2011.

### Low socio economic status (SES) students

Consistent with Monash University's commitment to social inclusion and the Australian Government's commitment to widening participation in higher education, Monash has set itself a low SES participation target of 16 per cent by 2020, rising from its current 11.4 per cent. Monash recognises that this will be challenging within the context of its dual commitment to academic strengthening and excellence. Several programs to improve pathways, access and progress for students from low SES and/or educationally disadvantaged backgrounds commenced, based on the following strategies:

- S1 Engage with schools: Expand Schools Access Monash (SAM) and extend general schools outreach and recruitment to increase knowledge, encourage and increase readiness for higher education in targeted low SES communities to the south-east of Melbourne and Gippsland.
- S2 Engage with communities: Build a strong University presence and work with community partners in targeted low SES communities in the south-east of Melbourne and Gippsland to increase knowledge about, interest in and readiness for higher education.
- S3 Enhance pathways: Improve options for both school leavers and mature-age students through an increased range of and more flexible pathways into and through Monash courses, including through partnerships.
- S4 Seek talent: Improve the recognition of talented students amongst those who have experienced educational disadvantage through improved selection tools and special admission schemes.
- S5 Optimise success: Provide transitional academic support and other support for students admitted to the University through special admission mechanisms to optimise their progress, likelihood of success and future options.
- S6 Produce high quality graduates from diverse backgrounds: Implement a rigorous and systematic approach to monitoring the effectiveness of the program and of the quality of outcomes of students graduating from Monash University, consistent with its commitment to academic excellence.

The success of these strategies will be measured through the number of enrolments by students from low SES backgrounds, and the retention, student experience and graduate outcomes of these students.

### Accessibility – Monash people with a disability

**Priority:** *To provide access to students and staff with a disability*

The Disability Liaison Unit (DLU) has continued to:

- Provide ongoing support and advice to students and staff with a disability.
- Deliver training to staff groups.
- Inform equity committees.
- Manage students at risk.
- Maintain and develop assistive technology resources.
- Work with examination unit and faculties to improve processes for assessment for students with disabilities.
- Facilitate the provision of equipment, alternative formatting, note takers, interpreters and alternative accommodation to support students with exams, course work and assessments.
- Provide feedback and advice on physical access issues around major building works across campuses.

In 2010, the DLU:

- Facilitated an outreach service for staff with a disability by mentoring a Disability Contact Officer Network.

- Continued reasonable accommodation for a growing student population registering with disabilities.
- Established and facilitated a Group of Eight Disability Liaison Services Network to provide for benchmarking activities/quality assurance activities.

## Social responsibility

*Priority: To support social justice and human rights*

### Human ethics in research

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

### Animal welfare

The Monash University Animal Welfare Committee (MUAWC) continued to advise the Senior Deputy Vice-Chancellor and Deputy Vice Chancellor (Research) and ensured 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. In 2010, MUAWC ensured that related University policy was implemented consistently. The MUAWC membership included researchers, animal welfare organisations, and lay members. New staff and students continued to receive training in the care and use of laboratory animals.

### Community engagement

In 2010, Monash University was again involved in a range of community engagement activities. Some examples of these include the Maningrida Teaching Opportunities program in the Northern Territory, the Springvale Legal Service, the Monash Science Centre and the Academy of Performing Arts. Monash Sport is also an important vehicle for community engagement, providing sport infrastructure, venues, programs and facilities to University staff and students, the general public, schools, community and sporting organisations.

In 2010 Monash University and Oxfam Australia further developed the scope of their partnership by entering into a 5-year agreement involving major joint research projects in the areas of climate change, gender justice and accountability, as well as a number of staff and student development initiatives. This partnership will enable Oxfam to enhance its impact through mobilising Monash University's resources as a global teaching and research institution while providing an opportunity for Monash University students and staff to become more engaged with global social justice issues through direct participation in processes of promoting change for people living in poverty and aid-focused research.

### Human rights

Monash University 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 the University complied with.

### Socially responsible economic considerations

#### Investments and loans

There were no procedures or policy regarding the investment of University funds in socially responsible investments. Monash University does not apply environmental or social assessment to entities that loan funds to the University.

#### Accounts Payable

While the University generally applied a standard 30 days from month of invoice term policy on disbursements, shorter delays for payment were applied when vendor circumstances warranted this. For example, the University generally acquiesced to rural suppliers who requested shorter payment terms so as to ease cash flow burdens experienced in rural communities.

### Accounts receivable

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

## Statements of compliance

*Statutes made and/or amended in 2010*

Statute	Date Approved by Monash University Council	Date Approved by Minister
Statute 6.1.1-University entrance and admission to courses and units of study (substitution 2010)	18 Aug 2010	29 Sept 2010

### Freedom of information

Monash University processed 11 requests under the *Freedom of Information Act 1982* as against six in the previous year. In addition there were five 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).
- Staff files (1962 to current).
- Files within these record series were held or processed in accordance with best practice and approved record-keeping policies.

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

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

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

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

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

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

- Monash University Council minutes (1990 – current).
- Academic Board minutes (1993 – current).
- Strategy and Resources Committee minutes (2007 – 2008).
- Senior Management Team minutes (Expanded) (2009 – 2010).
- Senior Management Forum minutes (2007 – 2009).
- Education Committee minutes (1994 – current).
- International Committee minutes (2009 – current).
- Education Policy and Program Committee minutes (2006 – 2009).

- Education Policy Committee minutes (2006 – current).
- Learning and Teaching Committee minutes (2009 – 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, as well as 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 \$23.90 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 3800 Victoria

Further information about Freedom of Information could be found at the Executive Services website at [www.adm.monash.edu/execserv/](http://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.
- 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](http://www.adm.monash.edu/workplace-policy/conduct-compliance/whistleblowers.html)

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

### **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.

### **National Competition Policy**

The University continued to implement its established policies consistent with its obligations in relation to the National Competition Policy. During 2010, 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 encourage the practices of 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](http://www.adm.monash.edu/tpa/compliance-procedures.html).

An online Trade Practices Compliance Manual provides guidance for compliance with the *Trade Practices Act 1974* (as amended from time to time). Advice on the law of trade practices and competition is provided by the University Solicitor.

### **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.
- Monitor privacy compliance and keep the University informed of updates to procedures.

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

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

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

# Environmental performance



## Introduction and scope

Sustainability is one of the five global challenges that Monash has identified. The University will contribute to addressing sustainability through its teaching, research and community engagement. Consistent with this goal Monash has committed to improving the environmental sustainability of its operations in Australia and overseas.

The Global Reporting Initiative (GRI) framework has been used to guide this section of Monash University's Annual Report. Rather than adhering strictly to the GRI Environmental Indicator Set, environmental sustainability is assessed in terms of what is considered most meaningful to the University. The GRI Environmental Performance Indicators included are referenced below with the relevant code, for example *EN8: Total water withdrawal by source*.

The environmental performance report focuses mainly on the Australian operations; particular references to Monash South Africa and Sunway campus, Malaysia.

### 2010 environmental sustainability at a glance

- 607,779 gigajoules of energy was used (electricity and gas).
- 425,974 kilolitres of potable water was consumed.
- A 118 kW solar array was installed at the Berwick campus and an additional 10kW array at the Campus Centre, Clayton campus.
- Watering of the sports ovals on the Clayton campus was converted to harvested water, saving approximately 20 ML potable water per year.
- A bike arrival station was launched at the Clayton campus with government support, registering nearly 700 users.
- The University was chosen to participate in a State Government electric car trial and a public electric car charging station was installed at the Clayton campus.
- The second share bike scheme of 100 bikes was launched for the Clayton campus residential students.
- The Monash environmental pledge achieved over 6000 pledges.
- 3,824 tonnes of waste was generated, of which 1000 tonnes (26 per cent) was recycled.
- 700 people from the University community attended 'Sustainability Matters', a fortnight of environmental events held in October.
- The 2009 carbon footprint inventory showed that 71 per cent of the University's carbon emissions came from electricity, 14 per cent from air travel and 10 per cent from natural gas.

### Awards

- The Green Steps Program run by the Monash Sustainability Institute (MSI) received three prestigious awards in 2010, including a UN Association of Australia World Environment Award and a Victorian Premier's Sustainability Award (in the tertiary education category). Students join Green Steps from a diverse range of disciplines including law, business, engineering and health to complement their formal studies with practical green skills that they can take into their chosen industry. Green Steps was also one of three sustainability programs at Monash recognised at the inaugural Australasian Green Gown Awards sponsored by the Australasian Campuses Towards Sustainability and the United Kingdom's Environmental Association for Universities and Colleges. Green Steps won for outstanding Student Initiatives and Campaigns, with Monash Footprints and the Sustainable Campus Group (also from MSI) highly commended for their programs.
- A Low Carbon Growth Plan for reducing carbon emissions in Australia developed by ClimateWorks Australia, a non-profit collaboration hosted by Monash University in partnership with The Myer Foundation, was awarded a Eureka Prize for Innovative Solutions to Climate Change and the Ethical Investor Award for Sustainability Research. Eureka Prizes reward excellence in the fields of scientific research and innovation, science leadership, school science and science journalism and communication, while the Ethical Investor Award recognises those companies, institutions and individuals that integrate environmental, social and governance behaviour into Australia's corporate and investment culture. The Low Carbon Growth Plan was recognised for providing the first economy-wide picture of how Australia can substantially reduce carbon emissions using existing technology, and for being very practical in setting out actions that can be undertaken.

## Commitments, governance and resources

*Priority: To provide direction, targets and transparency for environmental sustainability*

### Public commitments

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

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

- Reducing energy consumption by 20 per cent from 2005 levels by the end of 2010.
- Reducing the University's potable water consumption by 15 per cent by 2012 (from 2007 levels), by 50 per cent by 2020 (from 2007 levels), and to zero on grounds and ovals by 2015.
- Advancing sustainability in line with the Talloires Declaration signed in 2007.
- Incorporating environmentally sustainable design aspects into all maintenance, refurbishment and capital works activities and projects, including a commitment for all new building projects to achieve 5-star GreenStar environmental "As Built" ratings.
- Improving the use of sustainable transport options for travel to the University.
- Applying a 30 per cent environmental sustainability weighting to the selection of purchases for all contracts with more than \$200,000 value.
- Complying with government reporting processes.

### Governance

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

The Senior Management Team (Environment) (SMT(E)), chaired by Professor Edwina Cornish, Senior Deputy Vice-Chancellor and Deputy Vice-Chancellor (Research), oversaw all environmental activities and reporting for the University. Supporting the SMT(E) were ten subcommittees covering a broad spectrum of environmental sustainability issues. Each subcommittee reported to the SMT(E) on an annual basis and was supported by the Office of Environmental Sustainability to ensure a consistent and coordinated approach

Other committees with environmental responsibility included the Facilities and Services Environmental Committee and the Occupational Health, Safety and Environment committees based in faculties and divisions. This governance structure brought together more than 210 academic and professional staff and students to drive environmental sustainability planning and activities across teaching, research and campus operations.

### Staff resources

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

In addition to the many activities dedicated to sustainability taking place throughout the University there are three distinct groups dedicated to environmental sustainability. These are the Office of Environmental Sustainability, the Monash Sustainability Institute (MSI) and ClimateWorks Australia.

The Office of Environmental Sustainability is responsible for supporting operational, infrastructural and cultural change to improve environmental sustainability within the University. The Office of Environmental Sustainability has been in operation for three years and has 14.4 full time equivalent staff. In 2010 University funding of \$4.6 million was provided for environmental improvements and compliance programs/projects. Further information on the work of the Office of Environmental Sustainability can be found at [monash.edu.au/green](http://monash.edu.au/green).

MSI coordinates, guides and undertakes sustainability research, education and action across Monash and in the wider environment. It acts as a gateway to the extensive and varied expertise in sustainability across Monash's faculties and research institutes. MSI is a cross-disciplinary, cross-faculty institute, connecting Monash with other researchers,

government, business and community organisations, in Australia and internationally. MSI also coordinates external sustainability reporting across the Victorian tertiary education sector through its Sustainable Campus Group, and runs the Green Steps Program. Funding for MSI comes from a range of sources such as research and government grants. Further information on MSI can be found at [www.monash.edu/research/sustainability-institute](http://www.monash.edu/research/sustainability-institute).

Closely linked to MSI, the newly formed ClimateWorks Australia is a partnership between The Myer Foundation and Monash University. ClimateWorks Australia develops projects that deliver substantive and lasting reductions in greenhouse gas emissions in the fastest and most cost effective way. These are targeted interventions that drive behavioural and structural change. In 2010 ClimateWorks published the Low Carbon Growth Plan for Australia, which won two awards for its innovative and practical approach to setting out an economy-wide plan for substantially and cost-effectively reducing emissions across Australia. ClimateWorks is now developing projects to catalyse the implementation of the Low Carbon Growth Plan actions at the local level and in priority industry sub-sectors.

## Staff and student engagement

**Priority: To engage staff and students to embed sustainability within their work and study practices**

Engaging staff, students and the broader community continued to be a high priority in 2010, with delivery of a series of programs and campaigns to reduce the environmental impact of the work and study of staff and students. The “Greening up our act” message was expanded in 2010 to include the Healthsmart/Earthsmart health food campaign and the Energysmart campaign to reduce carbon emissions.

The network of staff and students committed to environment sustainability at Monash included 283 volunteer Green Representatives and nominated Environmental Officers in departments and schools across the University. There is also an increasingly active network of student representatives, clubs and societies with a sustainability agenda. These include the Environment and Social Justice Collective, V Gen, Youth Decide, The Oaktree Foundation and Engineers without Borders. A key priority for the Office of Environmental Sustainability was supporting the staff and student networks through workshops, seminars, resources, information and the environmental sustainability website.

Program highlights for 2010 are summarised below:

- Sustainability Matters Fortnight engaged the University community in environmental sustainability research, teaching and practice. Over 700 participants were involved across twelve events, which included public lectures and a panel discussion, a student seminar, a sustainable food expo and an early career researcher network breakfast.
- The Monash Environmental Pledge continued to provide staff and students with an opportunity to show their commitment to taking individual actions to help the environment, for example by turning off unnecessary lights, conserving water in the shower, recycling more waste at home and at the University. The University commits five dollars to on-campus renewable energy for every staff member and student who takes the Pledge. In 2010 6,049 staff and students took the Pledge and helped support the installation of solar hot water in the Clayton campus hockey pavilion.
- The Monash Footprints program, a sustainable lifestyle course, was developed and piloted with Monash students. Students learned to cook sustainable food as well as take simple steps to reduce the environmental impact of their waste generation, energy and water consumption, transport and shopping. Some of these students became environmental ambassadors, leading subsequent Footprints courses themselves, thus reinforcing their knowledge and abilities, as well as building their communication skills.

Increasingly, student environmental coursework is becoming integrated into environmental sustainability initiatives at the University:

- Energy and the Environment students used the University’s environmental data to develop a marginal abatement cost curve for Monash University’s greenhouse gas emissions. The marginal abatement cost curve will assist the Office of Environmental Sustainability to identify the most cost-effective ways to reduce greenhouse gas emissions.
- Mechatronics Engineering students designed and built a working prototype of a device enabling automatic switching of office equipment

depending on the presence of the occupant, demonstrating that energy savings are possible through the application of inexpensive technology at the office level.

- As part of the Monash Sustainability Institute’s Green Steps program, students were required to conduct detailed energy audits of key buildings at Monash. The students identified, assessed and recommended immediate, short-term and medium-term energy reduction opportunities in specific buildings, estimating 523,505 kWh of electricity savings in the buildings assessed. The reports generated by the students will be used by the Office of Environmental Sustainability staff to help identify new energy reduction projects.
- The Shut Your Sash laboratory energy reduction program was successfully piloted in the School of Chemistry. The program aimed to persuade laboratory users to lower the height of the sash (cover) of laboratory fume-cupboards, a measure that can improve laboratory safety and reduce laboratory energy consumption. Innovative communication material and rigorous project design and implementation resulted in an average 75 per cent cut to the height of fume cupboard sashes.

Promoting and supporting environmental days such as Earth Hour, Ride to Work Day and World Environment Day were also successful in engaging staff, students and the broader community.

Monash Residential Services, with support from student environmental coordinators, ran a range of events for residents including Earth Hour, Clean Up Australia Day and National Tree Planting Day. Residential Services continued to expand their vegetable gardens, fruit tree plantings and infrastructure improvements such as installation of energy efficient lighting, dual flush toilets, low-flow shower heads and shower timers.

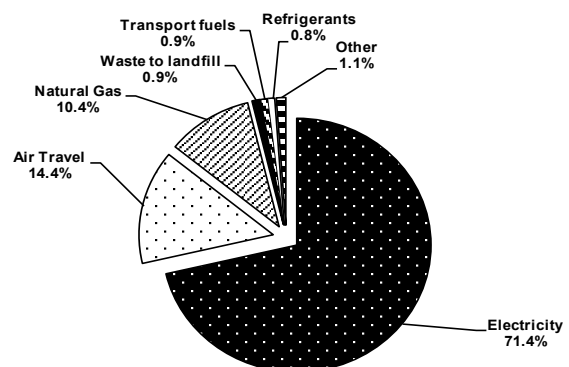
## Carbon management

**Priority: To reduce carbon emissions**

For the first time, the 2009 Monash University carbon footprint included the carbon emissions associated with Australian activities over which the University have operational control as defined by the *National Greenhouse and Energy Reporting Act 2007*. This expanded the University boundary to include all properties occupied by Monash staff and students, whether owned or leased by Monash from a third party, including those located outside campus boundaries. The total tonnes CO<sub>2</sub> equivalent emitted (CO<sub>2</sub>-e) by the University in 2009 increased by 10 per cent when compared with the 2008 footprint, as a result of the increased gas (Scope 1) and electricity (Scope 2) from the additional properties included, and from increased international air travel (Scope 3).

Electricity consumption accounted for 71.4 per cent of Monash’s total CO<sub>2</sub>-e, air travel for 14.4 per cent and natural gas consumption for 10.4 per cent. The University offset approximately 10 per cent of its electricity consumption with the purchase of accredited GreenPower, supplied from wind generation. Fuel consumption of the car fleet was offset with permanent biodiverse native forests planted by the Greenhouse Friendly approved abatement provider, Greenfleet.

Figure 1: Major contributors to the 2009 Carbon footprint



Source: Carbon footprint calculation, The Office of Environmental Sustainability

Table 1 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).

**Table 1: Monash University's Carbon Footprints (tonnes CO2-e emitted/year) 2005 – 2009**

	2005	2006	2007	2008	2009
Scope 1 (on-site emissions arising from combustion of gas and fuels and the use of refrigerants and livestock)	18,907	20,096	19,799	18,554	20,889
Scope 2 (Indirect emissions arising from the generation of imported electricity)	110,042	119,175	112,278	111,533	120,128
Scope 3 (Indirect emissions arising from the extraction, production and transport of gas, fuels and electricity; electricity lost in delivery; waste disposal; embodied energy in paper and water; business travel by staff and transport)	39,889	46,867	38,084	37,762	43,814
<b>Total</b>	<b>168,838</b>	<b>186,137</b>	<b>170,160</b>	<b>167,849</b>	<b>184,832</b>
Emissions offsets (tonnes CO2-emitted/year)	17,398	14,539	19,944	12,593	14,286
Net total of all emissions after including offsets (tonnes CO2-e emitted/year)	151,441	171,598	150,216	155,256	170,546

**Notes:**

1. Data is collected and calculated according to the National Greenhouse and Energy Reporting (Measurement) Determination 2008, the National Greenhouse Accounts (NGA) Factors, June 2009 workbook and the Australian Standard 14064.1-2006.
2. Emission factors have been used from the NGA factors workbook (where available) for the year reported. To be as comprehensive as possible, all sources are included that can be accurately estimated at present.
3. Data from previous years has been recalculated as more accurate data became available.

**Energy consumption**

**Priorities: To reduce energy use by 20 per cent by 2010 against a 2005 baseline per EFTSL (equivalent full-time student load)**

**To reduce energy use by 20 per cent by 2010 against a 2005 baseline per GFA (gross floor area in metres squared)**

Total energy (electricity and gas) used in 2010 was 607,779 gigajoules, a decrease from 638,805 gigajoules used in 2009. This represents an eight per cent reduction in energy use per EFTSL and a five per cent reduction per GFA as shown in Table 2. The EFTSL figures used in this report are for teaching campuses and do not include students studying off-campus.

**Table 2: Energy consumption (gas and electricity use) by campus**

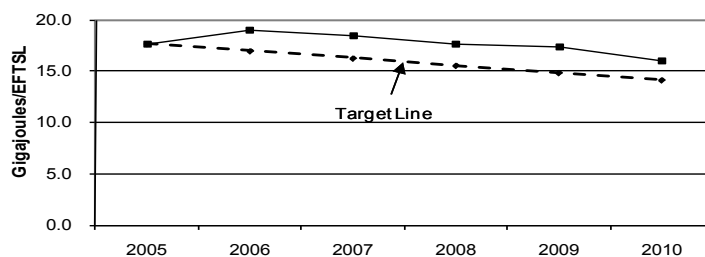
Campus	Total energy (Gigajoules)	Energy per EFTSL	Energy per GFA	Change in energy per EFTSL 2009 to 2010	Change in energy per GFA 2009 to 2010
	2010	2010	2010		
Berwick	9,630	6.61	0.56	Down 7%	Down 25%
Caulfield	86,921	8.58	0.71	Down 29%	Down 36%
Clayton	444,138	21.35	0.96	Down 1%	Up 5%
Gippsland	33,281	20.01	0.62	Down 19%	Down 25%
Parkville	14,018	12.35	0.62	Up 4%	Up 7%
Peninsula	19,791	6.71	0.52	Down 39%	Down 13%
<b>Total</b>	<b>607,779</b>	<b>15.94</b>	<b>0.85</b>	<b>Down 10%</b>	<b>Down 6%</b>

**Notes:**

1. 2010 figures are derived from the latest available data for the year, December 2009-November 2010. The 2005-2009 figures are from each calendar year.
2. Data has been extracted from utility bills by the Office of Environmental Sustainability and includes use by Monash Residential Services.

