




Charles Sturt  
University

# 2020 Annual Report

to the Parliament and  
the community

The background of the entire page is a large, abstract graphic composed of numerous concentric, overlapping arcs in a vibrant orange color against a light pink background. The arcs vary in thickness and radius, creating a dynamic, swirling effect that draws the eye towards the center of the page.

## Charles Sturt University Annual Report 2020

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A copy of the Charles Sturt University Annual Report 2020 is available at [csu.edu.au/about/publications](https://csu.edu.au/about/publications)

## Submission letter

**For the period 1 January 2020  
to 31 December 2020**

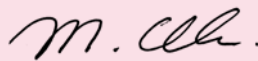
The Hon Dr Geoff Lee MP  
Minister for Skills and Tertiary Education  
Higher Education and Tertiary Policy Directorate  
Department of Education  
105 Phillip Street  
Parramatta NSW 2150

Dear Minister,

In accordance with the provisions of the *Annual Reports (Statutory Bodies) Act 1984* and the *Public Finance and Audit Act 1983* we are pleased to present to Parliament the Annual Report of Charles Sturt University for the year 2020.

This Annual Report is submitted more than 4 months following the end of the financial year due to a late matter raised by the Audit Office of New South Wales. An application under section 13 of the Act was not made due to the matter being raised outside the application period (within 3 months after the end of the financial year).

Yours faithfully,



Dr Michele Allan  
Chancellor



Professor John Germov  
Interim Vice-Chancellor

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# Chancellor's foreword



During what was perhaps the toughest year for Charles Sturt, we have continued to deliver positive outcomes for our students.



In 2020 the higher education sector confronted its greatest challenge in living memory. Charles Sturt was not immune, and the year was not without adverse impact on our staff and students. As a result of the coronavirus we closed our campuses, transitioned our considerable face to face delivery to online, postponed work placements and practicals, and cancelled graduation ceremonies. International border closures meant our overseas students could not enter Australia to commence or continue their studies.

Already confronting a structural deficit, COVID-19 further and severely impacted our revenue forecasts. In response, we established the Sustainable Futures Taskforce to oversee the implementation of institution-wide initiatives to reposition the University and secure its long-term viability.

During what was perhaps the toughest year for Charles Sturt, we have continued to deliver positive outcomes for our students. For the fifth consecutive year we maintained our position of being ranked number one for the highest full-time employment rates for undergraduates immediately following graduation. Stage 2A of our new Port Macquarie campus was opened. We administered more than 4100 COVID-19 student grants and awarded more than \$1.3 million in scholarships and prizes to students. We also commenced work on the University's next strategy.

As we head into 2021 we have much to achieve to further strengthen our position in higher education. We will continue to work on positioning the University strategically in terms of our students, our people, our research and our social responsibility. Our campuses will continue to engage with their regional communities, industry and government. And we will continue to offer programs that produce in-demand graduates across many critical disciplines.

On behalf of the University Council, I wish to thank our staff, students, partners, alumni, communities and supporters. Together, we will continue to strive for yindyamarra winhanganha - the wisdom of respectfully knowing how to live well in a world worth living in.

Dr Michele Allan  
Chancellor

# About Charles Sturt University



The university is established under the *Charles Sturt University Act 1989*. The object of the university is the promotion, within the limits of the university's resources, of scholarship, research, free inquiry, the interaction of research and teaching, and academic excellence.

Charles Sturt University is the largest regionally-based university in Australia, enrolling more than 43,000 students from across Australia and more than 120 countries around the world. We have campuses in Albury-Wodonga, Bathurst, Canberra, Dubbo, Goulburn, Orange, Parramatta, Port Macquarie and Wagga Wagga and a study centre in Wangaratta, serving regional communities from northern New South Wales to central Victoria.

Our Charles Sturt Study Centres in Brisbane, Melbourne and Sydney provide on campus education to international students in a range of undergraduate and postgraduate programs. We also deliver programs internationally in collaboration with leading partner institutions in South-East Asia, as well as through online learning.

## An unprecedented year

Emerging from the late 2019 devastating bushfires, 2020 presented us with a new range of unheralded challenges, as COVID-19 interrupted all of our on-campus operations. COVID-19 also escalated our need for budget remediation activities, which unfortunately were not without job losses.

I would like to acknowledge the innovation and agility of our staff who in 2020 transitioned more than 1000 on-campus subjects to fully online delivery, including the management of 1800 online exams. More than 500 intensive practicals were delivered between June and December and approximately 1400 placements rescheduled. Our winery operations were also temporarily converted to produce hand sanitisers for regional communities.

Despite the challenges, I am pleased we achieved 5-star ratings in the Good Universities Guide for undergraduate full-time employment, postgraduate full-time employment, first-generation attendance, learner engagement and undergraduate starting salaries. This demonstrates how committed we are to our role of providing quality education, supporting each student to reach their goals and to positively influence the lives of others.