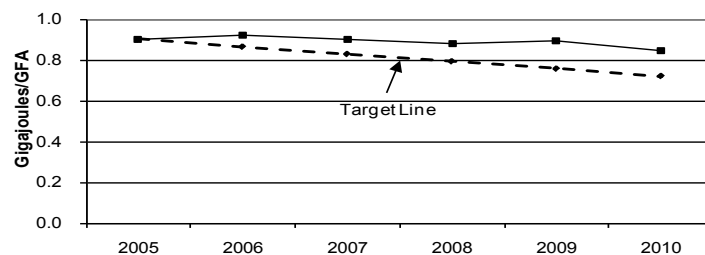
Figures 2 and 3 illustrate the University's progress towards its energy reduction target of 20 per cent from 2005 levels.

**Figure 2: Energy usage per EFTSL between 2005 and 2010**



Source: The Office of Environmental Sustainability

**Figure 3: Energy usage per GFA between 2005 and 2010**



Source: The Office of Environmental Sustainability

**Energy conservation**

Energy conservation remained a major component of infrastructural and cultural change initiatives. Energy efficiency of heating, ventilation and air conditioning (HVAC) systems and lighting was the priority for 2010.

Energy conservation projects included:

- A building renovation program targeting the University's top 20 energy-consuming buildings and including energy savings of more than 20 per cent in Building H at the Caulfield campus.
- Replacement of major HVAC plant infrastructure at Caulfield campus, contributing to a 50 per cent reduction in gas use at that campus.
- Installation of variable speed drives on heating, ventilation and cooling systems to improve efficiency.
- A review of the time and events schedules for lighting and air conditioning systems to more closely match usage and building occupation periods.
- Introduction/upgrades of fresh air cooling systems in key buildings, including the on-campus data centre.
- A review of building temperature settings to improve the energy efficiency of air conditioning and heating systems.
- Installation of a range of lighting upgrades and occupancy sensors with an estimated saving of 388,150 kWh per annum.
- A trial in two buildings of metering, reporting and display of building resource use.

**Renewable energy**

- A 118 kW solar photovoltaic array was installed at the Berwick campus, with an additional 10kW array at the Clayton campus, to provide a total of 166,000 kWh of renewable energy per year.
- A feasibility and cost modelling study for the implementation of wind turbines commenced at the Berwick campus following the installation of a wind monitoring mast.

**Water consumption**

**Priorities: To reduce the University's potable water consumption by 15 per cent by 2012 from 2007 levels.**

**To reduce the University's potable water consumption by 50 per cent by 2020 from 2007 levels.**

**To reduce the University's potable water consumption to zero on grounds and ovals by 2015**

The total potable water consumed by Monash University in 2010 was 425,974 kilolitres (kL), eleven per cent or 51,741 kL less than in 2009,

thus achieving the 2012 target. Table 3 shows the total potable water consumed by each domestic campus (GRI indicator EN8: Total water withdrawal by source). Monash's progression towards its target is shown in Figure 4, in terms of EFTSL and in Figure 5 in terms of GFA.

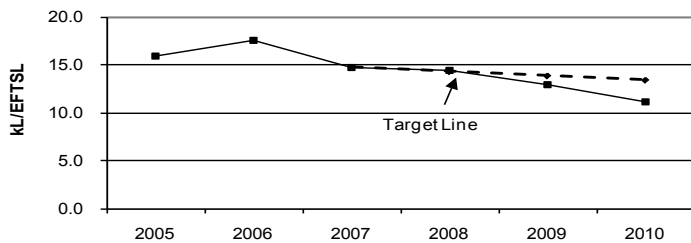
**Table 3: Potable water consumed per campus (2010) and in comparison to 2009 levels**

Campus	Total Kilolitres (kL)	Kilolitres per EFTSL	Kilolitres per GFA	Change in water consumption per EFTSL 2009 to 2010	Change in water consumption per GFA 2009 to 2010
Berwick	12,716	8.73	0.74	Down 15%	Down 14%
Caulfield	56,115	5.54	0.46	Down 4%	Down 3%
Clayton	285,509	13.72	0.62	Down 19%	Down 17%
Gippsland	41,313	24.83	0.77	Up 3%	Up 10%
Parkville	7,256	6.39	0.32	Down 20%	Down 21%
Peninsula	23,065	7.82	0.61	Up 23%	Up 36%
<b>Total</b>	<b>425,974</b>	<b>11.17</b>	<b>0.59</b>	<b>Down 14%</b>	<b>Down 11%</b>

**Notes:**

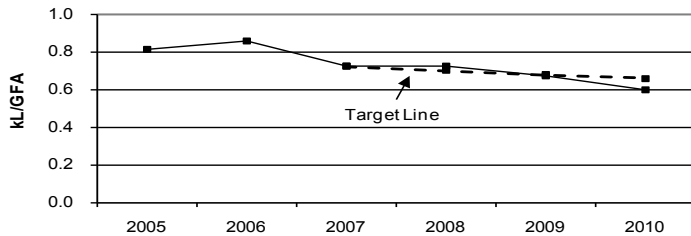
- 2010 figures are derived from the latest available data for the year: December 2009-November 2010. The 2005-2009 figures are from each calendar year.
- Data has been extracted from utility bills by the Office of Environmental Sustainability and includes use by Monash Residential Services.

**Figure 4: Water usage per EFTSL between 2005 and 2010**



Source: Utility bills, the Office of Environmental Sustainability

**Figure 5: Water usage per GFA between 2005 and 2010**



Source: Utility bills, the Office of Environmental Sustainability

The University focused on water conservation, water harvesting and community awareness as the main strategies in its water management plan. In addition to the two established water reduction targets, a new goal was established: to phase out use of potable water on grounds and ovals by 2015. Key water management projects undertaken in 2010 were:

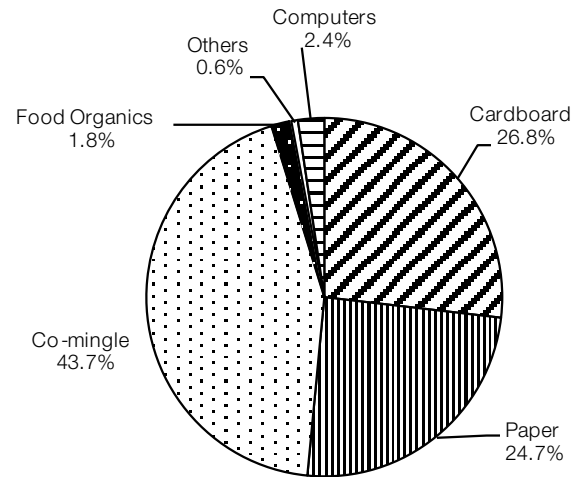
- Installation, calibration and optimisation of water metering of individual buildings and student residences at the Clayton campus.
- Switched irrigation of sports fields to alternative water sources, including bore water and surface water from the Melbourne Water retarding basin, significantly reducing the need for potable use on grounds.
- Water audits of all campus cooling towers to improve operational efficiency and reduce water wastage.
- The planting of drought tolerant grasses and plants.
- Preparation of Water Management Action Plans (WaterMAPs) as required by the Victorian Environment Protection Authority for Caulfield, Clayton, Gippsland and Peninsula campuses. Parkville Campus was also included voluntarily.

## Waste

**Priority: To reduce waste generation and to increase the proportion of waste recycled**

The University produced 3,824 tonnes of waste in 2010 – a reduction of 553 tonnes compared to 2009. One thousand tonnes of waste was recycled. The amount of waste recycled increased from 22 per cent in 2009 to 26 per cent in 2010. The contributions to recycled waste are shown in Figure 6 (GRI Indicator EN22: Total weight of waste by type and disposal method).

**Figure 6: Contributions to Recycled Waste in 2010**



**Notes:**

- Based on data from Monash University's waste collection companies for the period January – December 2010.
- National Greenhouse Accounts Factors (January, 2008) conversion factors were used.

These improvements followed the University's continued support for new waste and recycling infrastructure and programs to change staff and student behaviour. Some of the key programs included:

- The 'Bin There Done That' office bin replacement program, implemented at the Berwick and Peninsula campuses and a range of workplaces in all faculties at all Victorian campuses. This program replaced conventional under-desk bins with small desktop bins and consistently reduced the mass of recyclable material placed in landfill bins by 20 to 25 per cent.
- A furniture re-use program redistributed the University's supply of unwanted furniture to departments within the University, which diverted that furniture from landfill. In 2010 this program distributed tonnes of discarded furniture to departments within the University and to a number of charities.
- The purchase of a polystyrene compactor streamlined the University's management of its polystyrene waste and reduced the frequency of polystyrene waste collections by more than half, delivering environmental and financial savings from reduced waste haulage.
- At the Clayton campus, five high-profile drinking fountains were installed to complement the existing twenty-five campus drinking fountains. These fountains provide an alternative to bottled water consumption and help to promote the 'Refill Not Landfill' campaign, which aims to reduce the amount of bottled water used at the University.
- A partnership was developed – with the carpet manufacturer InterFace Flor, and the University's flooring contractor Uni-Flooring Resources – to recycle all of the University's carpet waste at no cost to Monash. The carpet recycling program will begin in 2011.
- A pilot project was conducted to maximise the recycling of construction and demolition waste from a minor works project at Clayton campus. The project developed a template for project specification, auditing and reporting of construction waste for a target recycling rate of at least 70 per cent.

## Sustainable transport

*Priorities: To improve sustainable transport options for staff and students*

*To reduce greenhouse gas emissions associated with transport*

*To reduce the number of vehicles with single occupants commuting to Monash University*

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

Several projects were undertaken to improve the infrastructure supporting bike use and create a culture of bike riding, including the installation of additional bike loops outside key buildings, the expansion of a bike share scheme for residential students and the construction and opening of the bike arrival station.

The number of free parking spaces for car pooling vehicles remained at 612. Carpooling was actively promoted to staff and students and an improved online carpooling matching service, incorporating Google maps, was launched on the my.monash portal.

A free intercampus shuttle bus service was provided. Patronage of the shuttle services remained consistent with 2009, with approximately 550,000 trips made using the service. As part of the 2009 – 2011 shuttle bus contracts, the University required the bus provider to reduce the environmental impact of the bus fleet over the period of the contract. To achieve this reduction, two new Euro 5 standard coach buses were introduced for the Peninsula to Clayton and Berwick to Clayton routes, during 2010.

Monash University continued to advocate for greater public transport to the campuses, in particular, working with the Department of Transport on a project to introduce a high frequency express bus from Huntingdale Station to the Clayton campus, as well as various regional bus reviews and the Frankston Transport Management Association.

To promote sustainable transport options to staff and students the University ran a Sustainable Transport month from mid-September to mid-October. The month included events such as National Ride to Work Day and Around the Bay In a Day bike ride.

### Motor vehicles

Between 2006 and 2010 the number of vehicles in the fleet remained relatively steady, while the total litres of fuel used decreased by 24 per cent. The number of hybrid and diesel vehicles increased in 2010, with 62 hybrid vehicles now included in the fleet. The number of six cylinder vehicles remained the same as in 2009, with the number of four cylinder cars continuing to increase. Further fleet statistics are listed in Table 4.

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

**Table 4: Monash fleet statistics 2006-2009 (excluding novated leases)**

Category	2006	2007	2008	2009	2010
Number of vehicles	435	394	413	370	429
Percentage of fleet vehicles in Greenfleet	97%	99%	99%	98%	98%
Number of LPG vehicles	5	5	4	4	2
Number of diesel vehicles	no data	39	45	34	42
Number of hybrid vehicles	7	20	31	38	62
Number of six-cylinder vehicles	303	272	285	130	130
Number of four-cylinder vehicles	118	120	128	136	159
Number of 4WDs	20	21	31	26	34
Total fuel use (litres)	733,308	689,108	655,010	526,764	555,420

#### Notes:

1. Some vehicles were counted in more than one category.
2. Source: Strategic Procurement Group, Monash University.
3. Total fuel use does not include data from the Gippsland campus.

## Green information technology

*Priority: To reduce the environmental impacts of information and communication technologies across the University, and to leverage technology to deliver more sustainable outcomes*

It is estimated that Information Technology (IT) infrastructure and services at Monash University contributed to approximately 17 per cent of the University's electricity consumption and this proportion is likely to increase over time. The Monash Green IT Committee continued to focus on five major areas for improvement in 2010. They were:

### Development of key performance indicators, measurement techniques and benchmarking opportunities to measure the environmental performance of IT

Key performance indicators included:

- Eighty per cent of PCs and laptops complying with Electronic Product Environmental Assessment Tool (EPEAT) Gold designation.
- Servers – 39.1 per cent virtualised compared to physical.
- The energy efficiency of University data centres: Clayton Centre rated at 1.63 and Fujitsu Centre at 1.78 (a rating of 1.5 is considered best practice).
- Forty per cent of expired PCs/laptops recycled/disposed of in an environmentally friendly manner.

### Reduction of energy associated with IT

To reduce infrastructure energy consumption, a second outsourced data centre is planned, together with the development of a dedicated high performance computing data centre. Further improvements to the air conditioning supporting the existing data centre were implemented in 2010, which significantly improved energy efficiency. A project to decrease the number of physical servers has virtualised 60 servers and decommissioned 15 physical servers, achieving savings of \$1.2 million in 2010. New Monash PC equipment is installed with power save settings enabled.

Improvements in the management of e-waste and reduction in consumption of materials such as paper

A key focus of this part of the 2010 Green IT plan resulted in:

- Completion of the transition to Voice over Internet Protocol (VoIP), with 14,000 old phones broken down into recyclable components with a 95-98 per cent recovery rate.
- One hundred per cent of new PCs and laptops purchased rated at EPEAT Gold standard, and suppliers required to provide certificated disposal.
- Commencement of an e-waste disposal project with Sims Recycling, and expansion of the internal Information and Communication Technology (ICT) asset retrieval program.
- Greater use of duplex printing.

### Increase in the use of videoconferencing services

The use of videoconferencing services continued to expand in 2010, with a 30 per cent increase in the number of videoconferencing hours during the year, demonstrating a viable alternative to staff travel. There has also been promotion of mobile 'work anywhere' technologies as alternatives to travel.

### Fostering environment sustainability as a key agenda in the broad University Information Technology community.

A Green IT guide and briefing was being developed to ensure Project Managers embed sustainability criteria in the planning and implementation of ICT projects.

## Procurement

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

Strategic Procurement has enhanced the existing procurement framework to include simpler processes, clearer purchasing thresholds and strategies, as well as procedures for sustainable procurement. Sustainable key performance indicators that include clear and transparent measures around social and environmental sustainability are under development for each category.

The Senior Management Team (Environment) endorsed the proposal for Monash to become a Fair Trade University. Discussion around the status of the Fair Trade Agreement will be put to the Procurement Board in 2011 and considered for inclusion in the category strategies.

## Office supplies

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

Currently the University purchases Earth Saver products as 26 per cent of office supply purchases. During 2010, Strategic Procurement has been working with Corporate Express to increase Earth Saver purchases by:

- Reducing the number of goods available, thus increasing the availability of the Earth Saver range.
- Hard-substituting Earth Saver products for alternatives.

## Paper

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

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

The main paper purchasers for Monash University (including Monash University Library, Monash Print Services, Gippsland campus and Corporate Express) succeeded in reducing the volume of paper consumed by 20,714 reams (12 per cent) between 2009 and 2010 (see Table 5). Ninety-five per cent of the paper purchased was recycled, with 75 per cent of that purchased being 100 per cent recycled.

**Table 5: Volume paper showing percentage of recycled content purchased from January to December, for 2007 – 2010**

	2007	2008	2009	2010
Proportion of paper with recycled content	72%	87%	97%	95%
Total reams of paper purchased	178,422	198,085	176,480	155,766

### Notes:

1. Figures provided by Monash Print Services, Gippsland campus, Monash University Library and Corporate Express.
2. Of the paper that contains recycled content, recycled content varied between 10 per cent and 100 per cent.
3. These figures do not include paper bought independently by faculties and other educational units.

## The built environment

**Priority:** To incorporate ESD into all new buildings and refurbishments

The incorporation of sustainability principles into the built environment remains a priority. In 2010 this objective was furthered through the registration of three capital works projects for Green Star certification, all seeking 5-Star As-Built ratings. This will result in the delivery of three significant projects (New Horizons and Halls of Residence at Clayton campus and Health and Wellbeing at Peninsula campus) that will be considered 'Australian Excellence' with respect to ESD. In addition to capital projects, extensive involvement in the development of the Caulfield, Clayton and Gippsland campuses master plan processes set definitive direction to the masterplan teams regarding the necessity of embedding sustainability into campus development over time. The review of standard specifications for all Monash projects has allowed the injection of sustainable principles at the detailed design level.

## Legislative reporting

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

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

- Energy Efficiency Opportunities Act 2006 (Cwth).
- Energy Efficiency Opportunities Regulations 2006 (Cwth).
- Environment Protection Act 1970 (Vic).
- Environment Protection (Prescribed Waste) Regulations 1998 (Vic).
- National Greenhouse and Energy Reporting Act 2007 (Cwth).

- National Greenhouse and Energy Reporting Regulations 2008 (Cwth).
- National Greenhouse and Energy Reporting (Measurement) Determination 2008 (Cwth).
- Environment Protection and Biodiversity Conservation Act 1999 (Cwth).
- Water Act 1989 (Vic).
- Water (Resource Management) Regulations 2007 (Vic).
- Water Industry Act 1994 (Vic).
- Water Industry Regulations 2006 (Vic).

## Monash South Africa

In 2010 Monash South Africa for the first time measured the major component of its carbon footprint, electricity. Earth Hour was promoted and practised on campus, during which time the campus operated largely without electricity. During normal operations, the Occupational Health and Safety Committee contributed to energy and water conservation by regularly switching off lights and computer monitors and checking water taps in each building. Environmental campaigns to conserve electricity and water were launched under the "Greening up our act" banner. A general workshop was also held for all departments on ways to contribute to energy and water conservation at the campus.

## Sunway campus, Malaysia

Sunway Campus, Malaysia implemented a number of environmental initiatives in 2010. Following estimation of a large number of polystyrene utensils used in 2009 (approximately 100,000 pieces among a campus population of about 5,000 people), the use of polystyrene food utensils was banned at the Sunway campus in 2010. The first comprehensive waste audit was undertaken with the assistance of staff from the Office of Environmental Sustainability, Australia. The audit identified paper waste as a major area for improvement. There was also an indication that there was poor awareness among some members of the community on how best to manage some of the waste generated, such as batteries. To support these and other campus environment-related activities among staff and students, a Green Representatives Group was established.

## 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*.
- 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

The following section details the development of new buildings and major refurbishments of existing buildings during 2010.

#### Caulfield campus

Renovation of Level 1, Building F, to create a new Monash University Museum of Art, was completed, in tandem with an upgrade of the existing external space at the Museum entrance to significantly enhance the Art and Design Precinct.

### *Clayton campus*

The redevelopment of the Robert Menzies Building continued, with Stage 1, costing \$50 million, providing new elevators, stairways, building services and ground floor arrival/foyer space. Future stages will include renovation of offices and development of state-of-the-art teaching spaces throughout the 29,000 square metres building.

Works were substantially completed on the Melbourne Centre for Nanofabrication – the Victorian node of the Australian Nanofabrication Facility – located on the south-side of the Australian Synchrotron site. A construction budget of \$21.5 million was allocated from the total funding available, which was provided by both Victorian and Commonwealth governments and participating institutions.

Construction commenced on the \$140 million New Horizons development. This exciting initiative was established to transform the future of manufacturing through the development of new paradigms in science and engineering research. The project is partly funded by the Federal Government through the Education Investment Fund.

Construction commenced on the development of a new residential building for 600 students. The \$69 million project received licenses under the National Rental Affordability Scheme and works are scheduled to be completed by the end of 2011.

A new Bike Arrival Station, jointly funded by the Victorian Department of Transport and Monash, was developed on the north-side of the campus. Providing an end of ride facility offering secure bike storage for up to 100 bikes, showers, lockers and bike maintenance facilities, this initiative is a significant step in changing the transport habits of staff and students and reducing the use of single-occupant vehicles.

Works commenced on the refurbishment of Level 1 of the Microbiology Building (Building 53) for the Office of the Dean of Science and associated research teams. The \$7 million project will deliver state-of-the-art science laboratories and an upgrade to the building's façade and public spaces.

### *Gippsland campus*

Construction commenced on the development of a new residential building for 50 students. The project budget of \$6 million was partly funded by the Victorian Government through the Capital Development Pool program.

# Financial performance



## Report on financial operations

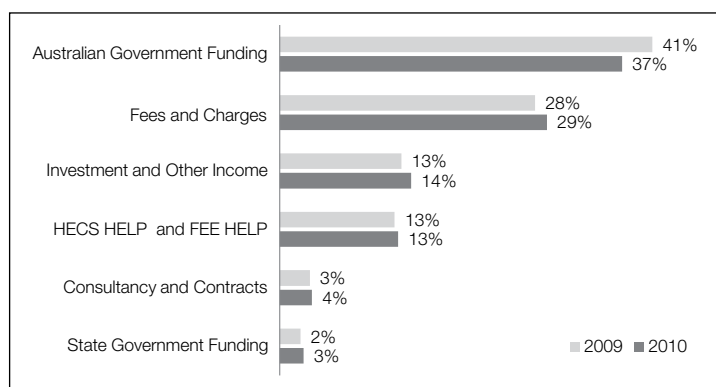
The consolidated result after tax for Monash University and its controlled entities is a surplus of \$32.8 million for 2010 compared to a surplus of \$133.3 million in 2009. The result provides an operating margin of 2.1%. There is no impairment of available-for-sale assets in 2010 (2009, \$91.3 million).

In 2010, the group earned revenue of \$1,531.3 million (increase of \$46.1 million) and incurred expenses of \$1,498.5 million (increase of \$146.6 million).

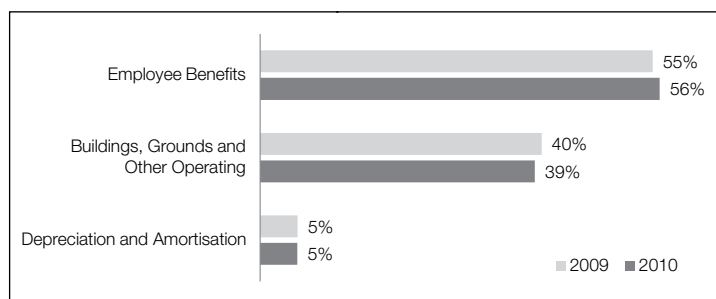
The 2010 revenue includes increased student fee revenue, largely from international students, increased research income and income from investments. The 2009 revenue included a significant allocation from the Teaching and Learning Capital Fund and Education Investment Fund, which was a contribution towards capital works, and associated infrastructure.

The most significant movement in expenses was an increase in Employee Benefits, which included significant costs associated with a Voluntary Separation Program late in 2010.

### Revenues



### Expenses



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

	2006 \$million	2007 \$million	2008 \$million	2009 \$million	2010 \$million
<b>Revenue from continuing operations</b>					
Australian Government Funding	401.0	437.4	503.5	604.6	572.6
HECS HELP and FEE HELP	147.0	161.9	172.6	186.4	197.8
State Government Funding	37.2	52.9	37.2	33.7	40.0
Consultancy and Contracts	40.0	42.1	45.3	48.9	54.0
Fees and Charges	296.9	328.5	364.7	414.2	446.9
Investment Income	43.6	168.7	55.4	30.5	37.1
Other Revenue	212.2	197.9	139.5	166.9	182.9
	<b>1,177.9</b>	<b>1,389.5</b>	<b>1,318.2</b>	<b>1,485.2</b>	<b>1,531.3</b>

### Expenses from continuing operations

Employee Benefits	623.0	650.5	694.4	745.7	841.3
Depreciation and Amortisation	58.1	60.0	62.9	71.5	78.6
Buildings and Grounds	25.6	33.7	33.1	32.5	31.8
Other Operating	410.6	469.4	451.5	502.2	546.8
	<b>1,117.3</b>	<b>1,213.7</b>	<b>1,241.8</b>	<b>1,351.9</b>	<b>1,498.5</b>
<b>Operating result before impairment of available-for-sale assets and before income tax</b>	<b>60.6</b>	<b>175.8</b>	<b>76.4</b>	<b>133.3</b>	<b>32.8</b>
Impairment of available-for-sale assets	-	-	91.3	-	-
Operating result before income tax	60.6	175.8	(14.9)	133.3	32.8
Income Tax	2.9	4.3	-	-	-
Outside Equity Interest	(2.0)	2.4	-	-	-
<b>Net Operating Result attributable to Monash</b>	<b>59.7</b>	<b>169.1</b>	<b>(14.9)</b>	<b>133.3</b>	<b>32.8</b>
Net Operating Margin	5.1%	12.2%	-1.1%	9.0%	2.1%

## Statement of financial position as at 31 December

	2006 \$million	2007 \$million	2008 \$million	2009 \$million	2010 \$million
<b>Assets</b>					
Property, Plant and Equipment	1,443.0	1,496.4	1,597.4	1,752.2	1,823.5
Available-for-sale financial assets	310.8	325.2	243.6	297.1	320.1
Deferred Government Superannuation Contributions	148.8	137.0	139.1	158.5	184.9
Other	279.5	393.3	382.5	418.6	355.4
	<b>2,182.1</b>	<b>2,351.9</b>	<b>2,362.6</b>	<b>2,626.4</b>	<b>2,683.9</b>
<b>Liabilities</b>					
Borrowings	268.6	307.2	336.1	319.1	320.2
Provisions	114.1	123.8	136.3	146.8	146.2
Deferred Employee Benefits for Superannuation	148.8	137.0	139.1	158.5	184.9
Other	124.9	110.6	125.0	120.9	128.6
	<b>656.4</b>	<b>678.5</b>	<b>736.5</b>	<b>745.3</b>	<b>779.9</b>
<b>Net Assets</b>	<b>1,525.7</b>	<b>1,673.4</b>	<b>1,626.1</b>	<b>1,881.1</b>	<b>1,904.0</b>

## Cash flow statement for the year ended 31 December

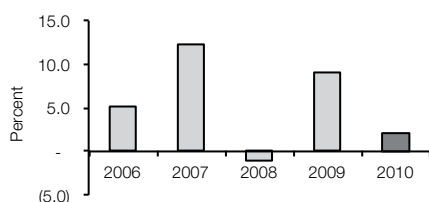
	2006 \$million	2007 \$million	2008 \$million	2009 \$million	2010 \$million
Net cash inflows from operating activities	64.5	93.3	141.5	188.9	102.4
Net cash outflows from investing activities	(98.7)	(125.9)	(159.3)	(150.9)	(109.4)
Net cash inflows/(outflows) from financing activities	6.6	35.9	32.6	(17.4)	(6.5)
Net increase/(decrease) in cash assets held	(27.6)	3.3	14.8	20.5	(13.5)

## Operating Margin

2006	2007	2008	2009	2010
5.1	12.2	(1.1)	9.0	2.1

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%).

## Operating Margin-Group

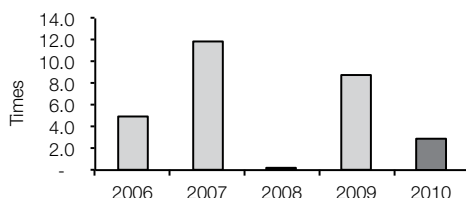


## Interest Coverage

2006	2007	2008	2009	2010
4.9	11.9	0.0	8.7	2.9

This expresses the number of times the group result (before interest expense) covers the interest expense (Benchmark is 3 times).

## Interest Coverage-Group



## Statement on risk management

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

The 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 was designed to ensure the effective management of risk and to integrate risk management into the University's planning process.

Division heads were 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.

- Appointing a risk coordinator to promote a risk awareness culture and good risk management practices.

The Audit and Risk Management Office was responsible for:

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

The University's risk profile was reviewed by the Senior Management Team, Audit Committee and Council at least annually.

All proposals for new major projects and ventures were submitted to the University Council for approval, with an accompanying detailed risk assessment and risk management plan. This process was supported by templates and guidelines developed by the Risk Management Office.

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

I, Professor Ed Byrne, 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.

Professor Ed Byrne, AO  
Vice-Chancellor and President, Monash University  
24 March 2011

## Risk analysis – controlled entities

The following table is an indicative summary of the risk 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 or in its own right	500,000	61,841
Monash Commercial Pty Ltd	Commercialisation of research developed by Monash University and the provision of other services. No longer trading.	11,962,000	122
Monash South Africa Limited/ Monash Educational Enterprises/Monash Property South Africa Pty Ltd	Operation of Monash University's South African campus. Monash Educational Enterprises is no longer trading	6,000,000	24,087
Monash University Foundation Trust	Generation of investment income for the future benefit of Monash University	Nil	24,813
Monash Investment Trust	Manage investments on behalf of Monash University	10,000	5,176

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.
- 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

	2006 \$'000	2007 \$'000	2008 \$'000	2009 \$'000	2010 \$'000
Net result*	59,720	169,127	(14,867)	133,263	32,825
Revenue	1,177,919	1,389,477	1,318,181	1,485,248	1,531,298
Expenses	1,117,313	1,213,692	1,333,048	1,351,985	1,498,473
Assets	2,182,146	2,351,841	2,362,614	2,626,412	2,683,850
Liabilities	656,446	678,471	736,472	745,319	779,888
Equity	1,525,700	1,673,370	1,626,142	1,881,093	1,903,962

\* 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 2010.

Name/description of service	\$	Future Commitments
McGauran Giannini Soon Pty Ltd Professional infrastructure development and master planning services	1,442,428	554,967
Deloitte Touche Tohmatsu Business advisory services	1,362,996	87,657
Mckinsey Pacific Rim Inc Advice on low carbon growth planning	935,000	–
Strategic Project Partners Pty Ltd Strategic advisory services	799,557	11,146
Heidrick & Struggles Aust Ltd Recruitment services	639,145	49,252
Moore Stephens Business and taxation advisory services	531,960	651,000
Bureau Veritas Hse Pty Ltd Asbestos management services	369,789	75,000
So I.R. Pty Ltd Employee relations advice	350,300	266,050
Andrew Parbury & Associates Pty Ltd Project assessment services	309,600	222,999
Interactive Courseware Pty Ltd Web interface design and testing	308,096	39,804
Builtsmart Software Software development services	301,193	71,731
IPP Consulting Pty Ltd Multiple information database projects	277,885	116,320
The Nous Group Leadership management and development training	262,835	9,025
KPMG Business and taxation advisory services	252,486	60,380
Solutions At Work Pty Ltd Industrial relations advice and assistance	223,665	19,535
SAP Australia Pty Ltd Specialist IT systems services and advice	223,445	6,780
Irwinconsult Pty Ltd Building review services	221,249	148,983
Synovate Pty Ltd Marketing advisory services	205,300	–

Name/description of service	\$	Future Commitments
Customer Connect Aust Pty Ltd Systems development services	199,832	–
Magellan Consulting Pty Ltd Employee relations advice	191,800	66,200
Technology Made Eazy Pty Ltd Computer system creation and implementation services	191,252	113,325
Presence of IT Specialist IT recruitment consultancy	186,927	104,965
Maxus Communications Media buying services	186,646	–
Marlow Hampshire Pty Ltd Preparation and facilitation of the Leadership in Action program	186,343	11,098
The RHX Group Pty Ltd Change management services	178,653	25,085
Donald Cant Watts Corke Pty Ltd Advisory services on building redevelopment	173,360	–
Ineum Consulting Consulting support on the Financial Services Enhancement project	172,897	214,389
Arioso Consulting Pty Ltd Strategic project management advice	167,077	126,625
Worksight Pty Ltd Employee relations advice	164,500	142,300
Taft Technology Group Pty Ltd IT application services	163,135	126,250
Pacific Rim Marketing Pty Ltd Computer consultancy services	158,603	73,227
Braithwaite Steiner Pretty Recruitment services	154,132	–
Urbis Project feasibility assessments and related services	153,887	–
Centre For Leadership & Management Staff development training	151,977	104,616
Worklogic Consulting Pty Ltd Academic Performance Standard Project	147,851	53,676
Talent2 International Ltd Human resources services	147,200	147,100
Pinpoint HRM Pty Ltd Recruitment and change management advice	139,690	17,988
Designinc Melbourne Pty Ltd Architectural and related project services	138,878	19,552
Cordiner King Hever Recruitment services	138,410	14,021
Tech Resources Pty Ltd Engineering recruitment services	136,000	2,880
Netspot Pty Ltd Provide eLearning technology services	132,170	54,692
Precedent Communications Australia Pty Ltd Visual design and information architecture services	131,943	72,519
De Cerff Business Solutions Change management services	129,135	27,344
Greythorn Pty Ltd Specialist IT recruitment consultancy	128,948	–
Resolutions Consulting Services Return to work and rehabilitation advice	125,533	33,250
Centre For Organisation Development Pty Ltd Organisation development solutions	125,222	33,067
The Cranlana Programme Training programs for undergraduate students	124,000	–

Name/description of service	\$	Future Commitments
PPR Solutions Pty Ltd Visual design and information architecture services	122,578	–
Peter Worland & Associates Pty Ltd Business advisory services	122,576	–
Argusfarg Pty Ltd Various human resources advisory services	120,681	4,635
Patricia Toohey & Partners Health consulting services	119,600	49,600
The Social Research Centre Pty Ltd Social and health research services	107,063	–
Purple Soup Pty Ltd Student Development Program	102,575	34,628
Norton Rose Legal advisory services	102,066	–
Xact Project Consultants Pty Ltd Facilities strategy assessment	101,196	103,926
Subtotal (> \$100,000)	14,441,265	
323 Consultancies < \$100,000	8,900,885	
Total Consultancies	23,342,150	

## 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
<b>Report of operations</b>		
FRD 22B SD 4.2(g), (h)	General and financial information	1–99
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	40–41
<b>General information</b>		
DEEWR	Report of members of Monash University Council	5–8
FRD 22B	Manner of establishment and relevant minister	5
FRD 22B	Objectives, functions, powers and duties	5

Clause	Disclosure	Page
FRD 22B	Nature and range of service provision	5
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	9
FRD 22B	Names of members of Monash University Audit Committee and chief executive	8
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	21–22 25–26
FRD 22B	Statement on occupational health and safety matters, and performance measures	24
<b>Financial year information</b>		
FRD 22B	Summary of financial results with previous four-year comparatives	37–38
FRD 22B	Summary of significant changes in financial position	NA
FRD 22B DEEWR	Operational objectives and performance including significant activities and achievements	1–99
FRD 22B	Major changes or factors affecting the achievement of operational objectives	NA
FRD 22B	Events subsequent to balance date which may have a significant effect on operations in subsequent years	80
FRD 22B	Full details of each consultancy > \$100,000	39–40
FRD 22B	Number and total cost of consulting engagements, each costing < \$100,000	39–40
<b>Other relevant information</b>		
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FRD 22B	Compliance with the Building Act 1993	34
FRD 22B	Compliance with section 104 of the Whistleblowers Protection Act 2001	27
FRD 22B	Statement that other relevant information is available on request	41
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	27
FRD 22B	Summary of environmental performance	29–35
ETRA 2006	Statement on compulsory non-academic fees, subscriptions and charges	40
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RUG	Monash University Council risk management strategy	38
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)	27
DEEWR	Internal student and staff grievance procedures and number of complaints made to and investigated by the Ombudsman	24
DEEWR	Website address for the current and previous annual reports	27

Clause	Disclosure	Page
<b>Financial statements</b>		
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	53
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	78–79
FRD 21A(1)(b)	Total remuneration of all responsible persons received or receivable in connection to their employment	78–79
FRD 21A(1)(c)	Remuneration of responsible persons in bands of \$10,000	78–79
FRD 21A(1)(d)	Table disclosing the aggregate amount of related party transactions at the reporting date	78, 82–83
FRD 21A(2)(a)	Total remuneration of all executive officers	78–79
FRD 21A(2)(b)	Base and actual remuneration of executive officers	78–79
FRD 21A(2)(c)	Application of accrual principles in determining remuneration levels	78–79
FRD 22B, DEEWR	Indemnity of Council members and senior officers	9
FRD 22B	Statement that declarations of pecuniary interests have been duly completed by all relevant officers and are available on request	41
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	41
FRD 25	Victorian industry participation policy	NA
FRD 26A	Accounting for VicFleet motor vehicle lease arrangements on or after 1 February 2004	NA
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FRD 104	Foreign currency	50
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FRD 112A	Defined benefit superannuation obligations	79–80
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RUG	Summary table of the financial performance of the University's associates and commercial ventures	85–86
FMA 1994 49(a)	The financial statements contain such information as is required by the Minister	49
FMA 1994 49(b)	The financial statements were prepared in a manner and form approved by the Minister	49
FMA 1994 49(c)	The financial statements present fairly the financial transactions of the University during the financial year to which they relate	99
FMA 1994 49(d)	The financial statements present fairly the financial position for the University as at the end of that year	99
FMA 1994 49(e)	The financial statements are certified by the accountable officer for the University in the manner approved by the Minister	99
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)	49

Clause	Disclosure	Page
SD4.2(a)	The financial statements are prepared in accordance with Financial Reporting Directions	49
SD4.2(a)	The financial statements are prepared in accordance with Business Rules	49
SD4.2(b)	Statement of comprehensive income	44
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SD4.2(b)	Statement of recognised income and expense	44
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SD4.2(b)	Notes to the financial statements	49–98
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SD4.2(c)	Compliance with Australian accounting standards	99
SD4.2(d)	Amounts in financial statements are rounded to the nearest thousand dollars	49
SD4.2(e)	Declaration by authorised officers that the financial statements have been reviewed by Monash University Council	99
SD4.5.5	Attestation on compliance with the Australian/New Zealand Risk Management Standard	38
DEEWR	The financial statements comply with the Financial Statement Guidelines for Australian Higher Education Providers for the 2009 Reporting Period issued by DEEWR	99

## 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 Division, telephone +61 3 9902 9675, karen.haywood@monash.edu
- FRD 22B – Shares held by senior officers: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@monash.edu
- FRD 22B – Publications: contact Ms Dorothy Albrecht, Director – Marketing, telephone +61 3 9903 4831, dorothy.albrecht@monash.edu or visit [www.monash.edu/pubs](http://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@monash.edu
- FRD 22B – Major external reviews: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@monash.edu
- FRD 22B – Major research and development activities: contact Professor Edwina Cornish, Office of the Senior Deputy Vice-Chancellor and Deputy Vice-Chancellor (Research), edwina.cornish@monash.edu, telephone +61 3 9902 9468
- FRD 22B – Overseas visits: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@monash.edu
- FRD 22B – Major promotional, public relations and marketing activities: contact Ms Dorothy Albrecht, Director – Marketing, telephone +61 3 9903 4831, dorothy.albrecht@monash.edu or visit [www.adm.monash.edu/advancement](http://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 Division, telephone +61 3 9902 9675, karen.haywood@monash.edu
- FRD 22B – Major committees: contact Mr Tony Calder, Director – Executive Services, telephone +61 3 9905 2010, anthony.calder@monash.edu or visit [www.adm.monash.edu/execserv](http://www.adm.monash.edu/execserv)



# Financial statements

# STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2010

	Notes	Consolidated		Monash University	
		2010 \$000's	2009 \$000's	2010 \$000's	2009 \$000's
<b>Revenue from continuing operations</b>					
Australian Government financial assistance					
Australian Government Grants	2.	572,587	604,639	572,587	604,639
HECS-HELP - Australian Government payments	2.	137,765	128,378	137,765	128,378
FEE-HELP	2.	30,687	29,636	29,603	28,472
State and local government financial assistance	3.	40,035	33,667	40,035	33,667
Non-government financial assistance	4.	44,074	44,682	43,036	43,717
HECS-HELP student payments		29,320	28,406	29,320	28,406
Fees and charges	5.	446,871	414,222	368,383	335,900
Investment revenue	6.	37,131	30,488	76,849	35,506
Royalties, trademarks and licences	7.	16,772	8,369	15,979	15,006
Consultancy and contracts	8.	53,989	48,897	54,675	48,955
Other revenue	9.	93,391	92,438	99,788	117,297
Share of net results of associates and joint venture entities accounted for using the equity method	21.	2,291	2,046	-	-
<b>Subtotal</b>		<b>1,504,913</b>	<b>1,465,868</b>	<b>1,468,020</b>	<b>1,419,943</b>
Deferred government superannuation contributions	38.	26,385	19,380	26,385	19,380
<b>Total revenue from continuing operations</b>		<b>1,531,298</b>	<b>1,485,248</b>	<b>1,494,405</b>	<b>1,439,323</b>
<b>Expenses from continuing operations</b>					
Employee benefits and on-costs	10.	841,330	745,705	802,248	709,825
Depreciation, amortisation and impairment	11.	78,585	71,454	74,840	68,952
Repairs and maintenance	12.	31,821	32,540	30,761	30,980
Finance costs	13.	17,288	17,420	17,607	18,915
Bad and impaired receivables and investments	14.	3,244	1,937	2,948	1,263
Assurance and other services	15.	736	719	335	331
Other expenses	16.	499,084	462,830	486,145	434,849
<b>Subtotal</b>		<b>1,472,088</b>	<b>1,332,605</b>	<b>1,414,884</b>	<b>1,265,115</b>
Deferred employee benefits for superannuation		26,385	19,380	26,385	19,380
<b>Total expenses from continuing operations</b>		<b>1,498,473</b>	<b>1,351,985</b>	<b>1,441,269</b>	<b>1,284,495</b>
<b>Operating result before income tax</b>		<b>32,825</b>	<b>133,263</b>	<b>53,136</b>	<b>154,828</b>
Income tax expense	17.	-	-	-	-
<b>Net operating result for the year</b>		<b>32,825</b>	<b>133,263</b>	<b>53,136</b>	<b>154,828</b>
Net operating result attributable to minority interest		-	-	-	-
Net operating result attributable to members of Monash University		32,825	133,263	53,136	154,828
<b>Other comprehensive income</b>					
Gain / (loss) on revaluation of land and buildings, net of tax	33.	(615)	87,674	-	88,608
Gain on revaluation of cultural assets		3,202	714	3,202	714
Change in fair value of available for sale financial assets, net of tax	33.	490	45,655	(637)	28,188
Realised gain on previously impaired investments - transfer to net profit		(10,654)	(9,805)	(7,772)	(5,214)
Exchange differences on translation of foreign operations		(2,379)	(2,550)	-	-
<b>Total other comprehensive income</b>		<b>(9,956)</b>	<b>121,688</b>	<b>(5,207)</b>	<b>112,296</b>
<b>Total comprehensive income</b>		<b>22,869</b>	<b>254,951</b>	<b>47,929</b>	<b>267,124</b>
Total comprehensive income for the year is attributable to:					
Members of the parent entity		22,869	254,951	47,929	267,124
Minority interest		-	-	-	-



# STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2010

	Notes	Consolidated		Monash University	
		2010 \$000's	2009 \$000's	2010 \$000's	2009 \$000's
<b>ASSETS</b>					
<b>CURRENT ASSETS</b>					
Cash and cash equivalents	18	74,727	80,363	45,407	77,649
Receivables	19	65,623	69,294	61,285	67,748
Inventories	20	2,423	3,390	2,292	3,251
Other financial assets	23	15,139	82,116	-	-
Other assets	27	14,826	13,183	13,767	12,193
<b>TOTAL CURRENT ASSETS</b>		<b>172,738</b>	<b>248,346</b>	<b>122,751</b>	<b>160,841</b>
<b>NON-CURRENT ASSETS</b>					
Receivables	19	386	399	29,493	28,712
Investments in associates	21	18,961	14,482	11,364	8,867
Available-for-sale financial assets	22	320,066	297,075	204,152	185,167
Other financial assets	23	13,479	13,477	14,817	14,815
Investment properties	24	57,358	53,254	30,458	26,854
Property, plant and equipment	25	1,823,488	1,752,231	1,764,539	1,709,282
Intangible assets	26	80,576	76,381	75,790	71,027
Other assets	27	11,902	12,256	11,902	12,256
Deferred Government superannuation contributions	38	184,896	158,511	184,896	158,511
<b>TOTAL NON-CURRENT ASSETS</b>		<b>2,511,112</b>	<b>2,378,066</b>	<b>2,327,411</b>	<b>2,215,491</b>
<b>TOTAL ASSETS</b>		<b>2,683,850</b>	<b>2,626,412</b>	<b>2,450,162</b>	<b>2,376,332</b>
<b>LIABILITIES</b>					
<b>CURRENT LIABILITIES</b>					
Payables	28	104,645	87,936	106,796	102,039
Borrowings	29	43,385	7,681	42,787	7,153
Provisions	30	120,930	122,566	118,617	120,573
Other liabilities	31	23,966	32,945	19,505	24,300
<b>TOTAL CURRENT LIABILITIES</b>		<b>292,926</b>	<b>251,128</b>	<b>287,705</b>	<b>254,065</b>
<b>NON-CURRENT LIABILITIES</b>					
Borrowings	29	276,795	311,412	275,711	310,808
Provisions	30	25,271	24,268	24,823	23,850
Deferred employee benefits for superannuation	38	184,896	158,511	184,896	158,511
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>486,962</b>	<b>494,191</b>	<b>485,430</b>	<b>493,169</b>
<b>TOTAL LIABILITIES</b>		<b>779,888</b>	<b>745,319</b>	<b>773,135</b>	<b>747,234</b>
<b>NET ASSETS</b>		<b>1,903,962</b>	<b>1,881,093</b>	<b>1,677,027</b>	<b>1,629,098</b>
<b>EQUITY</b>					
<b>Parent entity interest</b>					
Capital	32	222,271	219,070	83,102	83,102
Reserves	33	936,474	946,430	921,310	926,517
Retained earnings	34	745,217	715,593	672,615	619,479
<b>TOTAL EQUITY</b>		<b>1,903,962</b>	<b>1,881,093</b>	<b>1,677,027</b>	<b>1,629,098</b>