We continued delivering research outcomes with wide-ranging impact and three of our researchers were named field leaders in the Australian's Annual Special Report. In addition to this, Professor Geoff Gurr and his research team were the winners of the Engagement Australia Excellence Award for Outstanding Engagement for Research Impact. We also funded 12 COVID-19 research grants that explored the impacts of coronavirus on community health, wellbeing, business performance and the economy.

## For the public good

We are a university of the land and people of our regions. Acknowledging the culture and insight of Indigenous Australians, our ethos is described by the Wiradjuri phrase, yindyamarra winhanganha, meaning the wisdom of respectfully knowing how to live well in a world worth living in.

We continue to strive to understand people and the world, to embrace our differences and recognise the strength and value of working together, to make a difference in society by working for the public good and supporting a sustainable future.

Our purpose is to advance careers, deliver research with real world impact and teaching excellence by partnering with industry, government, and our communities to play a leading role in creating sustainable prosperity. As the largest regionally based university, we are an anchor institution in our communities and the leading provider of online higher education in Australia.

## The New Year

As we enter 2021, it is clear that the challenges will continue, but there will also be reasons to celebrate. New programs will commence including our Joint Program in Medicine and we will continue to review and update our courses to ensure quality outcomes for students and market relevance.

Charles Sturt University's new strategy will be finalised, and we will seek feedback from our people and communities. Importantly, we will undertake further work in the development of our campuses and embark on new partnerships with government and industry.

I would like to acknowledge the ongoing commitment of our staff to teaching and research excellence, especially under the ongoing challenging circumstances.

I look forward to continuing to work collaboratively with our regional communities during 2021.

**Professor John Germov**  
Interim Vice-Chancellor

## Our values



**Insightful**

Understanding people  
and the world



**Inclusive**

Stronger together



**Impactful**

Outcome driven



**Inspiring**

Leading for  
the future

# University strategy

## Sustainable Futures

In 2020 Charles Sturt University responded quickly to the financial pressures experienced across the tertiary sector as a result of the impacts of COVID-19. Charles Sturt entered the 2020 financial year already facing financial challenges, but these were further accelerated by the COVID-19 driven drop in international student enrolments.

The University Council and executive team reviewed the existing strategy in light of these changed circumstances and implemented the Sustainable Futures program. This program refocused the strategic imperatives towards achieving financial sustainability, while continuing to support prioritised strategic initiatives.

By the end of 2020, the Sustainable Futures program delivered approximately \$34 million in savings to help improve our financial position from a forecast deficit of approximately \$49.5 million.

The Sustainable Futures program will continue into 2021 to guide the university back to a balanced budget by the end of the year.

## 2030 Strategic Vision and Planning

Charles Sturt University commenced the 2030 Strategic Vision and Planning program of work in the last quarter of 2020.

This program started with a comprehensive review of the previous university strategy and is intended to be completed at the end of 2021. The next phase of the program is the engagement of students, staff and our communities to develop a clear 2030 strategic vision for Charles Sturt.

The key strategic focus areas for the 2030 vision are: Our Students, Our Research, Our People and Our Social Responsibility.

## Our Students



## Our Research



## Our People



## Our Social Responsibility



# 2020 achievements snapshot

## Learning and Teaching

- Transitioned more than 1000 on-campus subjects and 1800 exams to fully online delivery in response to COVID-19.
- Moved library services online in response to COVID-19 campus closures, including rapid transition to eTextbooks and increased digitisation services.
- More than 500 intensive practicals delivered between June and December to ensure progress of study.
- Approximately 1400 work placements rescheduled.
- Ranked number one for the highest full-time employment rates for undergraduates immediately following graduation, for the fifth consecutive year.
- Achieved 5-star ratings in the Good Universities Guide for undergraduate full-time employment, postgraduate full-time employment, first-generation attendance, learner engagement and undergraduate starting salaries.
- Established the Joint Program in Medicine for delivery to the first cohort of students in 2021.
- Consolidated the academic policy suite from 77 policies to 12 policies and accompanying procedures.
- Implemented a new academic integrity online module for all staff and students.

## Students

- Implemented a new framework to ensure we hear the student voice, including an “always on” student feedback survey.
- Developed student experience pillars to help clearly communicate to students what differentiates Charles Sturt.
- Transition of all services (academic skills and personal support) to students online as a result of COVID-19.
- Timetable management to meet COVID-19 space restrictions.
- Reviewed the student portfolio structure as a result of transition of all services to online and detailed feedback from students.
- Established remote graduations and ensured students had the opportunity to celebrate their achievements.
- Introduction of first virtual open days, with strong interest and participation.
- The Charles Sturt Advantage early offer program focused on alternate entry criteria and resulted in more than 1800 conditional offers.
- \$1.3 million in Charles Sturt Foundation scholarships and prizes awarded to students.
- 4100 individual COVID-19 grants to support students who were impacted financially as a result of the pandemic.
- Introduced the Charles Sturt bushfire scholarships with \$30,000 awarded to students who were affected by the 2019/2020 bushfires.
- Processed more than 14,400 requests for special consideration – a 34 per cent increase on the previous year – and indicative of the increased support required by students during a difficult year.
- Established after-hours crisis line to provide 24/7 counselling support to students.
- Implemented training modules to support students to live well, stay safe, feel well and spend well.