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2010  
2010 Consolidated

	Capital	Retained Surplus	Asset Revaluation Reserve	Foreign Currency Translation Reserve	Available-for-sale Investment Revaluation Reserve	Total
Notes	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's
<b>Balance at 1 January 2010</b>	219,070	715,593	922,524	(13,282)	37,188	1,881,093
Transfer from Retained Earnings	3,201	-	-	-	-	3,201
Profit attributable to members	-	32,825	-	-	-	32,825
Transfer to original capital	-	(3,201)	-	-	-	(3,201)
Loss on revaluation of land and buildings, net of tax	-	-	(615)	-	-	(615)
Gain on revaluation of cultural assets	-	-	3,202	-	-	3,202
Currency translation differences arising during the year	-	-	-	(2,379)	-	(2,379)
Change in fair value of available for sale financial assets, net of tax	-	-	-	-	490	490
Realised gain / (loss) on previously impaired investments - transfer to net profit	-	-	-	-	(10,654)	(10,654)
<b>Balance at 31 December 2010</b>	<b>222,271</b>	<b>745,217</b>	<b>925,111</b>	<b>(15,661)</b>	<b>27,024</b>	<b>1,903,962</b>

2009 Consolidated

	Capital	Retained Surplus	Asset Revaluation Reserve	Foreign Currency Translation Reserve	Available-for-sale Investment Revaluation Reserve	Total
Notes	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's
<b>Balance at 1 January 2009</b>	216,632	584,768	834,136	(10,732)	1,338	1,626,142
Transfer from Retained Earnings	2,438	-	-	-	-	2,438
Profit attributable to members	-	133,263	-	-	-	133,263
Transfer to original capital	-	(2,438)	-	-	-	(2,438)
Gain on revaluation of land and buildings, net of tax	-	-	87,674	-	-	87,674
Gain on revaluation of cultural assets	-	-	714	-	-	714
Currency translation differences arising during the year	-	-	-	(2,550)	-	(2,550)
Change in fair value of available for sale financial assets, net of tax	-	-	-	-	45,655	45,655
Realised gain / (loss) on previously impaired investments - transfer to net profit	-	-	-	-	(9,805)	(9,805)
<b>Balance at 31 December 2009</b>	<b>219,070</b>	<b>715,593</b>	<b>922,524</b>	<b>(13,282)</b>	<b>37,188</b>	<b>1,881,093</b>

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2010**

**2010 Monash University**

	Notes	Capital \$000's	Retained Surplus \$000's	Asset Revaluation Reserve \$000's	Foreign Currency Translation Reserve \$000's	Available-for-sale Investment Revaluation Reserve \$000's	Total \$000's
<b>Balance at 1 January 2010</b>		83,102	619,479	903,215	-	23,302	1,629,098
Profit attributable to members	34	-	53,136	-	-	-	53,136
Gain on revaluation of cultural assets	33	-	-	3,202	-	-	3,202
Change in fair value of available for sale financial assets, net of tax		-	-	-	-	(637)	(637)
Realised gain / (loss) on previously impaired investments - transfer to net profit		-	-	-	-	(7,772)	(7,772)
<b>Balance at 31 December 2010</b>		<b>83,102</b>	<b>672,615</b>	<b>906,417</b>	<b>-</b>	<b>14,893</b>	<b>1,677,027</b>

**2009 Monash University**

	Notes	Capital \$000's	Retained Surplus \$000's	Asset Revaluation Reserve \$000's	Foreign Currency Translation Reserve \$000's	Available-for-sale Investment Revaluation Reserve \$000's	Total \$000's
<b>Balance at 1 January 2009</b>		83,102	464,651	813,893	-	328	1,361,974
Profit attributable to members	34	-	154,828	-	-	-	154,828
Gain on revaluation of land and buildings, net of tax		-	-	88,608	-	-	88,608
Gain on revaluation of cultural assets	33	-	-	714	-	-	714
Change in fair value of available for sale financial assets, net of tax		-	-	-	-	28,188	28,188
Realised gain / (loss) on previously impaired investments - transfer to net profit		-	-	-	-	(5,214)	(5,214)
<b>Balance at 31 December 2009</b>		<b>83,102</b>	<b>619,479</b>	<b>903,215</b>	<b>-</b>	<b>23,302</b>	<b>1,629,098</b>

# STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2010

	Notes	Consolidated		Monash University	
		2010 \$000's	2009 \$000's	2010 \$000's	2009 \$000's
<b>Cash from operating activities:</b>					
Australian Government	46				
CGS and Other DEEWR Grants	(a)	274,973	245,337	274,973	245,337
Higher Education Loan Programs	(b)	175,659	153,183	174,574	152,018
Scholarships	(c)	17,937	15,381	17,937	15,381
DEEWR Research	(d)	97,448	90,196	97,448	90,196
Other Capital Funding	(e)	21,750	64,388	21,750	64,388
ARC grants - Discovery	(f)(i)	29,605	26,204	29,605	26,204
ARC grants - Linkages	(f)(ii)	14,178	11,667	14,178	11,667
ARC grants - Networks and Centres	(f)(iii)	4,741	5,413	4,741	5,413
Other Australian Government Grants		122,347	131,903	122,347	131,903
State and Local Government Grants		40,035	33,667	40,035	33,667
HECS-HELP - Student payments		29,320	28,406	29,320	28,406
Receipts from student fees and other customers		674,730	652,078	608,431	609,888
Dividends received		1,829	3,655	1,362	2,964
Distributions received		623	1,136	-	-
Interest received		10,995	7,858	6,332	4,071
Payments to suppliers and employees (inclusive of goods and services tax)		(1,391,771)	(1,260,849)	(1,333,228)	(1,194,379)
Finance costs		(22,025)	(20,733)	(22,344)	(22,228)
<b>Net cash inflow from operating activities</b>	43.	<b>102,374</b>	<b>188,890</b>	<b>87,461</b>	<b>204,896</b>
<b>Cash flows from investing activities:</b>					
Proceeds from sale of property, plant and equipment		3,100	2,530	3,100	2,483
Repayment of loans received from related parties		13	-	1,049	1,285
Proceeds from discount bills (net)		67,244	9,408	-	-
Proceeds from other investing activities		1,512	295	1,512	295
Payments for property, plant and equipment		(167,072)	(156,943)	(145,415)	(149,807)
Payments for available-for-sale financial assets		(11,500)	(4,342)	(11,000)	(4,342)
Loans provided to related parties		-	-	(8,634)	(8,927)
Payments for other investing activities		(2,679)	(1,880)	(12,448)	(20,667)
<b>Net cash outflow from investing activities</b>		<b>(109,382)</b>	<b>(150,932)</b>	<b>(171,836)</b>	<b>(179,680)</b>
<b>Cash flows from financing activities:</b>					
Proceeds from borrowings		44,150	359	43,600	-
Distribution from related parties		-	-	51,311	16,894
Repayment of borrowings		(50,600)	(17,791)	(50,600)	(17,791)
<b>Net cash inflow / (outflow) from financing activities</b>		<b>(6,450)</b>	<b>(17,432)</b>	<b>44,311</b>	<b>(897)</b>
<b>Net increase in cash and cash equivalents</b>		<b>(13,458)</b>	<b>20,526</b>	<b>(40,064)</b>	<b>24,319</b>
Cash and cash equivalents at the beginning of the financial year		80,210	61,361	77,496	54,854
Effects of exchange rate changes on cash and cash equivalents		366	(1,677)	366	(1,677)
<b>Cash and cash equivalents at the end of year</b>	18	<b>67,118</b>	<b>80,210</b>	<b>37,798</b>	<b>77,496</b>

## 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 Interpretations;
- 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 31 December 2010 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 Statement of Comprehensive Income, and its share of post-acquisition movements in reserves are recognised in Consolidated Reserves. The post-acquisition movements are adjusted against the cost of the investment.

#### (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 and Services Tax

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

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

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the statement of financial position.

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

#### (h) Foreign Currency

##### **Functional and presentation currency**

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The consolidated financial statements are presented in Australian dollars, which is the University's functional and presentation currency.

##### **Transaction and balances**

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

##### (i) Impairment of Assets

At each reporting date, all assets except for those held at fair value including inventories and financial assets are assessed to determine whether there is any indication of impairment. If there is an indication of impairment, the assets concerned are tested as to whether their carrying amount exceeds the recoverable amount. Any difference is written-off by a charge to the Statement of Comprehensive Income except to the extent that the write-down can be debited to an asset revaluation reserve applicable to that class of asset.

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

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

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

## 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 statement of financial position.

#### (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 and net realisable value and stocktakes were completed at year end. Cost is measured on the basis of weighted average cost.

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

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

Available-for-sale financial assets, comprising principally marketable securities, are non-derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless management intends to dispose of the investment within 12 months of the 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 Statement of Comprehensive Income. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Group has transferred substantially all the risks and rewards of ownership.

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

The 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 Statement of Comprehensive Income. Impairment losses recognised in the Statement of Comprehensive Income 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 to be significant or prolonged.

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

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

#### (n) Loans receivable

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

#### *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 2010 9.0%, 31 December 2009 10.5%), 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 \$7.0M (2009:\$4.7M) reflected in the Statement of Comprehensive Income (refer Note 16.) There have 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.

## NOTES TO THE FINANCIAL STATEMENTS

### 1. STATEMENT OF ACCOUNTING POLICIES (continued)

#### (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.

##### Software Development

Internal use of software is capitalised and amortised where the expected useful life is 3 years or greater and the costs to be capitalised exceed \$0.5M. Where costs do not exceed \$0.5M, they are expensed as incurred. Software capitalised to date has a useful life of 7 years (2009, 7 years).

Web development costs are expensed as incurred. Where web development costs are significant, they are capitalised in line with Software Development guidelines. Software development included capitalised borrowing costs of \$0.9M (2009, \$1.0M).

##### 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 on 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 6.54% (2009, 6.61%).

##### Depreciation / Amortisation

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

##### Property

The fair value of land and buildings was established by formal valuation by certified practicing valuers of Urbis JHD Pty Ltd as at 31 December 2010. 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 2010 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 2010, property includes capitalised borrowing costs of \$3.9M (2009, \$2.3M).

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 (2009, 33 years) with the exception of South Africa which uses 50 years (2009, 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 2009).

##### 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 Dwyer Fine Art at 31 December 2010. These items are not depreciated as they generally appreciate in value. A full external valuation is undertaken every 3 years, with an internal review completed in intervening years by expert Monash University staff with regard to market values of comparative items.



## NOTES TO THE FINANCIAL STATEMENTS

### 1. STATEMENT OF ACCOUNTING POLICIES (continued)

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

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

#### Leased Assets

Leases of property, plant and equipment where the Group has substantially all the risks and rewards incidental to ownership are classified as finance leases. Finance leases are capitalised at the lease's inception at the lower of the fair value of the leased property and the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, are included in other long term payables. Each lease payment is allocated between the liability and finance charges so as to achieve a constant rate on the finance balance outstanding. The interest element of the finance cost is charged to the 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 original assessed performance of the asset will flow to the entity. Where an investment property is acquired at no cost or for nominal consideration, its cost shall be deemed to be its fair value as at the date of acquisition.

Subsequent to initial recognition at cost, investment properties are re-valued to fair value with changes recognised as revenues or expenses in the year that they arise. The properties are not depreciated. The fair value of investment properties was established by formal valuation by certified practising valuers of Urbis JHD Pty Ltd as at 31 December 2009.

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

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

The University has an interest in 16 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.

Provision 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 are 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

### 1. STATEMENT OF ACCOUNTING POLICIES (continued)

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

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

Standard / Interpretation	Summary	Standard applicable for annual reporting periods beginning on	Applicable date for Monash University	Impact on Monash University financial statements
AASB 9 Financial instruments	This standard simplifies requirements for the classification and measurement of financial assets resulting from Phase 1 of the IASB's project to replace IAS 39 Financial instruments: recognition and measurement (AASB 139 Financial Instruments: recognition and measurement).	Beginning 1 Jan 2013	1 Jan 2013	Detail of impact is still being assessed.
AASB 124 Related party disclosures (Dec 2009)	Government related entities have been granted partial exemption with certain disclosure requirements.	Beginning 1 Jan 2011	1 Jan 2011	Preliminary assessment suggests that impact is insignificant. However, the University is still assessing the detailed impact.
AASB 2009-14 Amendments to Australian Interpretation – Prepayments of a minimum funding requirement [AASB Interpretation 14]	Amendment to Interpretation 14 arising from the issuance of Prepayments of a minimum funding requirement	Beginning 1 Jan 2011	1 Jan 2011	Expected to have no significant impact
AASB 2009-11 Amendments to Australian Accounting Standards arising from AASB 9 [AASB 1, 3, 4, 5, 7, 101, 102, 108, 112, 118, 121, 127, 128, 131, 132, 136, 139, 1023 and 1038 and Interpretations 10 and 12]	This gives effect to consequential changes arising from the issuance of AASB 9.	Beginning 1 Jan 2013	1 Jan 2013	Detail of impact is still being assessed.
AASB 2010-1 Amendments to Australian Accounting Standards – Limited Exemption from Comparative AASB 7 Disclosures for First-time Adopters [AASB 1 & AASB 7]	This amendment provides limited exemptions from the requirements of adhering to AASB 1 and AASB 7 that arise from AASB 2009-2.	Beginning 1 July 2010	1 Jan 2011	These exemptions are unlikely to have an impact because it is not a first time adoption.
Interpretation 19 Extinguishing Financial Liabilities with Equity Instruments	Guidance to assist entity in accounting for transactions that involves extinguishing a liability fully or partially by issuing equity instruments to the creditor.	Beginning 1 July 2010	1 Jan 2011	The impact of this interpretation only affects entities that issue equity instruments. Detail of impact is still being assessed.
AASB 1053 Application of Different Tiers of Australian Accounting Standards	This Standard establishes a differential financial reporting framework consisting of two tiers of reporting requirements for preparing general purpose financial statements.	Beginning 1 July 2013	1 Jan 2014	The impact of this Standard may affect disclosures in the financial reports of certain types of entities. The impact on the University is still being assessed. The Standard does not affect the operating result or financial position.

## NOTES TO THE FINANCIAL STATEMENTS

### 1. STATEMENT OF ACCOUNTING POLICIES (continued)

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

<p>AASB 2010-2 Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements</p>	<p>This Standard makes amendments to many Australian Accounting Standards, including Interpretations, to introduce reduced disclosure requirements to the pronouncements for application by certain types of entities.</p>	<p>Beginning 1 July 2013</p>	<p>1 Jan 2014</p>	<p>Does not affect financial measurement or recognition, so is not expected to have any impact on financial result or position. May reduce some note disclosures in financial statements.</p>
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## NOTES TO THE FINANCIAL STATEMENTS

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

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

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's
Commonwealth grants scheme #1	248,640	223,981	248,640	223,981
Indigenous support fund	488	416	488	416
Equity programs #2	259	594	259	594
Workplace reform program	-	2,566	-	2,566
Workplace productivity program	551	551	551	551
Learning and teaching performance fund	-	5,710	-	5,710
Capital development pool	1,251	8,714	1,251	8,714
Superannuation program	10,169	10,021	10,169	10,021
Diversity and structural adjustment fund #3	398	372	398	372
Improving the practical component of teacher education initiative	-	547	-	547
Transitional cost program	1,143	1,970	1,143	1,970
Higher Education Participation Program	1,970	-	1,970	-
<b>Total Commonwealth Grants Scheme and Other Grants</b>	<b>264,869</b>	<b>255,442</b>	<b>264,869</b>	<b>255,442</b>

#### (b) Higher Education Loan Program

HECS-HELP	137,765	128,378	137,765	128,378
FEE-HELP	30,687	29,636	29,603	28,472
<b>Total Higher Education Loan Program</b>	<b>168,452</b>	<b>158,014</b>	<b>167,368</b>	<b>156,850</b>

#### (c) Scholarships

Australian postgraduate awards	12,557	9,119	12,557	9,119
International postgraduate research	1,389	1,345	1,389	1,345
Commonwealth educational cost #4	1,939	2,150	1,939	2,150
Commonwealth accommodation #4	2,153	2,732	2,153	2,732
Indigenous access	35	-	35	-
<b>Total Scholarships</b>	<b>18,073</b>	<b>15,346</b>	<b>18,073</b>	<b>15,346</b>

#1 Includes the basic CGS grant amount, CGS-Regional loading and CGS-Enabling loading, Maths and Science Transition Loading and Full Fee Places Transition Loading.

#2 Includes amounts for Higher Education Equity Support Program and Students with Disabilities Program.

#3 Includes Collaboration and Structural Reform Program.

#4 Includes National Priority and National Accommodation Priority Scholarships respectively.

## NOTES TO THE FINANCIAL STATEMENTS

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

#### (d) DIISR - Research

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's
Institutional grants scheme	-	25,512	-	25,512
Research training scheme	45,709	44,323	45,709	44,323
Research infrastructure block grants	19,683	19,256	19,683	19,256
Implementation assistance program	160	300	160	300
Australian scheme for for higher education repositories	-	386	-	386
Commercialisation training scheme	433	419	433	419
Joint research engagement program	25,068	-	25,068	-
Sustainable research excellence	6,395	-	6,395	-
<b>Total DIISR - Research Grants</b>	<b>97,448</b>	<b>90,196</b>	<b>97,448</b>	<b>90,196</b>

#### (e) Other Capital Funding

Teaching and Learning Capital Fund	-	25,988	-	25,988
Education Investment Fund	21,750	40,400	21,750	40,400
<b>Total Other Capital Funding</b>	<b>21,750</b>	<b>66,388</b>	<b>21,750</b>	<b>66,388</b>

#### (f) Australian Research Council

##### (i) Discovery

Projects	25,048	23,526	25,048	23,526
Fellowships	4,262	3,708	4,262	3,708
Indigenous researchers development	104	172	104	172
<b>Total Discovery</b>	<b>29,414</b>	<b>27,406</b>	<b>29,414</b>	<b>27,406</b>

##### (ii) Linkages

Infrastructure	2,119	2,472	2,119	2,472
International	47	380	47	380
Projects	9,552	8,741	9,552	8,741
Special research initiatives	2,404	-	2,404	-
<b>Total Linkages</b>	<b>14,122</b>	<b>11,593</b>	<b>14,122</b>	<b>11,593</b>

##### (iii) Networks and Centres

Centres	4,564	6,365	4,564	6,365
<b>Total networks and centres</b>	<b>4,564</b>	<b>6,365</b>	<b>4,564</b>	<b>6,365</b>

#### Total Australian Research Council Grants

	<b>48,100</b>	<b>45,364</b>	<b>48,100</b>	<b>45,364</b>
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## NOTES TO THE FINANCIAL STATEMENTS

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

#### (g) Other Australian Government financial assistance

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's
National Health and Medical Research Council	62,503	74,009	62,503	74,009
Other Australian government financial assistance	59,844	57,894	59,844	57,894
<b>Total other Australian Government financial assistance</b>	<b>122,347</b>	<b>131,903</b>	<b>122,347</b>	<b>131,903</b>
<b>Total Australian Government financial assistance</b>	<b>741,039</b>	<b>762,653</b>	<b>739,955</b>	<b>761,489</b>
<b>Reconciliation</b>				
Australian Government grants (a+c+d+e+f+g)	572,587	604,639	572,587	604,639
HECS-HELP - Australian Government payments	137,765	128,378	137,765	128,378
Other Australian Government loan programs (FEE-HELP)	30,687	29,636	29,603	28,472
<b>Total Australian Government financial assistance</b>	<b>741,039</b>	<b>762,653</b>	<b>739,955</b>	<b>761,489</b>

### 3. STATE AND LOCAL GOVERNMENT FINANCIAL ASSISTANCE

#### State Government financial assistance

Operating	969	5,369	970	5,369
Research	33,812	24,898	33,812	24,898
Non-research	4,141	2,547	4,140	2,547
<b>Total State Government financial assistance</b>	<b>38,922</b>	<b>32,814</b>	<b>38,922</b>	<b>32,814</b>

#### Local Government financial assistance

Research	938	811	938	811
Non-research	175	42	175	42
<b>Total Local Government financial assistance</b>	<b>1,113</b>	<b>853</b>	<b>1,113</b>	<b>853</b>

#### Total State and Local Government financial assistance

<b>40,035</b>	<b>33,667</b>	<b>40,035</b>	<b>33,667</b>
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### 4. NON-GOVERNMENT FINANCIAL ASSISTANCE

Research	34,791	32,667	34,287	32,201
Non-research	9,283	12,015	8,749	11,516
<b>Total Non-Government financial assistance</b>	<b>44,074</b>	<b>44,682</b>	<b>43,036</b>	<b>43,717</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 5. FEES AND CHARGES

	Consolidated		Monash University	
	2010 \$000's	2009 \$000's	2010 \$000's	2009 \$000's
<b>Course fees and charges</b>				
Fee paying overseas students	363,190	325,890	295,982	265,565
Fee paying domestic postgraduate students	15,954	15,385	15,954	15,385
Fee paying domestic undergraduate students	6,334	8,019	6,334	8,019
Fee paying domestic non-award students	1,010	1,685	1,010	1,685
Fee offshore programs	7,053	5,250	7,053	5,250
Other domestic course fees and charges	20,798	26,303	16,877	15,334
<b>Total course fees and charges</b>	<b>414,339</b>	<b>382,532</b>	<b>343,210</b>	<b>311,238</b>
<b>Other fees and charges</b>				
Amenities and service fees	18	13	18	13
Parking fees	5,137	5,085	5,293	5,085
Student accommodation	17,289	16,172	12,925	12,372
Other fees and charges	10,088	10,420	6,937	7,192
<b>Total other fees and charges</b>	<b>32,532</b>	<b>31,690</b>	<b>25,173</b>	<b>24,662</b>
<b>Total fees and charges</b>	<b>446,871</b>	<b>414,222</b>	<b>368,383</b>	<b>335,900</b>
<b>6. INVESTMENT REVENUE</b>				
Dividends	10,895	7,970	10,428	7,279
Interest	10,995	7,858	7,338	5,120
Fair value gain on investment properties	234	-	-	999
Trust distributions	4,353	4,855	51,311	16,894
Realised gain on previously impaired investments - transfer to net profit	10,654	9,805	7,772	5,214
<b>Total Investment Revenue</b>	<b>37,131</b>	<b>30,488</b>	<b>76,849</b>	<b>35,506</b>
<b>7. ROYALTIES, TRADEMARKS AND LICENCES</b>				
<b>Student related</b>				
Enrolment royalties	9,245	7,731	13,364	14,375
<b>Total student related royalties, trademarks and licences</b>	<b>9,245</b>	<b>7,731</b>	<b>13,364</b>	<b>14,375</b>
<b>Intellectual Property Related</b>				
Patents and licences	7,527	638	2,615	631
<b>Total intellectual property related royalties, trademarks and licences</b>	<b>7,527</b>	<b>638</b>	<b>2,615</b>	<b>631</b>
<b>Total royalties, trademarks and licences</b>	<b>16,772</b>	<b>8,369</b>	<b>15,979</b>	<b>15,006</b>
<b>8. CONSULTANCY AND CONTRACTS</b>				
Consultancy	22,541	23,089	23,227	23,147
Contract research	31,448	25,808	31,448	25,808
<b>Total consultancy and contracts</b>	<b>53,989</b>	<b>48,897</b>	<b>54,675</b>	<b>48,955</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 9. OTHER REVENUE

	Consolidated		Monash University	
	2010 \$000's	2009 \$000's	2010 \$000's	2009 \$000's
Donations and bequests	10,894	14,462	13,502	34,462
Scholarships and prizes	4,413	2,341	4,402	2,336
Commercial operations	16,250	18,498	16,250	18,498
Rentals and hirings	19,203	25,383	18,188	24,926
Sale of goods and services	8,426	8,845	8,305	8,892
Secondment recoveries	5,820	5,450	5,900	5,491
Administration recoveries	6,666	3,397	10,214	6,930
Foreign exchange gains (net)	442	-	366	-
Other revenue	21,277	14,062	22,661	15,762
<b>Total Other Revenue</b>	<b>93,391</b>	<b>92,438</b>	<b>99,788</b>	<b>117,297</b>

#### (a) Net foreign exchange gains

Net foreign exchange gains included in other income for the year

**Net foreign exchange gains / (losses) recognised in operating result before income tax for the year (as either other revenue or expense)**

	442	-	366	-
	442	(1,674)	366	(1,677)

### 10. EMPLOYEE BENEFITS AND ON COSTS

#### Academic

Staff salaries	384,359	347,716	368,445	331,939
Contribution to superannuation and pension schemes:				
Funded	52,801	49,062	46,757	43,887
Payroll tax	20,699	19,011	19,896	18,197
Workers compensation	826	1,845	744	1,746
Fringe benefits tax	1,310	1,292	1,310	1,292
Long service leave provision	1,345	(1,410)	1,194	(1,535)
Recreation leave provision	(5,075)	10,822	(5,047)	10,903
Recreation leave loading	2,902	3,000	2,902	3,000
	<b>459,167</b>	<b>431,338</b>	<b>436,201</b>	<b>409,429</b>

#### Non-academic

Staff salaries	317,085	256,870	303,384	244,904
Contribution to superannuation and pension schemes:				
Funded	40,570	36,372	39,037	34,964
Payroll tax	16,695	14,071	16,194	13,636
Workers compensation	772	1,794	744	1,746
Fringe benefits tax	1,310	1,292	1,310	1,292
Long service leave provision	1,837	11	1,818	9
Recreation leave provision	1,358	1,677	1,024	1,565
Recreation leave loading	2,536	2,280	2,536	2,280
	<b>382,163</b>	<b>314,367</b>	<b>366,047</b>	<b>300,396</b>

#### Total employee benefits and on costs

	<b>841,330</b>	<b>745,705</b>	<b>802,248</b>	<b>709,825</b>
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## NOTES TO THE FINANCIAL STATEMENTS

### 11. DEPRECIATION, AMORTISATION AND IMPAIRMENT

	Consolidated		Monash University	
	2010 \$000's	2009 \$000's	2010 \$000's	2009 \$000's
<b>Depreciation</b>				
Buildings	31,803	32,028	31,288	31,534
Equipment	30,485	27,351	29,520	26,129
Library books	4,888	4,601	4,699	4,457
<b>Total depreciation</b>	<b>67,176</b>	<b>63,980</b>	<b>65,507</b>	<b>62,120</b>
<b>Amortisation</b>				
Leasehold improvements	5,036	4,118	4,454	3,517
Software development	3,271	1,894	2,836	1,853
Electronic publications	1,724	1,462	1,724	1,462
<b>Total amortisation</b>	<b>10,031</b>	<b>7,474</b>	<b>9,014</b>	<b>6,832</b>
<b>Impairment</b>				
<b>Property, plant and equipment</b>				
Equipment	319	-	319	-
<b>Intangible assets</b>				
Goodwill	1,059	-	-	-
<b>Total impairment</b>	<b>1,378</b>	<b>-</b>	<b>319</b>	<b>-</b>
<b>Total depreciation, amortisation and impairment</b>	<b>78,585</b>	<b>71,454</b>	<b>74,840</b>	<b>68,952</b>
<b>12. REPAIRS AND MAINTENANCE</b>				
Buildings	31,821	32,540	30,761	30,980
<b>Total repairs and maintenance</b>	<b>31,821</b>	<b>32,540</b>	<b>30,761</b>	<b>30,980</b>
<b>13. FINANCE COSTS</b>				
Loans from banks and other non-related sources	21,906	20,606	22,344	22,228
Finance charges from finance leases	119	127	-	-
<b>Less:</b>				
Amounts included in the cost of qualifying assets	(4,737)	(3,313)	(4,737)	(3,313)
<b>Total finance costs</b>	<b>17,288</b>	<b>17,420</b>	<b>17,607</b>	<b>18,915</b>
<b>14. BAD AND IMPAIRED RECEIVABLES AND INVESTMENTS</b>				
Bad debts written off	467	887	474	873
Movement in provision for impaired receivables	2,777	1,050	2,474	390
<b>Total bad and impaired receivables and investments</b>	<b>3,244</b>	<b>1,937</b>	<b>2,948</b>	<b>1,263</b>
<b>15. ASSURANCE AND OTHER SERVICES</b>				
Auditing or reviewing the financial report	736	719	335	331
<b>Total assurance and other services</b>	<b>736</b>	<b>719</b>	<b>335</b>	<b>331</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 16. OTHER EXPENSES

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's
Scholarships, grants and prizes	89,191	84,538	88,858	84,157
Advertising, marketing and promotional	10,578	11,653	4,894	6,378
Rent, leasing and utilities	51,619	47,156	48,796	45,103
Motor vehicle expenses	6,810	6,344	6,661	6,160
Student	12,830	11,820	7,624	6,980
Laboratory	47,626	47,479	47,626	47,479
Other equipment	12,731	10,417	12,640	10,330
Communication	17,442	15,342	16,993	14,915
Information technology	29,510	28,501	29,327	28,286
Printing and stationery	13,129	14,522	12,496	13,777
Books and library	11,766	13,304	11,700	13,200
Travel	37,472	35,411	36,340	34,183
Financial and administration	48,643	39,285	45,251	36,502
Staff	46,197	41,030	40,749	36,236
Fair value adjustment on loans to Monash South Africa Limited	-	-	7,044	4,708
Fair value loss on investment properties	-	2,437	-	-
Net loss on disposal of property, plant and equipment	11,980	5,147	11,980	5,155
Foreign exchange loss (net)	-	1,674	-	1,677
Unrealised foreign exchange losses on translation of transactions and balances with foreign controlled entities	-	-	764	394
Grant payments	33,309	26,590	42,309	26,590
Realised loss on sale of available-for-sale financial assets	1,351	4,547	-	-
Other expenses	16,900	15,633	14,093	12,639
<b>Total other expenses</b>	<b>499,084</b>	<b>462,830</b>	<b>486,145</b>	<b>434,849</b>

### 17. INCOME TAX EXPENSE

Operating result from continuing operations before income tax	(1,166)	(857)	-	-
	(1,166)	(857)	-	-
Tax at the Australian tax rate of 30% (2009, 30%)	(350)	(257)	-	-
Taxation losses brought to account	350	257	-	-
	-	-	-	-

### 18. CASH AND CASH EQUIVALENTS

Cash at bank and on hand	27,800	2,404	165	165
Managed funds, at cost	45,242	77,484	45,242	77,484
Short-term deposits	1,685	475	-	-
<b>Total cash and cash equivalents</b>	<b>74,727</b>	<b>80,363</b>	<b>45,407</b>	<b>77,649</b>

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

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

Balances as above	74,727	80,363	45,407	77,649
Less: Bank overdrafts	(7,609)	(153)	(7,609)	(153)
<b>Balance per Cash Flow Statement</b>	<b>67,118</b>	<b>80,210</b>	<b>37,798</b>	<b>77,496</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 18. CASH AND CASH EQUIVALENTS (continued)

(a) **Cash at bank and on hand**

These are non-interest bearing.

(b) **Deposits at call**

The deposits are bearing floating interest rates between 4.65% and 5.39% (2009 - 3.32% and 4.60%). These deposits have an average maturity of 43 days (2009: 46 days).

### 19. RECEIVABLES

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's
<b>Current</b>				
<b>External</b>				
Sundry receivables	47,986	35,242	41,364	31,912
Provision for impaired sundry receivables	(3,138)	(847)	(3,125)	(708)
Student fees	10,264	6,580	5,907	3,450
Provision for impaired student fees	(5,419)	(5,047)	(2,896)	(2,841)
Other amounts receivable	12,725	30,241	11,261	28,408
GST refundable (net)	3,205	3,125	3,573	3,070
<b>Total external receivables</b>	<b>65,623</b>	<b>69,294</b>	<b>56,084</b>	<b>63,291</b>
<b>Intercompany receivables</b>				
Monash Property South Africa Pty Ltd	-	-	2	-
Monash College Pty Ltd	-	-	4,515	4,440
Monash University Foundation Trust	-	-	684	17
<b>Total intercompany receivables</b>	<b>-</b>	<b>-</b>	<b>5,201</b>	<b>4,457</b>
<b>Total current receivables</b>	<b>65,623</b>	<b>69,294</b>	<b>61,285</b>	<b>67,748</b>
<b>Non-current</b>				
<b>Loans receivable from related parties</b>				
Monash Investment Trust	-	-	5,000	5,000
Monash Educational Enterprises	-	-	37,590	37,590
Fair value adjustment - Monash Educational Enterprises	-	-	(37,590)	(37,590)
	-	-	-	-
Monash Property South Africa Pty Ltd	-	-	24,120	23,327
Monash South Africa Ltd	-	-	35,360	28,316
Fair value adjustment - Monash South Africa Limited	-	-	(35,360)	(28,316)
	-	-	-	-
Other non-current receivables	386	399	373	385
<b>Total non-current receivables</b>	<b>386</b>	<b>399</b>	<b>29,493</b>	<b>28,712</b>
<b>Total Receivables</b>	<b>66,009</b>	<b>69,693</b>	<b>90,778</b>	<b>96,460</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 19. RECEIVABLES (continued)

#### (a) Bad and impaired sundry and student receivables

The ageing of these receivables is as follows:

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's
Less than 30 days	-	74	-	-
30 - 60 days	123	-	1	-
60 - 90 days	1,797	-	1,797	-
90 - 120 days	295	91	295	91
120 days +	6,342	5,729	3,928	3,458
	<b>8,557</b>	<b>5,894</b>	<b>6,021</b>	<b>3,549</b>

#### (b) Sundry and student receivables

Included in the Group's sundry and student receivables balance are amounts with a carrying value of \$49,693,000 (2009, \$35,928,000) which are due at the reporting date for which the Group has not provided as there has not been a significant change in credit quality and the Group believes that the amounts are still considered recoverable. The Group does not hold any securities over these balances.

The ageing of these sundry and student receivables is as follows:

Less than 30 days	24,246	18,544	18,086	16,753
30 - 60 days	9,680	8,718	9,668	8,461
60 - 90 days	4,818	3,785	4,809	3,333
90 - 120 days	2,377	1,146	2,135	883
120 days +	8,572	3,735	6,553	2,383
	<b>49,693</b>	<b>35,928</b>	<b>41,251</b>	<b>31,813</b>

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

At 1 January	5,894	4,875	3,549	3,159
Provision for impaired receivables recognised during the year	2,663	1,019	2,472	390
<b>At 31 December</b>	<b>8,557</b>	<b>5,894</b>	<b>6,021</b>	<b>3,549</b>

The creation and release of the provision for impaired receivables has been included in note 14 to the Income Statement. Amounts charged to the provision account are generally written off where there is no expectation of recovery.

The other amounts within receivables do not contain impaired assets and are not past due. Based on credit history, it is expected that these amounts will be received when due.

### 20. INVENTORIES

Books and retail	1,698	2,493	1,591	2,376
Other	725	897	701	875
<b>Total current inventories</b>	<b>2,423</b>	<b>3,390</b>	<b>2,292</b>	<b>3,251</b>

### 21. INVESTMENTS IN ASSOCIATES

Shares in associates	18,961	14,482	11,364	8,867
<b>Total investments in associates</b>	<b>18,961</b>	<b>14,482</b>	<b>11,364</b>	<b>8,867</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 21. INVESTMENTS IN ASSOCIATES (continued)

#### Shares in Associates

##### (a) Ownership Interest

	2010	2009
Monash University Sunway Campus Malaysia Sdn Bhd	40%	37%

##### (b) Movements in carrying amounts

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's
Carrying amount at the beginning of the financial year	14,482	11,812	8,867	6,709
Increase in shares in associates at cost	2,497	2,158	2,497	2,158
Share of profits after income tax	2,291	2,046	-	-
Share of foreign currency gain on translation	(309)	(1,534)	-	-
<b>Carrying amount at the end of the financial year</b>	<b>18,961</b>	<b>14,482</b>	<b>11,364</b>	<b>8,867</b>

##### (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	2,411	2,189	-	-
Income tax expense	(120)	(143)	-	-
Net operating result after income tax	2,291	2,046	-	-

##### (e) Summarised financial information of associates

#### Group's share of:

	Assets	Liabilities	Revenues	Net Result
	\$000's	\$000's	\$000's	\$000's
<b>2010</b>				
Monash University Sunway Campus Malaysia Sdn Bhd	12,759	4,596	18,030	2,290
	<b>12,759</b>	<b>4,596</b>	<b>18,030</b>	<b>2,290</b>
<b>2009</b>				
Monash University Sunway Campus Malaysia Sdn Bhd	9,749	3,605	16,966	2,046
	<b>9,749</b>	<b>3,605</b>	<b>16,966</b>	<b>2,046</b>

### 22. AVAILABLE-FOR-SALE FINANCIAL ASSETS

	Notes	Consolidated		Monash University	
		2010	2009	2010	2009
		\$000's	\$000's	\$000's	\$000's
At beginning of year		297,075	243,591	185,167	148,321
Additions		24,883	12,376	20,653	8,658
Disposals (sale and redemption)		(1,031)	-	(1,031)	-
Revaluation surplus / (deficit) transferred to equity	33.(b)	490	45,655	(637)	28,188
Net loss on disposal of available-for-sale financial assets		(1,351)	(4,547)	-	-
<b>At end of year</b>		<b>320,066</b>	<b>297,075</b>	<b>204,152</b>	<b>185,167</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 22. AVAILABLE-FOR-SALE FINANCIAL ASSETS (continued)

#### Listed securities

	Notes	Consolidated		Monash University	
		2010	2009	2010	2009
		\$000's	\$000's	\$000's	\$000's
Acrux Ltd.		1,336	823	-	-
Metabolic Pharmaceuticals Ltd		288	288	-	-
Bio Time Inc		30	-	-	-
XRF Scientific Ltd.		117	110	-	-
Other listed securities		707	413	707	413
<b>Total listed securities</b>		<b>2,478</b>	<b>1,634</b>	<b>707</b>	<b>413</b>

#### Managed Funds

Invest-MLC Portfolio		136,698	130,585	136,698	130,585
Invest-Macquarie Common Fund		180,890	164,856	66,747	54,169
<b>Total managed funds</b>		<b>317,588</b>	<b>295,441</b>	<b>203,445</b>	<b>184,754</b>

#### Total available-for-sale financial assets

		<b>320,066</b>	297,075	<b>204,152</b>	185,167
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### 23. OTHER FINANCIAL ASSETS

#### Current

Other financial assets		5,923	5,656	-	-
Discount bills		9,216	76,460	-	-
<b>Total current other financial assets</b>		<b>15,139</b>	82,116	-	-

#### Non-current

Shares in subsidiaries	44.	-	-	18,472	18,472
Provision for non-recovery of investments		-	-	(11,962)	(11,962)

#### Other unlisted securities

Monash Health Research Precinct Pty Ltd		6,592	6,592	6,592	6,592
Sarou Pty Ltd		1,600	1,600	-	-
Australian Synchrotron Holding Company Pty Ltd		5,000	5,000	-	-
Other financial assets		287	285	1,715	1,713

#### Total non-current other financial assets

		<b>13,479</b>	13,477	<b>14,817</b>	14,815
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#### Total other financial assets

		<b>28,618</b>	95,593	<b>14,817</b>	14,815
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### 24. INVESTMENT PROPERTIES

#### Land

Valuation as at 1 January		34,059	32,580	26,709	25,134
Additions		2,775	-	2,509	-
Net fair value gain / (loss)		234	2,539	-	2,635
Transfer (to) / from another class		545	(1,060)	545	(1,060)
Valuation as at 31 December		<b>37,613</b>	34,059	<b>29,763</b>	26,709

#### Buildings

Valuation as at 1 January		19,195	24,822	145	3,068
Additions		550	636	550	-
Net fair value (loss)		-	(4,976)	-	(1,636)
Transfer to another class		-	(1,287)	-	(1,287)

#### Valuation as at 31 December

		<b>19,745</b>	19,195	<b>695</b>	145
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#### Total investment properties

		<b>57,358</b>	53,254	<b>30,458</b>	26,854
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## NOTES TO THE FINANCIAL STATEMENTS

### 25. PROPERTY, PLANT AND EQUIPMENT

#### (a) Movements in Carrying Amounts

Movement in the carrying amount for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Equipment \$000's	Library books \$000's	Cultural Assets \$000's	Land \$000's	Buildings \$000's	Buildings under Construction \$000's	Leasehold Improvements \$000's	Total \$000's
<b>Consolidated 2010</b>								
<b>At 1 January 2010</b>								
Cost	285,925	110,997	1,453	11,727	28,932	48,202	77,154	564,390
Valuation	-	-	47,355	316,721	1,033,184	-	630	1,397,890
Accumulated depreciation	(169,060)	(21,957)	-	-	(647)	-	(18,385)	(210,049)
<b>Net book amount</b>	<b>116,865</b>	<b>89,040</b>	<b>48,808</b>	<b>328,448</b>	<b>1,061,469</b>	<b>48,202</b>	<b>59,399</b>	<b>1,752,231</b>
<b>Year ended 31 December 2010</b>								
Opening net book amount	116,865	89,040	48,808	328,448	1,061,469	48,202	59,399	1,752,231
Revaluation surplus	-	-	3,202	(405)	(210)	-	-	2,587
Additions	42,663	6,337	643	497	10,122	85,301	6,800	152,363
Disposals	(3,650)	(287)	(5)	-	-	(4,825)	(194)	(8,961)
Depreciation	(30,484)	(4,888)	-	-	(31,803)	-	(5,037)	(72,212)
Transfer (to) / from another class	-	-	-	-	14,057	(14,602)	-	(545)
Impairment	(319)	-	-	-	-	-	-	(319)
Foreign currency translation	(158)	(28)	-	(386)	(1,084)	-	-	(1,656)
<b>Closing net book amount</b>	<b>124,917</b>	<b>90,174</b>	<b>52,648</b>	<b>328,154</b>	<b>1,052,551</b>	<b>114,076</b>	<b>60,968</b>	<b>1,823,488</b>
<b>At 31 December 2010</b>								
Cost	312,755	116,830	2,091	11,838	51,533	114,076	83,504	692,627
Valuation	-	-	50,557	316,316	1,032,974	-	630	1,400,477
Accumulated depreciation	(187,838)	(26,656)	-	-	(31,956)	-	(23,166)	(269,616)
<b>Net book amount</b>	<b>124,917</b>	<b>90,174</b>	<b>52,648</b>	<b>328,154</b>	<b>1,052,551</b>	<b>114,076</b>	<b>60,968</b>	<b>1,823,488</b>

## (a) Movements in Carrying Amounts (continued)

	Equipment \$000's	Library books \$000's	Cultural Assets \$000's	Land \$000's	Buildings \$000's	Buildings under Construction \$000's	Leasehold Improvements \$000's	Total \$000's
<b>Consolidated 2009</b>								
<b>At 1 January 2009</b>								
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)
<b>Net book amount</b>	<b>106,166</b>	<b>86,707</b>	<b>47,386</b>	<b>291,898</b>	<b>998,800</b>	<b>26,658</b>	<b>39,791</b>	<b>1,597,406</b>
<b>Year ended 31 December 2009</b>								
Opening net book amount	106,166	86,707	47,386	291,898	998,800	26,658	39,791	1,597,406
Revaluation surplus	-	-	714	32,353	55,238	-	82	88,387
Additions	39,909	7,599	863	3,304	21,254	43,746	24,701	141,376
Disposals	(3,490)	(651)	(155)	-	(2,644)	(258)	(1,391)	(8,589)
Depreciation	(27,350)	(4,601)	-	-	(32,029)	-	(4,118)	(68,098)
Transfer (to) / from another class	1,665	-	-	1,060	21,220	(21,926)	334	2,353
Foreign currency translation	(35)	(14)	-	(167)	(370)	(18)	-	(604)
<b>Closing net book amount</b>	<b>116,865</b>	<b>89,040</b>	<b>48,808</b>	<b>328,448</b>	<b>1,061,469</b>	<b>48,202</b>	<b>59,399</b>	<b>1,752,231</b>
<b>At 31 December 2009</b>								
Cost	285,925	110,997	1,453	11,727	28,932	48,202	77,154	564,390
Valuation	-	-	47,355	316,721	1,033,184	-	630	1,397,890
Accumulated depreciation	(169,060)	(21,957)	-	-	(647)	-	(18,385)	(210,049)
<b>Net book amount</b>	<b>116,865</b>	<b>89,040</b>	<b>48,808</b>	<b>328,448</b>	<b>1,061,469</b>	<b>48,202</b>	<b>59,399</b>	<b>1,752,231</b>



**NOTES TO THE FINANCIAL STATEMENTS**

**(a) Movements in Carrying Amounts (continued)**

	Equipment \$000's	Library books \$000's	Cultural Assets \$000's	Land \$000's	Buildings \$000's	Buildings under Construction \$000's	Leasehold Improvements \$000's	Total \$000's
<b>Monash University 2010</b>								
<b>At 1 January 2010</b>								
Cost	276,739	109,456	1,453	2,414	2,057	48,202	72,383	512,704
Valuation	-	-	47,355	316,721	1,033,184	-	630	1,397,890
Accumulated depreciation	(163,070)	(21,164)	-	-	(153)	-	(16,925)	(201,312)
<b>Net book amount</b>	<b>113,669</b>	<b>88,292</b>	<b>48,808</b>	<b>319,135</b>	<b>1,035,088</b>	<b>48,202</b>	<b>56,088</b>	<b>1,709,282</b>
<b>Year ended 31 December 2010</b>								
Opening net book amount	113,669	88,292	48,808	319,135	1,035,088	48,202	56,088	1,709,282
Revaluation surplus	-	-	3,202	-	-	-	-	3,202
Additions	41,654	5,760	643	498	10,122	66,527	6,607	131,811
Disposals	(3,619)	(287)	(6)	-	-	(4,825)	(194)	(8,931)
Depreciation	(29,520)	(4,699)	-	-	(31,288)	-	(4,454)	(69,961)
Transfer (to) / from another class	-	-	-	-	14,057	(14,602)	-	(545)
Impairment	(319)	-	-	-	-	-	-	(319)
<b>Closing net book amount</b>	<b>121,865</b>	<b>89,066</b>	<b>52,647</b>	<b>319,633</b>	<b>1,027,979</b>	<b>95,302</b>	<b>58,047</b>	<b>1,764,539</b>
<b>At 31 December 2010</b>								
Cost	304,460	114,793	2,090	2,912	26,236	95,302	78,795	624,588
Valuation	-	-	50,557	316,721	1,033,184	-	630	1,401,092
Accumulated depreciation	(182,595)	(25,727)	-	-	(31,441)	-	(21,378)	(261,141)
<b>Net book amount</b>	<b>121,865</b>	<b>89,066</b>	<b>52,647</b>	<b>319,633</b>	<b>1,027,979</b>	<b>95,302</b>	<b>58,047</b>	<b>1,764,539</b>

## (a) Movements in Carrying Amounts (continued)

	Equipment \$000's	Library books \$000's	Cultural Assets \$000's	Land \$000's	Buildings \$000's	Buildings under Construction \$000's	Leasehold Improvements \$000's	Total \$000's
<b>Monash University 2009</b>								
<b>At 1 January 2009</b>								
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)
<b>Net book amount</b>	<b>103,204</b>	<b>86,264</b>	<b>47,386</b>	<b>281,261</b>	<b>975,387</b>	<b>25,512</b>	<b>36,391</b>	<b>1,555,405</b>
<b>Year ended 31 December 2009</b>								
Opening net book amount	103,204	86,264	47,386	281,261	975,387	25,512	36,391	1,555,405
Revaluation surplus	-	-	714	33,510	55,015	-	82	89,321
Additions	38,322	7,142	863	3,304	21,254	41,264	24,189	136,338
Disposals	(3,393)	(657)	(155)	-	(2,644)	(258)	(1,391)	(8,498)
Depreciation	(26,129)	(4,457)	-	-	(31,534)	-	(3,517)	(65,637)
Transfer (to) / from another class	1,665	-	-	1,060	17,610	(18,316)	334	2,353
<b>Closing net book amount</b>	<b>113,669</b>	<b>88,292</b>	<b>48,808</b>	<b>319,135</b>	<b>1,035,088</b>	<b>48,202</b>	<b>56,088</b>	<b>1,709,282</b>
<b>At 31 December 2009</b>								
Cost	276,739	109,456	1,453	2,414	2,057	48,202	72,383	512,704
Valuation	-	-	47,355	316,721	1,033,184	-	630	1,397,890
Accumulated depreciation	(163,070)	(21,164)	-	-	(153)	-	(16,925)	(201,312)
<b>Net book amount</b>	<b>113,669</b>	<b>88,292</b>	<b>48,808</b>	<b>319,135</b>	<b>1,035,088</b>	<b>48,202</b>	<b>56,088</b>	<b>1,709,282</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 26. INTANGIBLE ASSETS

#### Consolidated 2010

	Software Development \$000's	Goodwill \$000's	Electronic Publications \$000's	Total \$000's
<b>At 1 January 2010</b>				
Cost	48,505	4,500	47,515	100,520
Accumulated amortisation and impairment	(18,148)	(620)	(5,371)	(24,139)
<b>Net book amount</b>	<b>30,357</b>	<b>3,880</b>	<b>42,144</b>	<b>76,381</b>

#### Year ended 31 December 2010

Opening net book amount	30,357	3,880	42,144	76,381
Additions	8,303	-	8,386	16,689
Amortisation charge	(3,271)	-	(1,724)	(4,995)
Retirement	(6,440)	-	-	(6,440)
Impairment	-	(1,059)	-	(1,059)
<b>Closing net book amount</b>	<b>28,949</b>	<b>2,821</b>	<b>48,806</b>	<b>80,576</b>

#### At 31 December 2010

Cost	49,651	4,500	55,901	110,052
Accumulated amortisation and impairment	(20,702)	(1,679)	(7,095)	(29,476)
<b>Net book amount</b>	<b>28,949</b>	<b>2,821</b>	<b>48,806</b>	<b>80,576</b>

#### Consolidated 2009

##### At 1 January 2009

Cost	36,695	3,880	40,198	80,773
Accumulated amortisation and impairment	(16,271)	-	(3,909)	(20,180)
<b>Net book amount</b>	<b>20,424</b>	<b>3,880</b>	<b>36,289</b>	<b>60,593</b>

#### Year ended 31 December 2009

Opening net book amount	20,424	3,880	36,289	60,593
Additions	11,837	-	7,317	19,154
Amortisation charge	(1,894)	-	(1,462)	(3,356)
Retirement	(3)	-	-	(3)
Transfer (to) / from another class	(7)	-	-	(7)
<b>Closing net book amount</b>	<b>30,357</b>	<b>3,880</b>	<b>42,144</b>	<b>76,381</b>

#### At 31 December 2009

Cost	48,505	4,500	47,515	100,520
Accumulated amortisation and impairment	(18,148)	(620)	(5,371)	(24,139)
<b>Net book amount</b>	<b>30,357</b>	<b>3,880</b>	<b>42,144</b>	<b>76,381</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 26. INTANGIBLE ASSETS (continued)

#### Monash University 2010

	Software Development \$000's	Goodwill \$000's	Electronic Publications \$000's	Total \$000's
<b>At 1 January 2010</b>				
Cost	46,968	-	47,515	94,483
Accumulated amortisation and impairment	(18,085)	-	(5,371)	(23,456)
<b>Net book amount</b>	<b>28,883</b>	<b>-</b>	<b>42,144</b>	<b>71,027</b>

#### Year ended 31 December 2010

Opening net book amount	28,883	-	42,144	71,027
Additions	7,377	-	8,386	15,763
Amortisation charge	(2,836)	-	(1,724)	(4,560)
Retirement	(6,440)	-	-	(6,440)
<b>Net book amount</b>	<b>26,984</b>	<b>-</b>	<b>48,806</b>	<b>75,790</b>

#### At 31 December 2010

Cost	47,238	-	55,901	103,139
Accumulated amortisation and impairment	(20,254)	-	(7,095)	(27,349)
<b>Net book amount</b>	<b>26,984</b>	<b>-</b>	<b>48,806</b>	<b>75,790</b>

#### Monash University 2009

##### At 1 January 2009

Cost	36,695	-	40,198	76,893
Accumulated amortisation and impairment	(16,271)	-	(3,909)	(20,180)
<b>Net book amount</b>	<b>20,424</b>	<b>-</b>	<b>36,289</b>	<b>56,713</b>

##### Year ended 31 December 2009

Opening net book amount	20,424	-	36,289	56,713
Additions	10,322	-	7,317	17,639
Amortisation charge	(1,853)	-	(1,462)	(3,315)
Retirement	(3)	-	-	(3)
Transfer (to) / from another class	(7)	-	-	(7)
<b>Closing net book amount</b>	<b>28,883</b>	<b>-</b>	<b>42,144</b>	<b>71,027</b>

##### At 31 December 2009

Cost	46,968	-	47,515	94,483
Accumulated amortisation and impairment	(18,085)	-	(5,371)	(23,456)
<b>Net book amount</b>	<b>28,883</b>	<b>-</b>	<b>42,144</b>	<b>71,027</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 27. OTHER ASSETS

	Consolidated		Monash University	
	2010 \$000's	2009 \$000's	2010 \$000's	2009 \$000's
<b>Current</b>				
Prepayments	14,826	13,183	13,767	12,193
<b>Total current other assets</b>	<b>14,826</b>	<b>13,183</b>	<b>13,767</b>	<b>12,193</b>
<b>Non-current</b>				
Prepaid rental	11,902	12,256	11,902	12,256
<b>Total non-current other assets</b>	<b>11,902</b>	<b>12,256</b>	<b>11,902</b>	<b>12,256</b>
<b>Total other assets</b>	<b>26,728</b>	<b>25,439</b>	<b>25,669</b>	<b>24,449</b>

### 28. PAYABLES

<b>External</b>				
Creditors	65,417	52,403	62,404	51,390
Accrued charges	17,661	12,698	15,377	10,926
Funds under administration	5,124	7,053	5,124	7,053
Other	16,443	15,782	15,391	14,131
<b>Total external payables</b>	<b>104,645</b>	<b>87,936</b>	<b>98,296</b>	<b>83,500</b>
<b>Intercompany</b>				
Monash Commercial Pty Ltd	-	-	139	2,695
Monash Investment Trust	-	-	3,986	9,698
Monash South Africa Ltd	-	-	91	12
Monash College Pty Ltd	-	-	4,091	6,134
Monash Accommodation Services Pty Ltd	-	-	193	-
<b>Total intercompany payables</b>	<b>-</b>	<b>-</b>	<b>8,500</b>	<b>18,539</b>
<b>Total payables</b>	<b>104,645</b>	<b>87,936</b>	<b>106,796</b>	<b>102,039</b>

### 29. BORROWINGS

<b>Current</b>				
<b>Secured</b>				
Finance leases	598	528	-	-
<b>Total current secured borrowings</b>	<b>598</b>	<b>528</b>	<b>-</b>	<b>-</b>
<b>Unsecured</b>				
Bank loans - commercial bills	35,178	7,000	35,178	7,000
Bank overdraft	7,609	153	7,609	153
<b>Total current unsecured borrowings</b>	<b>42,787</b>	<b>7,153</b>	<b>42,787</b>	<b>7,153</b>
<b>Total current borrowings</b>	<b>43,385</b>	<b>7,681</b>	<b>42,787</b>	<b>7,153</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 29. BORROWINGS (continued)

	Consolidated		Monash University	
	2010 \$000's	2009 \$000's	2010 \$000's	2009 \$000's
<b>Non-current</b>				
<b>Secured</b>				
Finance leases	1,084	604	-	-
<b>Total non-current secured borrowings</b>	<b>1,084</b>	<b>604</b>	<b>-</b>	<b>-</b>
<b>Unsecured</b>				
<b>Bank loans - Commercial Bills</b>				
Repayable 1-5 years	89,448	107,835	89,448	107,835
Repayable over 5 years	186,263	202,973	186,263	202,973
<b>Total non-current unsecured borrowings</b>	<b>275,711</b>	<b>310,808</b>	<b>275,711</b>	<b>310,808</b>
<b>Total non-current borrowings</b>	<b>276,795</b>	<b>311,412</b>	<b>275,711</b>	<b>310,808</b>
<b>Total borrowings</b>	<b>320,180</b>	<b>319,093</b>	<b>318,498</b>	<b>317,961</b>
Unrestricted access was available at balance date to the following lines of credit:				
<b>Credit standby arrangements</b>				
<b>Total facilities</b>				
Bank overdrafts	7,609	153	7,609	153
Borrowings	354,489	361,408	354,489	361,408
Finance leases	2,132	2,224	-	-
	<b>364,230</b>	<b>363,785</b>	<b>362,098</b>	<b>361,561</b>
<b>Used at balance date</b>				
Bank overdrafts	(7,609)	(153)	(7,609)	(153)
Bank loans	(310,889)	(317,808)	(310,889)	(317,808)
Finance leases	(1,682)	(1,132)	-	-
	<b>(320,180)</b>	<b>(319,093)</b>	<b>(318,498)</b>	<b>(317,961)</b>
<b>Unused at balance date</b>				
Bank loans	43,600	43,600	43,600	43,600
Finance leases	450	1,092	-	-
	<b>44,050</b>	<b>44,692</b>	<b>43,600</b>	<b>43,600</b>
<b>Bank loan facilities</b>				
Total facilities	364,230	363,785	362,098	361,561
Used at balance date	(320,180)	(319,093)	(318,498)	(317,961)
<b>Unused at balance date</b>	<b>44,050</b>	<b>44,692</b>	<b>43,600</b>	<b>43,600</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 30. PROVISIONS

	Consolidated		Monash University	
	2010 \$000's	2009 \$000's	2010 \$000's	2009 \$000's
<b>Current</b>				
Provision for remuneration withheld	1,020	723	1,020	723
Provision for bonus payments	666	359	394	271
<b>Employee benefits:</b>				
<b>Academic:</b>				
Provision for long service leave	42,214	40,601	41,360	40,179
Provision for recreation leave	32,413	37,030	31,226	36,273
<b>Non-Academic:</b>				
Provision for long service leave	26,085	25,901	26,085	25,619
Provision for recreation leave	18,532	17,952	18,532	17,508
<b>Total current provisions</b>	<b>120,930</b>	<b>122,566</b>	<b>118,617</b>	<b>120,573</b>
<b>Non-Current</b>				
Provision for remuneration withheld	892	1,257	891	1,257
Provision for bonus payments	116	142	116	142
<b>Employee benefits:</b>				
<b>Academic:</b>				
Provision for long service leave	12,640	12,431	12,193	12,180
<b>Non-Academic:</b>				
Provision for long service leave	11,623	10,438	11,623	10,271
<b>Total non-current provisions</b>	<b>25,271</b>	<b>24,268</b>	<b>24,823</b>	<b>23,850</b>
<b>Total provisions</b>	<b>146,201</b>	<b>146,834</b>	<b>143,440</b>	<b>144,423</b>
<b>(a) Current long service leave and recreation leave:</b>				
Within 12 months				
Academic:				
Provision for Long Service Leave - nominal value	6,008	5,846	6,136	5,762
Provision for Recreation Leave - nominal value	19,647	19,679	18,692	19,192
Non-Academic:				
Provision for Long Service Leave - nominal value	5,087	5,208	4,828	5,152
Provision for Recreation Leave - nominal value	14,636	14,366	14,991	14,102
<b>Total within 12 months</b>	<b>45,378</b>	<b>45,099</b>	<b>44,647</b>	<b>44,208</b>
Beyond 12 months				
Academic:				
Provision for Long Service Leave - present value	36,206	34,755	35,224	34,417
Provision for Recreation Leave - present value	12,766	17,351	12,534	17,081
Non-Academic:				
Provision for Long Service Leave - present value	20,998	20,693	21,258	20,467
Provision for Recreation Leave - present value	3,896	3,586	3,541	3,406
<b>Total beyond 12 months</b>	<b>73,866</b>	<b>76,385</b>	<b>72,557</b>	<b>75,371</b>
<b>Total current long service leave and recreation leave</b>	<b>119,244</b>	<b>121,484</b>	<b>117,204</b>	<b>119,579</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 31. OTHER LIABILITIES

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's
<b>Current</b>				
Prepaid rentals	173	196	-	-
Student fees received in advance	21,245	30,395	17,776	22,681
Income received in advance	2,548	2,354	1,729	1,619
<b>Total other liabilities</b>	<b>23,966</b>	<b>32,945</b>	<b>19,505</b>	<b>24,300</b>

### 32. CAPITAL

#### Funds held in perpetuity:

#### Monash University Foundation

Funds held in perpetuity at 1 January	135,968	133,530	-	-
Transfer from Retained Earnings	3,201	2,438	-	-
<b>Funds held in perpetuity at 31 December</b>	<b>139,169</b>	<b>135,968</b>	<b>-</b>	<b>-</b>

#### Contributed capital:

#### Commonwealth and State Government financial assistance

Contributions to capital works and land	83,102	83,102	83,102	83,102
<b>Total contributed capital</b>	<b>83,102</b>	<b>83,102</b>	<b>83,102</b>	<b>83,102</b>
<b>Total capital</b>	<b>222,271</b>	<b>219,070</b>	<b>83,102</b>	<b>83,102</b>

### 33. RESERVES

#### Asset revaluation reserve

Asset revaluation reserve at 1 January	922,524	834,136	903,215	813,893
Transfers to asset revaluation reserve	2,587	88,388	3,202	89,322
<b>Asset revaluation reserve at 31 December</b>	<b>925,111</b>	<b>922,524</b>	<b>906,417</b>	<b>903,215</b>

#### Available-for-sale investments revaluation reserve

Available-for-sale investments revaluation reserve at 1 January	37,188	1,338	23,302	328
Transfers to / (from) Available-for-sale investments revaluation reserve	(10,164)	35,850	(8,409)	22,974
<b>Available-for-sale investments revaluation reserve at 31 December</b>	<b>27,024</b>	<b>37,188</b>	<b>14,893</b>	<b>23,302</b>

#### Foreign currency translation reserve

Foreign currency translation reserve at 1 January	(13,282)	(10,732)	-	-
Transfers from foreign currency translation reserve	(2,379)	(2,550)	-	-
<b>Foreign currency translation reserve at 31 December</b>	<b>(15,661)</b>	<b>(13,282)</b>	<b>-</b>	<b>-</b>
<b>Total reserves</b>	<b>936,474</b>	<b>946,430</b>	<b>921,310</b>	<b>926,517</b>



## NOTES TO THE FINANCIAL STATEMENTS

### 33. RESERVES (continued)

#### Movements:

#### (a) Asset revaluation reserve:

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's
Balance 1 January	922,524	834,136	903,215	813,893
Revaluation - gross	2,587	88,388	3,202	89,322
Balance 31 December	925,111	922,524	906,417	903,215

#### (b) Available-for-sale investment revaluation reserve

Balance 1 January	37,188	1,338	23,302	328
Revaluation - gross	490	45,655	(637)	28,188
Realised gain on previously impaired investments - transfer to net profit	(10,654)	(9,805)	(7,772)	(5,214)
Balance 31 December	27,024	37,188	14,893	23,302

#### (c) Foreign currency translation reserve:

Balance 1 January	(13,282)	(10,732)	-	-
Currency translation differences arising during the year	(2,379)	(2,550)	-	-
Balance 31 December	(15,661)	(13,282)	-	-

### 34. RETAINED SURPLUS

Retained surplus at 1 January	715,593	584,768	619,479	464,651
Net operating result for the year	32,825	133,263	53,136	154,828
Transfer to original capital	(3,201)	(2,438)	-	-
Retained surplus at 31 December	745,217	715,593	672,615	619,479

### 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	331	329	236	242
Fees paid to Non-Auditor-General of Victoria audit firms for the audit or review of financial reports of any entity in the consolidated group	405	391	99	89
Total remuneration for assurance services	736	720	335	331

## NOTES TO THE FINANCIAL STATEMENTS

### 36. RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS

From 1 January 2009 to 19 January 2010 the responsible Minister for Skills and Workforce Participation was Ms J. Allan MP. From 20 January 2010 to 1 December 2010 the responsible Minister for Skills and Workforce Participation was the Hon. B. Pike MP. From 2 December 2010 the responsible Minister for Higher Education and Skills is the Hon. P. Hall MLC.

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.

Ms L Adler AM	Dr A Finkel AM
Mr J Bender	Dr J Fox (Resigned 22 August 2010)
Mr Y Blacher	Professor J Godfrey
Ms L Boston	Miss L O'Dwyer
Professor E Byrne AO	Mr I Nethercote
Ms H Carmody	Dr C Nixon APM
Professor P Vickers-Rich	Dr C Curwen CVO OBE
Mr I Pyman	Mr J. Denton
Dr L Rowe AM	Mr S Buggle
Dr C Williams	Dr J W Zillman AO

#### Related party transactions

The following transactions were entered into with related entities of members of Council:

Mr S Buggle is also Chief Financial Officer (Institutional Division) at Australia and New Zealand Banking Group Ltd (ANZ). During the year the University received \$0.2M (2009: \$0.2M) from ANZ. The University paid \$10.1M (2009: \$9.7M) in interest to ANZ during the year and had borrowings outstanding of \$157.7M (2009: \$161.7M) to ANZ. All transactions were on normal terms and conditions.

Professor E Byrne AO is also a Director of BUPA (Australia) Ltd. During the year the University received \$0.5M (2009: Nil) from BUPA (Australia) Ltd and paid \$0.5M (2009: Nil) to BUPA (Australia) Ltd. All transactions were on normal terms and conditions.

Ms H Carmody is also a Director of Kyneton District Health Services. During the year the University paid \$0.3M (2009: Nil) to Kyneton District Health Services. All transactions were on normal terms and conditions.

Dr A Finkel AM is also a Director of Finkel Foundation Pty Ltd (Trustee company for A & E Finkel Foundation). During the year the University received \$0.2M (2009: \$0.7M) from A & E Finkel Foundation. All transactions were on normal terms and conditions.

Dr J Fox is also Chairman of Biota Holdings Ltd. During the year the University received \$3.3M (2009: \$0.7M) from Biota Scientific Management Pty Ltd (a subsidiary of Biota Holdings Ltd). All transactions were on normal terms and conditions.

Mr I Nethercote is also Chief Executive Officer of Loy Yang Power Management Pty Ltd. During the year the University received \$0.04M (2009: \$0.1M) from Loy Yang Power Management Pty Ltd. All transactions were on normal terms and conditions.

Dr L Rowe is also a Director of Beyond Blue. During the year the University received \$0.2M (2009: \$0.4M) from Beyond Blue. All transactions were on normal terms and conditions.

There are no other matters to report as related party disclosures under the directions of the Minister for Finance.

#### Monash University - Remuneration of Directors

The number of Directors (Directors being defined as members of 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. However, members of Council who are not employees of Monash University and who have been appointed as Directors of Monash University controlled or associated entities, can receive remuneration for carrying out these additional Director roles, subject to the Board remuneration policy of these controlled or associated entities.

Income Band	Total Remuneration		Base Remuneration	
	2010	2009	2010	2009
\$10,000 - 19,999	1	-	1	-
\$20,000 - 29,999	-	1	-	1
\$90,000 - 99,999	-	1	-	1
\$100,000 - 109,999	1	-	1	-
\$110,000 - 119,999	-	1	-	1
\$120,000 - 129,999	1	-	1	-
\$130,000 - 139,999	1	-	1	-
\$270,000 - 279,999	-	-	-	1
\$280,000 - 289,999	-	-	-	2
\$330,000 - 339,999	-	-	-	1
\$350,000 - 359,999	-	1	-	-
\$360,000 - 369,999	-	2	-	-
\$370,000 - 379,999	-	-	1	-
\$390,000 - 399,999	1	-	-	-
\$590,000 - 599,999	-	-	1	-
\$810,000 - 819,999	1	-	-	-
\$1,220,000 - 1,229,999	-	1	-	-
Total Numbers:	6	7	6	7
Total Amount:	\$1,585,277	\$2,548,155	\$1,352,012	\$1,417,663

#### 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 other annual performance related payments.

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

Total base remuneration of executives increased from 2009 to 2010. The reason for variation is due to a range of factors including one staff member reported as a Director in 2009 but reported as an executive in 2010, and a number of executives only being employed for part of the year during 2009 (and therefore not reaching the \$100K threshold) but employed for the full year in 2010 and therefore reported. Total remuneration payable to executive officers also increased from 2009 to 2010. These increases are due to the aforementioned reason(s), as well for total remuneration, three staff completed their employment contracts during 2010 and were paid deferred performance payments and end of contract bonus(s). The deferred performance payments were accrued over the duration of their contracts (normally a five year period) but payment was not made until successful completion of the contract. Additionally two executives separated from the University during the year and received redundancy payments, and payment in lieu of accrued but untaken annual and long service leave.

#### Change to Executive Remuneration Policy and Practice during the reporting period

During the year, based on advice from external consultants Guerdon Associates, Monash University Council endorsed a series of changes to the structure of senior staff remuneration. Executive staff are progressively being translated to a new remuneration structure with a higher fixed remuneration, offset by lower bonus and/or variable remuneration. The "long term incentive" payment component of the executive remuneration structure is also being abolished under these new arrangements.

The major reason for these changes are concerns raised, both internally and externally generally, about the quantum of executive bonus payments, and the need to have a greater level of consistency in the structure of remuneration packages. Going forward, the variation between base remuneration and total remuneration should narrow as executive staff translate to the new arrangements.

The changes also bring Monash into line with the structure of executive remuneration commonly applied elsewhere in the sector, and therefore provide a greater level of comparative consistency in executive remuneration

## NOTES TO THE FINANCIAL STATEMENTS

reporting and practice.

### Monash University - Remuneration of Executives (continued)

Income Band	Total Remuneration		Base Remuneration	
	2010	2009	2010	2009
\$100,000 - 109,999	-	-	-	-
\$120,000 - 129,999	1	-	1	-
\$130,000 - 139,999	1	1	1	2
\$140,000 - 149,999	3	3	6	4
\$150,000 - 159,999	2	2	-	1
\$160,000 - 169,999	1	2	1	3
\$170,000 - 179,999	-	2	3	5
\$180,000 - 189,999	-	1	3	1
\$190,000 - 199,999	3	2	-	2
\$200,000 - 209,999	2	1	6	3
\$210,000 - 219,999	1	2	3	5
\$220,000 - 229,999	-	-	5	2
\$230,000 - 239,999	2	3	-	2
\$240,000 - 249,999	3	2	1	4
\$250,000 - 259,999	4	3	5	1
\$260,000 - 269,999	3	3	2	2
\$270,000 - 279,999	2	1	1	-
\$280,000 - 289,999	1	-	1	2
\$290,000 - 299,999	1	1	4	2
\$300,000 - 309,999	2	1	2	-
\$310,000 - 319,999	2	3	3	-
\$320,000 - 329,999	2	-	-	-
\$330,000 - 339,999	1	1	-	2
\$340,000 - 349,999	1	1	-	-
\$350,000 - 359,999	3	-	1	2
\$360,000 - 369,999	1	2	-	-
\$370,000 - 379,999	-	1	-	-
\$380,000 - 389,999	2	1	-	-
\$390,000 - 399,999	-	-	1	-
\$400,000 - 409,999	-	2	-	-
\$410,000 - 419,999	2	-	1	1
\$420,000 - 429,999	-	-	-	1
\$430,000 - 439,999	-	-	2	-
\$440,000 - 449,999	1	1	1	-
\$450,000 - 459,999	-	1	-	-
\$460,000 - 469,999	2	1	-	-
\$470,000 - 479,999	1	1	-	-
\$480,000 - 489,999	1	-	-	-
\$500,000 - 509,999	1	-	-	-
\$540,000 - 549,999	1	-	-	-
\$750,000 - 759,999	-	2	-	-
\$760,000 - 769,999	1	-	-	-
Total Numbers:	54	47	54	47
Total Amount:	\$16,279,850	\$13,672,665	\$13,204,298	\$10,671,364

### Controlled Entities - Remuneration of Directors

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

Variations in base and total remuneration between 2009 and 2010 can principally be explained by the number of Directors of Monash College receiving payment reduced by four from 2009 to 2010. This was due to a decision by the Board of Monash College to change some Directors, and reduce the number of externally appointed Directors.

Income Band	Total Remuneration		Base Remuneration	
	2010	2009	2010	2009
\$0 - 9,999	1	3	1	3
\$10,000 - 19,999	4	8	4	8
\$20,000 - 29,999	1	-	1	-
\$40,000 - 49,999	2	-	2	-
\$90,000 - 99,999	-	-	-	-
\$250,000 - 259,999	-	-	-	1
\$270,000 - 279,999	-	-	1	-
\$280,000 - 289,999	1	-	-	-
\$300,000 - 309,999	-	1	-	-
Total Numbers:	9	12	9	12
Total Amount:	\$446,978	\$420,434	\$438,978	\$378,434

### 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.

Income Band	Total Remuneration		Base Remuneration	
	2010	2009	2010	2009
\$100,000 - 109,999	-	2	-	2
\$110,000 - 119,999	1	-	3	-
\$120,000 - 129,999	1	-	1	4
\$130,000 - 139,999	5	6	3	4
\$140,000 - 149,999	2	2	2	-
\$150,000 - 159,999	1	1	1	1
\$160,000 - 169,999	-	-	-	1
\$170,000 - 179,999	2	1	3	1
\$180,000 - 189,999	1	1	-	-
\$190,000 - 199,999	-	-	-	1
\$200,000 - 209,999	-	1	-	-
\$220,000 - 229,999	-	-	1	-
\$270,000 - 279,999	-	1	-	2
\$280,000 - 289,999	1	-	-	-
\$290,000 - 299,999	-	1	-	-
\$420,000 - 429,999	-	-	-	1
\$460,000 - 469,999	-	1	-	-
\$490,000 - 499,999	-	-	1	-
\$540,000 - 549,999	1	-	-	-
Total Numbers:	15	17	15	17
Total Amount:	\$2,723,643	\$3,051,522	\$2,561,349	\$2,884,530

### 37. CONTINGENT LIABILITIES AND CONTINGENT ASSETS

There are no contingent assets as at 31 December 2010 (2009, nil).

Monash University has provided Letters of Comfort to Monash South Africa Ltd, Monash Property South Africa Pty Ltd, Monash Educational Enterprises and Monash Accommodation Services Pty Ltd. 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 \$2.1M (2009: \$2.2M) of which approximately \$1.7M (2009: \$1.1M) has been utilised at 31 December 2010. 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 \$2.0M (2009: \$1.6M) have been provided to third parties by Westpac Banking Corporation, which is supported by a letter of indemnity from Monash University Australia.

### 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

## NOTES TO THE FINANCIAL STATEMENTS

### 38. SUPERANNUATION FUNDS (continued)

#### (a) UniSuper Ltd (continued)

##### (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 as 31 December 2010 remained 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 2010 were \$57,411,232 (2009, \$53,551,389).

##### (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 2010 were \$28,390,682 (2009, \$26,426,588).

#### (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 2010, 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 2010, amounted to \$184,896,000 (2009, \$158,511,000).

The movement in the notional liability is recorded as an increase of \$26,385,000 (2009, increase of \$19,380,000). The increase in the liability is principally due to an increase in the accrued benefit liability. It should be noted that the University receives full funding from the Commonwealth to meet this liability. The Commonwealth funding is recorded in the Financial Statements as Deferred Government Superannuation Contributions.

Total contributions by the University for the year ended 31 December 2010 were \$10,463,066 (2009, \$10,391,566).

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 \$62,888 were made in 2010 (2009, \$82,666).

### 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 40% (2009, 37%) ownership of associated entity 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

### 41. COMMITMENTS FOR EXPENDITURE

#### (a) Capital commitments

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's

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

#### Property, Plant and Equipment, payable:

Within one year	<b>118,603</b>	31,768	<b>62,251</b>	31,768
Later than one year but not later than five years	<b>17,413</b>	6,824	<b>17,413</b>	6,824
	<b>136,016</b>	38,592	<b>79,664</b>	38,592

#### (b) Lease Commitments

Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities, payable:

Within one year	<b>18,850</b>	18,249	<b>15,913</b>	14,651
Later than one year but not later than five years	<b>68,394</b>	53,851	<b>56,696</b>	42,714
Later than five years	<b>194,234</b>	149,440	<b>194,234</b>	137,246
	<b>281,478</b>	221,540	<b>266,843</b>	194,611

#### Representing:

Non-cancellable operating leases	<b>253,354</b>	189,730	<b>240,401</b>	163,933
Cancellable operating leases	<b>26,442</b>	30,678	<b>26,442</b>	30,678
Finance leases	<b>1,975</b>	1,280	-	-
Future finance charges on finance leases	<b>(293)</b>	(148)	-	-
	<b>281,478</b>	221,540	<b>266,843</b>	194,611

## NOTES TO THE FINANCIAL STATEMENTS

### 41. COMMITMENTS FOR EXPENDITURE (continued)

#### (c) Operating leases

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's
<b>Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:</b>				
Within one year	14,183	11,873	11,844	8,899
Later than one year but not later than five years	58,196	41,353	47,582	30,723
Later than five years	180,975	136,504	180,975	124,311
	<b>253,354</b>	<b>189,730</b>	<b>240,401</b>	<b>163,933</b>

#### Commitments for minimum lease payments in relation to cancellable operating leases are payable as follows:

Within one year	4,069	5,752	4,069	5,752
Later than one year but not later than five years	9,114	11,990	9,114	11,990
Later than five years	13,259	12,936	13,259	12,936
	<b>26,442</b>	<b>30,678</b>	<b>26,442</b>	<b>30,678</b>

#### (d) Finance leases

#### Commitments in relation to finance leases are payable as follows:

Within one year	731	624	-	-
Later than one year but not later than five years	1,244	656	-	-
Minimum lease payments	1,975	1,280	-	-
Future finance charges	(293)	(148)	-	-
Recognised as a liability	1,682	1,132	-	-
<b>Representing these liabilities:</b>				
Current	598	528	-	-
Non-current	1,084	604	-	-
	<b>1,682</b>	<b>1,132</b>	<b>-</b>	<b>-</b>

### 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.

## NOTES TO THE FINANCIAL STATEMENTS

### 42. RELATED PARTIES (continued)

#### (d) Transactions with related parties

The following transactions occurred with related parties:

	Monash University	
	2010	2009
	\$000's	\$000's
<b>Amounts received from:</b>		
Monash College Pty Ltd	14,513	44,784
Monash Commercial Pty Ltd	2,600	-
Monash Investment Trust	7,879	1,365
Monash Property South Africa Pty Ltd	1,102	1,126
Monash South Africa Limited	37	17
Monash University Foundation Trust	44,991	17,226
Monyx Pty Ltd	-	40
	<b>71,122</b>	<b>64,558</b>
<b>Amounts paid to:</b>		
Monash College Pty Ltd	358	1,411
Monash Commercial Pty Ltd	37	105
Monash Investment Trust	243	401
Monash South Africa Limited	735	801
Monash University Foundation Trust	3,436	2,970
	<b>4,809</b>	<b>5,688</b>

Amounts receivable and payable between related parties are disclosed in notes 19 and 28 respectively.

### 43. RECONCILIATION OF OPERATING RESULT AFTER INCOME TAX TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	Consolidated		Monash University	
	2010	2009	2010	2009
	\$000's	\$000's	\$000's	\$000's
<b>Operating result for the year</b>	<b>32,825</b>	133,263	<b>53,136</b>	154,828
Donated assets	(481)	(801)	(481)	(801)
Share of profits of associated and joint venture partnership not received as dividends or distributions	(2,291)	(2,046)	-	-
Net income from Monash University Foundation	-	-	(51,311)	(16,894)
Net gain on investments	(12,032)	(3,487)	(9,653)	(4,315)
Net (gain) / loss on investment properties	(234)	2,437	-	(999)
Net (gain) / loss on sale of non-current assets	11,980	5,147	11,980	5,155
Net exchange differences	(779)	1,265	398	2,071
Depreciation, amortisation and impairment	78,585	71,454	74,840	68,952
Capitalised finance costs	(4,737)	(3,313)	(4,737)	(3,313)
Bad and impaired debt expense	3,244	1,937	2,948	1,263
Provisions	(633)	10,552	(983)	10,650
Fair value adjustment of loans receivable	-	-	7,044	4,708
Capitalised interest revenue	-	-	(1,004)	(1,049)
Realised gain on previously impaired investments	(10,654)	(9,805)	(7,772)	(5,214)
Income exchanged for equity in associated entities	(2,497)	(2,158)	(2,499)	(2,158)
Other non-cash items	314	1,105	372	1,104
<b>Changes in assets and liabilities:</b>				
(Increase)/decrease in receivables	427	(19,728)	3,515	(11,254)
(Increase)/decrease in prepayments	(1,630)	6,996	(1,561)	7,212
(Increase)/decrease in inventories	967	141	959	116
Decrease in other current assets	341	329	341	329
Increase/(decrease) in payables	18,638	(5,879)	16,724	(6,145)
Increase/(decrease) in student fees received in advance	(9,150)	1,861	(4,905)	913
Increase/(decrease) in other income received in advance	978	427	110	(263)
Increase/(decrease) in other current liabilities	(807)	(807)	-	-
<b>Net cash inflow from operating activities</b>	<b>102,374</b>	188,890	<b>87,461</b>	204,896

## 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
				2010 %	2009 %	2010 \$'000
Monash Commercial Pty Ltd	Victoria	Australia	Commercialisation of research and the provision of other services.	100%	100%	11,962
Monyx Pty Ltd	Victoria	Australia	De-registered on 13 April 2009.	-	-	-
Monyx Education Services Pty Ltd	Victoria	Australia	De-registered on 30 April 2009.	-	-	-
Monyx Services Pty Ltd	Victoria	Australia	De-registered on 16 February 2009.	-	-	-
Monash Investment Holdings Pty Ltd	Victoria	Australia	Trustee of Monash Investment Trust.	100%	100%	10
Monash Investment Trust	Victoria	Australia	Manage investments on behalf of Monash University.	100%	100%	-
Monash South Africa Limited (2)	Victoria	South Africa	Operates a campus of Monash University in South Africa.	100%	100%	-
Monash Educational Enterprises	South Africa	South Africa	Operation of non-core educational activities at Monash University's South African campus. No longer trading.	100%	100%	-
Monash Property South Africa Pty Ltd	Victoria	Australia / South Africa	Ownership and development of the South African campus property.	100%	100%	6,000
Monash College Pty Ltd	Victoria	Australia	Education activities on behalf of Monash University or in its own right.	100%	100%	500
Monash University Foundation Pty Ltd	Victoria	Australia	Trustee of Monash University Foundation Trust.	100%	100%	-
Monash University Foundation Trust	Victoria	Australia	Generation of investment income for future benefit of Monash University.	100%	100%	-
Monash Accommodation Services Pty Ltd	Victoria	Australia	Construction and supply of affordable rental accommodation in accordance with the National Rental Affordability Scheme.	100%	100%	-
<b>Total</b>						<b>18,472</b>

**Notes:**

(1) Subsidiary companies of controlled entities are indented.

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



NOTES TO THE FINANCIAL STATEMENTS

44. CONTROLLED ENTITIES (continued)

Summary of Financial Results

Income Statement

Entity	Total Revenue		Total Expenditure		Foreign Exchange Gain / (Loss)		Tax		Operating Net Result		Contribution to University Operating Result	
	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000
Monash College Pty Ltd	61,841	66,445	60,591	80,656	-	-	-	-	1,250	(14,211)	1,250	(14,211)
Monash Commercial Pty Ltd	45	122	2,609	74	-	-	-	-	(2,564)	48	(2,564)	48
Monash Investment Trust	5,176	482	68	190	-	-	-	-	5,108	292	5,108	292
Monash University Foundation Trust	24,813	16,766	2,666	9,109	-	-	-	-	22,147	7,657	22,147	7,657
Monash South Africa Limited	20,065	16,645	25,854	21,392	-	-	-	-	(5,789)	(4,747)	(5,789)	(4,747)
Monash Property South Africa Pty Ltd	4,022	2,135	2,624	3,041	-	-	-	-	1,398	(906)	1,398	(906)
Monash Educational Enterprises	-	-	-	-	-	-	-	-	-	-	-	-
Monash Accommodation Services	-	-	4	-	-	-	-	-	(4)	-	(4)	-
<b>Total</b>	<b>115,962</b>	<b>102,595</b>	<b>94,416</b>	<b>114,462</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>21,546</b>	<b>(11,867)</b>	<b>21,546</b>	<b>(11,867)</b>

Balance Sheet

Entity	Working Capital		Physical Assets		Total Assets	
	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000
Monash College Pty Ltd	(4,156)	(5,904)	3,189	3,735	19,092	20,151
Monash Commercial Pty Ltd	138	2,701	-	-	154	2,717
Monash Investment Trust	6,991	9,703	-	-	14,197	16,060
Monash University Foundation Trust	38,618	83,324	26,900	26,400	199,294	222,333
Monash South Africa Limited	711	(153)	3,837	3,457	8,920	6,404
Monash Property South Africa Pty Ltd	2,259	753	35,017	35,757	37,640	36,822
Monash Educational Enterprises	(9)	(10)	-	-	2	2
Monash Accommodation Services	190	-	16,905	-	17,097	-
<b>Total</b>	<b>44,742</b>	<b>90,414</b>	<b>85,848</b>	<b>69,349</b>	<b>296,396</b>	<b>304,489</b>

44. CONTROLLED ENTITIES (continued)

Balance Sheet (continued)	Internal Borrowings		External Borrowings		Total Liabilities		Equity	
	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000
Monash College Pty Ltd	-	-	-	-	15,075	17,384	4,017	2,767
Monash Commercial Pty Ltd	-	-	-	-	16	16	138	2,701
Monash Investment Trust	-	-	-	-	5,309	5,009	8,888	11,051
Monash University Foundation Trust	1,554	1,554	-	-	2,489	1,876	196,805	220,457
Monash South Africa Limited	29,714	24,153	1,683	1,132	35,158	27,843	(26,238)	(21,439)
Monash Property South Africa Pty Ltd	24,120	23,327	-	-	24,483	23,638	13,156	13,184
Monash Educational Enterprises	25,627	26,735	-	-	25,638	26,746	(25,636)	(26,744)
Monash Accommodation Services	17,098	-	-	-	17,101	-	(4)	-
<b>Total</b>	<b>98,113</b>	<b>75,769</b>	<b>1,683</b>	<b>1,132</b>	<b>125,269</b>	<b>102,512</b>	<b>171,126</b>	<b>201,977</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 45. FINANCIAL INSTRUMENTS DISCLOSURE

#### Consolidated 2010

	Fixed Interest Rate Maturities								
	Floating Interest Rate	1 Year or less	Over 1 to 2 years	Over 2 to 3 years	Over 3 to 4 years	Over 4 to 5 years	Over 5 years	Non Interest Bearing	Total
	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's
<b>Financial Assets</b>									
Cash at Bank	27,800	-	-	-	-	-	-	-	27,800
Managed Cash	-	45,242	-	-	-	-	-	-	45,242
Bank Call Deposits	1,685	-	-	-	-	-	-	-	1,685
Discount securities	9,216	-	-	-	-	-	-	-	9,216
Shares	-	-	-	-	-	-	-	34,918	34,918
Managed Trusts	-	-	-	-	-	-	-	317,588	317,588
Other Managed Investments	5,923	-	-	-	-	-	-	-	5,923
Receivables	-	-	-	-	-	-	-	66,009	66,009
<b>Total Financial Assets</b>	<b>44,624</b>	<b>45,242</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>418,515</b>	<b>508,381</b>
<b>Financial Liabilities</b>									
Bank overdrafts	7,609	-	-	-	-	-	-	-	7,609
Loans - Bank	1,682	35,178	7,903	18,882	46,925	15,738	186,263	-	312,571
Payables	-	-	-	-	-	-	-	104,645	104,645
<b>Total Financial Liabilities</b>	<b>9,291</b>	<b>35,178</b>	<b>7,903</b>	<b>18,882</b>	<b>46,925</b>	<b>15,738</b>	<b>186,263</b>	<b>104,645</b>	<b>424,825</b>
<b>Net Financial Assets</b>	<b>35,333</b>	<b>10,064</b>	<b>(7,903)</b>	<b>(18,882)</b>	<b>(46,925)</b>	<b>(15,738)</b>	<b>(186,263)</b>	<b>313,870</b>	<b>83,556</b>

#### Consolidated 2009

	Fixed Interest Rate Maturities								
	Floating Interest Rate	1 Year or less	Over 1 to 2 years	Over 2 to 3 years	Over 3 to 4 years	Over 4 to 5 years	Over 5 years	Non Interest Bearing	Total
	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's
<b>Financial Assets</b>									
Cash at Bank	2,404	-	-	-	-	-	-	-	2,404
Managed Cash	-	77,484	-	-	-	-	-	-	77,484
Bank Call Deposits	475	-	-	-	-	-	-	-	475
Discount Securities	76,460	-	-	-	-	-	-	-	76,460
Shares	-	-	-	-	-	-	-	29,593	29,593
Managed Trusts	-	-	-	-	-	-	-	295,441	295,441
Other Managed Investments	5,656	-	-	-	-	-	-	-	5,656
Receivables	-	-	-	-	-	-	-	69,693	69,693
<b>Total Financial Assets</b>	<b>84,995</b>	<b>77,484</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>394,727</b>	<b>557,206</b>
<b>Financial Liabilities</b>									
Bank overdrafts	153	-	-	-	-	-	-	-	153
Loans - Bank	1,132	7,000	34,121	7,903	18,883	46,928	202,973	-	318,940
Payables	-	-	-	-	-	-	-	87,936	87,936
<b>Total Financial Liabilities</b>	<b>1,285</b>	<b>7,000</b>	<b>34,121</b>	<b>7,903</b>	<b>18,883</b>	<b>46,928</b>	<b>202,973</b>	<b>87,936</b>	<b>407,029</b>
<b>Net Financial Assets</b>	<b>83,710</b>	<b>70,484</b>	<b>(34,121)</b>	<b>(7,903)</b>	<b>(18,883)</b>	<b>(46,928)</b>	<b>(202,973)</b>	<b>306,791</b>	<b>150,177</b>

## NOTES TO THE FINANCIAL STATEMENTS

### Monash University 2010

	Fixed Interest Rate Maturities								Total \$000's
	Floating Interest Rate	1 year or less	Over 1 to 2 years	Over 2 to 3 years	Over 3 to 4 years	Over 4 to 5 years	Over 5 years	Non Interest Bearing	
	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	
<b>Financial Assets</b>									
Cash at bank	165	-	-	-	-	-	-	-	165
Managed cash	-	45,242	-	-	-	-	-	-	45,242
Shares	-	-	-	-	-	-	-	26,888	26,888
Managed Trusts	-	-	-	-	-	-	-	203,445	203,445
Receivables	-	-	-	-	-	-	-	90,778	90,778
<b>Total Financial Assets</b>	<b>165</b>	<b>45,242</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>321,111</b>	<b>366,518</b>
<b>Financial Liabilities</b>									
Bank overdraft	7,609	-	-	-	-	-	-	-	7,609
Loans - Bank	-	35,178	7,903	18,882	46,925	15,738	186,263	-	310,889
Payables	-	-	-	-	-	-	-	106,796	106,796
<b>Total Financial Liabilities</b>	<b>7,609</b>	<b>35,178</b>	<b>7,903</b>	<b>18,882</b>	<b>46,925</b>	<b>15,738</b>	<b>186,263</b>	<b>106,796</b>	<b>425,294</b>
<b>Net Financial Assets</b>	<b>(7,444)</b>	<b>10,064</b>	<b>(7,903)</b>	<b>(18,882)</b>	<b>(46,925)</b>	<b>(15,738)</b>	<b>(186,263)</b>	<b>214,315</b>	<b>(58,776)</b>

### Monash University 2009

	Fixed Interest Rate Maturities								Total \$000's
	Floating Interest Rate	1 year or less	Over 1 to 2 years	Over 2 to 3 years	Over 3 to 4 years	Over 4 to 5 years	Over 5 years	Non Interest Bearing	
	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	
<b>Financial Assets</b>									
Cash at bank	165	-	-	-	-	-	-	-	165
Managed cash	-	77,484	-	-	-	-	-	-	77,484
Shares	-	-	-	-	-	-	-	24,095	24,095
Managed Trusts	-	-	-	-	-	-	-	184,754	184,754
Receivables	-	-	-	-	-	-	-	96,460	96,460
<b>Total Financial Assets</b>	<b>165</b>	<b>77,484</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>305,309</b>	<b>382,958</b>
<b>Financial Liabilities</b>									
Bank overdraft	153	-	-	-	-	-	-	-	153
Loans - Bank	-	7,000	34,121	7,903	18,883	46,928	202,973	-	317,808
Payables	-	-	-	-	-	-	-	102,039	102,039
<b>Total Financial Liabilities</b>	<b>153</b>	<b>7,000</b>	<b>34,121</b>	<b>7,903</b>	<b>18,883</b>	<b>46,928</b>	<b>202,973</b>	<b>102,039</b>	<b>420,000</b>
<b>Net Financial Assets</b>	<b>12</b>	<b>70,484</b>	<b>(34,121)</b>	<b>(7,903)</b>	<b>(18,883)</b>	<b>(46,928)</b>	<b>(202,973)</b>	<b>203,270</b>	<b>(37,042)</b>

## NOTES TO THE FINANCIAL STATEMENTS

	Total consolidated carrying amount as per statement of financial position		Aggregate net fair value	
	2010 \$000's	2009 \$000's	2010 \$000's	2009 \$000's
<b>Financial Assets</b>				
Cash and cash equivalents	74,727	80,363	74,727	80,363
Receivables	66,009	69,693	66,009	69,693
Other financial assets	28,618	95,593	28,618	95,593
Available-for-sale financial assets	320,066	297,075	320,066	297,075
<b>Total Financial Assets</b>	<b>489,420</b>	<b>542,724</b>	<b>489,420</b>	<b>542,724</b>
<b>Financial Liabilities</b>				
Payables	104,645	87,936	104,645	87,936
Borrowings	320,180	319,093	320,180	319,093
<b>Total Financial Liabilities</b>	<b>424,825</b>	<b>407,029</b>	<b>424,825</b>	<b>407,029</b>

### Fair Values

Receivables and payables are measured at amortised cost. All other financial instruments are measured at fair value. Where their value cannot be reliably measured they are measured at cost.

Fair value has not been disclosed for the investments in unlisted securities as their fair value cannot be reliably measured. The fair value of these investments cannot be measured reliably due to no current active market and no recent on-selling activity to interested parties. The carrying amount of these investments is \$13.5 million (refer note 23.).

At the date of preparing these financial statements, the Group has no intention to dispose of these investments.

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

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

### Financial Assets Measured at Fair Value

Financial instruments are required to be classified at fair value based upon the reference of the source of inputs used to derive their fair value. This classification used the following three level hierarchy:

Level 1 - quoted prices in active markets.

Level 2 - quoted prices in non-active markets and inputs other than quoted prices that are observable, either directly or indirectly.

Level 3 - inputs that are not based on observable market data.

Fair value measurements recognised in the Statement of Financial Position are categorised as follows:

#### Consolidated 2010

		Level 1	Level 2	Level 3
	\$000's	\$000's	\$000's	\$000's
<b>Financial Assets</b>				
Available-for-sale financial assets	320,066	320,066	-	-
<b>Total Financial Assets</b>	<b>320,066</b>	<b>320,066</b>	-	-

#### Consolidated 2009

		Level 1	Level 2	Level 3
	\$000's	\$000's	\$000's	\$000's
<b>Financial Assets</b>				
Available-for-sale financial assets	297,075	297,075	-	-
<b>Total Financial Assets</b>	<b>297,075</b>	<b>297,075</b>	-	-

## NOTES TO THE FINANCIAL STATEMENTS

### (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.

### (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.

### (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.

## NOTES TO THE FINANCIAL STATEMENTS

### (c). Foreign Exchange Risk (continued)

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 20% increase in the Australian Dollar against the relevant foreign currencies. The sensitivity analysis includes only outstanding foreign currency denominated monetary items for the Group and adjusts their translation at the period end for a change in foreign currency rates.

#### Consolidated 2010

	Carrying Amount \$000's	Foreign exchange risk			
		Result -20%	Equity -20%	Result +20%	Equity +20%
		\$000's	\$000's	\$000's	\$000's
<b>Financial Assets</b>					
Cash at Bank	4,288	858	858	(858)	(858)
Bank Call Deposits	1,685	337	337	(337)	(337)
Receivables	3,215	643	643	(643)	(643)
<b>Financial Liabilities</b>					
Payables	3,197	(639)	(639)	639	639
Loans - Bank	1,682	(336)	(336)	336	336

#### Consolidated 2009

	Carrying Amount \$000's	Foreign exchange risk			
		Result -20%	Equity -20%	Result +20%	Equity +20%
		\$000's	\$000's	\$000's	\$000's
<b>Financial Assets</b>					
Cash at Bank	7,757	1,551	1,551	(1,551)	(1,551)
Bank Call Deposits	475	95	95	(95)	(95)
Receivables	582	116	116	(116)	(116)
<b>Financial Liabilities</b>					
Payables	587	(117)	(117)	117	117
Loans - Bank	1,132	(226)	(226)	226	226

### (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 the risk, through the appropriate diversification of investments in different asset classes as per the mandated allocations set out in the investment policy.

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

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

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

## NOTES TO THE FINANCIAL STATEMENTS

### (d). Market Risk - Other Price Risk (continued)

Consolidated 2010	Carrying Amount \$000's	Market price risk		
		Equity -20% \$000's	Equity -10% \$000's	Equity -5% \$000's
<b>Financial Assets</b>				
Shares	34,918	(6,984)	(3,492)	(1,746)
Managed funds	317,588	(63,518)	(31,759)	(15,879)

Consolidated 2009	Carrying Amount \$000's	Market price risk		
		Equity -20% \$000's	Equity -10% \$000's	Equity -5% \$000's
<b>Financial Assets</b>				
Shares	29,593	(5,919)	(2,959)	(1,480)
Managed funds	295,441	(59,088)	(29,544)	(14,772)

### (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 100 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 2010	Carrying Amount \$000's	Interest rate risk			
		Result -1% \$000's	Equity -1% \$000's	Result +1% \$000's	Equity +1% \$000's
<b>Financial Assets</b>					
Cash at Bank	27,800	(278)	(278)	278	278
Bank Call Deposits	1,685	(17)	(17)	17	17
Discount Securities	9,216	(92)	(92)	92	92
Other Managed Investments	5,923	(59)	(59)	59	59
<b>Financial Liabilities</b>					
Bank overdraft	7,609	76	76	(76)	(76)
Loans - Bank	1,682	17	17	(17)	(17)



## NOTES TO THE FINANCIAL STATEMENTS

### (e). Interest Rate Risk (continued)

Consolidated 2009	Carrying Amount \$000's	Interest rate risk			
		Result -1% \$000's	Equity -1% \$000's	Result +2% \$000's	Equity +2% \$000's
<b>Financial Assets</b>					
Cash at Bank	2,404	(24)	(24)	48	48
Bank Call Deposits	475	(5)	(5)	10	10
Discount Securities	76,460	(765)	(765)	1,529	1,529
Other Managed Investments	5,656	(57)	(57)	113	113
<b>Financial Liabilities</b>					
Bank overdraft	153	2	2	(3)	(3)
Loans - Bank	1,132	11	11	(23)	(23)

### (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

## (a) DEEWR - CGS and Other DEEWR Grants

	Commonwealth Grants Scheme		Indigenous Support Program		Equity Support Program		Workplace Reform Program		Workplace Productivity Program	
	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000
Financial assistance received in cash during the year	258,745	213,876	488	416	2,228	594	-	2,566	551	551
Net accrual adjustments	(10,105)	10,105	-	-	-	-	-	-	-	-
Revenue for the year	248,640	223,981	488	416	2,228	594	-	2,566	551	551
Surplus from the previous year	-	-	-	-	19	62	-	-	(442)	179
Total revenue including accrued revenue	248,640	223,981	488	416	2,247	656	-	2,566	109	730
Less expenses including accrued expenses	248,640	223,981	488	416	1,872	637	-	2,566	109	1,172
Surplus / (deficit) for the year	-	-	-	-	375	19	-	-	-	(442)

	Learning and Teaching Performance Fund		Capital Development Pool		Superannuation Program		Diversity and Structural Adjustment Fund		Improving Practical Comp of Teach Ed		Transitional Cost Program		Total	
	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000	2010 \$000	2009 \$000
Financial assistance received in cash during the year	-	5,710	1,251	8,714	10,169	10,021	398	372	-	547	1,143	1,970	274,973	245,337
Net accrual adjustments	-	-	-	-	-	-	-	-	-	-	-	-	(10,105)	10,105
Revenue for the year	-	5,710	1,251	8,714	10,169	10,021	398	372	-	547	1,143	1,970	264,868	255,442
Surplus from the previous year	-	-	10,998	7,258	-	-	596	438	339	64	-	-	11,510	8,001
Total revenue including accrued revenue	-	5,710	12,249	15,972	10,169	10,021	994	810	339	611	1,143	1,970	276,378	263,443
Less expenses including accrued expenses	-	5,710	7,107	4,974	10,169	10,021	469	214	339	272	1,143	1,970	270,336	251,933
Surplus for the year	-	-	5,142	10,998	-	-	525	596	339	339	-	-	6,042	11,510

**NOTES TO THE FINANCIAL STATEMENTS**

**(b) Higher Education Loan Programmes**

	HECS - HELP		FEE - HELP		OS - HELP		Total	
	2010	2009	2010	2009	2010	2009	2010	2009
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	141,637	124,611	30,054	25,927	2,883	1,480	174,574	152,018
Net accrual adjustments	(3,873)	3,767	(2,942)	884	(392)	181	(7,207)	4,832
Revenue for the year	137,764	128,378	27,112	26,811	2,491	1,661	167,367	156,850
Deficit from the previous year	-	-	-	-	(36)	(37)	(36)	(37)
Total revenue including accrued revenue	137,764	128,378	27,112	26,811	2,455	1,624	167,331	156,813
Less expenses including accrued expenses	137,764	128,378	27,112	26,811	2,491	1,660	167,367	156,849
Deficit for reporting period	-	-	-	-	(36)	(36)	(36)	(36)

**(c) Scholarships**

	Australian Postgraduate Awards		International Postgraduate Research Scholarships		Commonwealth Education Cost Scholarships		Commonwealth Accommodation Scholarships		Indigenous Access Scholarships		Total	
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	12,557	9,119	1,389	1,345	1,804	2,185	2,152	2,732	35	-	17,937	15,381
Net accrual adjustments	-	-	-	-	135	(35)	-	-	-	-	135	(35)
Revenue for the year	12,557	9,119	1,389	1,345	1,939	2,150	2,152	2,732	35	-	18,072	15,346
Surplus / (deficit) from the previous year	115	145	-	-	(27)	114	55	45	4	37	147	341
Total revenue including accrued expenses	12,672	9,264	1,389	1,345	1,912	2,264	2,207	2,777	39	37	18,219	15,687
Less expenses including accrued expenses	12,582	9,149	1,463	1,345	1,800	2,291	2,217	2,722	39	33	18,101	15,540
Surplus / (deficit) for the year	90	115	(74)	-	112	(27)	(10)	55	-	4	118	147

## NOTES TO THE FINANCIAL STATEMENTS

## (d) DIISR Research

	Joint Research Engagement		Research Training Scheme		Research Infrastructure Block Grants		Implementation Assistance Program		Australian Scheme for Higher Education Repositories		Commercialisation Training Scheme		Sustainable Research Excellence in Universities		Total	
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	25,068	25,512	45,709	44,323	19,683	19,256	160	300	-	386	433	419	6,395	-	97,448	90,196
Net accrual adjustments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Revenue for the year	25,068	25,512	45,709	44,323	19,683	19,256	160	300	-	386	433	419	6,395	-	97,448	90,196
Surplus / (deficit) from the previous year	-	-	-	-	-	-	-	-	13	(7)	471	369	-	-	484	362
Total revenue including accrued revenue	25,068	25,512	45,709	44,323	19,683	19,256	160	300	13	379	904	788	6,395	-	97,932	90,558
Less expenses including accrued expenses	25,068	25,512	45,709	44,323	19,683	19,256	160	300	13	366	455	317	6,395	-	97,483	90,074
Surplus / (deficit) for the year	-	-	-	-	-	-	-	-	-	13	449	471	-	-	449	484

## (e) Other Capital Funding

	Better Universities Renewal Funding		Teaching and Learning Capital Fund		Education Investment Fund		Total	
	2010	2009	2010	2009	2010	2009	2010	2009
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	-	-	-	25,988	21,750	38,400	21,750	64,388
Net accrual adjustments	-	-	-	-	-	2,000	-	2,000
Revenue for the year	9,231	26,200	25,988	25,988	21,750	40,400	21,750	66,388
Surplus from the previous year	9,231	26,200	25,988	25,988	36,776	-	71,995	26,200
Total revenue including accrued revenue	3,894	16,969	17,684	25,988	58,526	40,400	93,745	92,588
Less expenses including accrued expenses	5,337	9,231	8,304	-	28,041	3,624	49,619	20,593
Surplus for reporting period	-	-	-	25,988	30,485	36,776	44,126	71,995

**NOTES TO THE FINANCIAL STATEMENTS**

**(f) Australian Research Council Grants**

**(i) Discovery**

	Projects		Fellowships		Indigenous Researchers Development		Total	
	2010	2009	2010	2009	2010	2009	2010	2009
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	25,153	22,324	4,348	3,708	104	172	29,605	26,204
Net accrual adjustments	(105)	1,202	(87)	-	-	-	(192)	1,202
Revenue for the year	25,048	23,526	4,261	3,708	104	172	29,413	27,406
Surplus from the previous year	9,427	8,327	1,734	659	200	86	11,361	9,072
Total revenue including accrued revenue	34,475	31,853	5,995	4,367	304	258	40,774	36,478
Less expenses included in accrued expenses	23,402	22,426	4,230	2,633	102	58	27,734	25,117
Surplus for the year	11,073	9,427	1,765	1,734	202	200	13,040	11,361

**(ii) Linkages**

	Special Research Initiatives		Infrastructure		International		Projects		Total	
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Financial assistance received in cash during the year	2,144	-	2,119	2,472	47	380	9,868	8,815	14,178	11,667
Net accrual adjustments	260	-	-	-	-	-	(316)	(74)	(56)	(74)
Revenue for the year	2,404	-	2,119	2,472	47	380	9,552	8,741	14,122	11,593
Surplus from the previous year	8	11	8,522	6,945	162	33	4,288	4,097	12,980	11,086
Total revenue including accrued revenue	2,412	11	10,641	9,417	209	413	13,840	12,838	27,102	22,679
Less expenses included in accrued expenses	770	3	1,776	895	155	251	8,226	8,550	10,927	9,699
Surplus for the year	1,642	8	8,865	8,522	54	162	5,614	4,288	16,175	12,980

## (f) Australian Research Council Grants (continued)

	(iii) Networks and Centres		Total	
	Centres 2010 \$000	2009 \$000	2010 \$000	2009 \$000
Financial assistance received in cash during the year	4,741	5,413	4,741	5,413
Net accrual adjustments	(177)	952	(177)	952
Revenue for the year	4,564	6,365	4,564	6,365
Surplus from the previous year	-	2,538	-	2,538
Total revenue including accrued revenue	4,564	8,903	4,564	8,903
Less expenses including accrued expenses	-	5,438	-	5,438
Surplus for the year	4,564	3,465	4,564	3,465

# DECLARATION

## 2010 CONSOLIDATED FINANCIAL STATEMENTS


In our opinion:

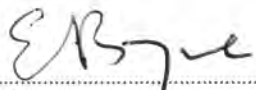
- (a) the consolidated financial statements and notes of Monash University and its controlled entities present fairly the financial transactions during the financial year ended 31 December 2010 and the financial position for the year ended on that date,
- (b) the financial statements have been prepared 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.

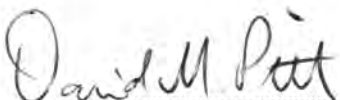
As at the date of this declaration:


- (a) we are not aware of any circumstances 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 declarations is made in accordance with a resolution of the Council of Monash University.

  
.....  
A. Finkel AM  
Chancellor

  
.....  
E. Byrne 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

Dated 24 March 2011



Victorian Auditor-General's Office

## INDEPENDENT AUDITOR'S REPORT

### To the Council Members, Monash University

#### *The Financial Report*

The accompanying financial report for the year ended 31 December 2010 of the Monash University which comprises the statement of comprehensive income, statement of financial position, statement of changes in equity, statement of cash flows, notes comprising a summary of significant accounting policies and other explanatory information, and the declaration has been audited. The financial report includes the consolidated financial statements of the economic entity, comprising the Monash University and the entities it controlled at the year's end or from time to time during the financial year as disclosed in note 44 to the financial statements.

#### *The Council Members' Responsibility for the Financial Report*

The Council Members of Monash University are responsible for the preparation and the fair presentation of the financial report in accordance with Australian Accounting Standards, including Australian Accounting Interpretations and the financial reporting requirements of the *Financial Management Act 1994* and for such internal control as the Council Members determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

#### *Auditor's Responsibility*

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

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

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

#### *Electronic Publication of the Audited Financial Report*

It is our understanding that the University intends to electronically present the audited financial report and auditor's report on its internet website. Responsibility for the electronic presentation of the financial report on the University's website is that of the Council Members of the University. The security and controls over the information on the website should be addressed by the University to maintain the integrity of the data presented. The examination of the controls over the electronic presentation of the audited financial report on the University's website is beyond the scope of the audit of the financial report.



## Independent Auditor's Report (continued)

### *Independence*

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

### *Opinion*

In my opinion, the financial report presents fairly, in all material respects, the financial position of the Monash University and the economic entity as at 31 December 2010 and of 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  
25 March 2011



D D R Pearson  
Auditor-General

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