## Operations

- Commenced development and consultation of the next university strategy.
- Achieved approximately \$34 million in ongoing annual savings through the Sustainable Futures program.
- Construction completed on Stage 2A of Port Macquarie campus, Joint Program in Medicine building in Orange and Riverina Equestrian Centre in Wagga Wagga.
- More than \$3 million in solar power works completed.
- Universities Australia Marketing Award for best marketing campaign in the sector, “It’s what we do”.
- National winner for brand revitalisation at the 2020 Australian Marketing Institute Awards for Marketing Excellence.

## Global engagement and partnerships

- Supported COVID-19 emergency response for more than 6000 international students, including transition to online delivery.
- Negotiated a four-year partnership extension with two Chinese partner universities.
- Increased international student conversions in regional campuses from 19 to 35 per cent.
- Launched new international website.
- Embedded in-country staff representatives in India and China.
- Expanded new partnerships for paramedicine in Canada, and information technology in India.
- Restructured Charles Sturt Study Centres' management and governance frameworks.

## People

- Exceeded targets for female academic and professional/general staff representation.
- Exceeded targets for Aboriginal and Torres Strait Islander professional/general staff by 23 per cent.
- Reduction in workers' compensation claims, work-related medically treated injuries, work-related lost time injuries, lost time injury frequency rate and workers compensation claims cost.
- Reviewed the Academic Staff Promotions Policy, procedure and guidelines.
- Implemented a new system for recording scholarly activity of academic staff.
- Ranked sixth in gender equality and fourth in reduced inequalities in the Times Higher Education Impact Rankings.

## First Nations engagement

- New Pro Vice-Chancellor, Indigenous Engagement commenced, meeting and engaging with indigenous representative bodies and external stakeholders.
- Extensive engagement with campuses and communities on Reconciliation Action Plan, surveying all staff and students, reforming the Steering Committee and working with Reconciliation Australia.
- First Nations Governance Circle conceptualised, establishing a First Nations governance mechanism to directly address the Federal Government funding guidelines.
- Anti-Racism Committee established in response to feedback from staff and students.
- Indigenous Research workshops developed and delivered, with ongoing professional development delivered to increase cultural safety and comfort with assessing First Nations research projects.
- Representation on external bodies, including CATSINaM Elders Council, Lowitja Institute, Universities Australia, NSW Corrections Aboriginal Advisory Council and Nelly's Healing Centre.
- Provided Indigenous considerations for applications including One Basin CRC, Drought Hub and NHMRC grants.

## Research and innovation

- Ranked 61st overall globally in the Times Higher Education Impact Rankings.
- New research productivity index approved.
- 71 successful new research grants awarded from an increased number of submissions.
- 1713 research outputs, in line with the previous year and despite the impacts of COVID-19.
- A 10 per cent increase in research student graduations (to 93).
- Active Innovation Hubs programs including Ready to Launch Incubator Program, Expert in Residence Masterclass, High School Innovation Program and COVID-19 Innovation Districts Challenge.
- National Wine and Grape Industry Centre provided free services to vineyards following smoke exposure from bushfires, saving the industry more than \$1.7 million.
- Conversion of winery operations to produce hand sanitiser for local health districts during COVID-19 pandemic.
- Increased involvement in Cooperative Research Centres (CRCs), with two new projects awarded in each of the Soils, Food Agility and Cybersecurity CRCs.
- Seven new PhD scholarships awarded through CRCs.
- Memorandum of Understanding with Department of Agriculture, Water and the Environment to foster greater research collaboration.
- Professor Geoff Gurr received Engagement Australia Award for Outstanding Engagement for Research Impact.
- Three researchers recognised as field leaders in The Australian's Annual Special Report: Professor Geoff Gurr (Insects and Arthropods), Professor Sharynne McLeod (Audiology, Speech and Language Pathology) and Professor Morgan Miles (Strategic Management).
- Twelve COVID-19 research grants totalling \$207,000 awarded to staff.

## Industry and community engagement

- Led engagement with key community, political and industry partners during the 2020 bushfires, COVID-19 pandemic and Sustainable Futures program.
- Established a single point of contact into the university for Members of Parliament and local governments.
- Strengthened community and industry collaboration via the University's six Regional Consultative Committees across Charles Sturt's footprint.
- Forged a broad range of new industry and government partnerships featuring industry customised professional development modules and applied research collaborations. Led Australia-wide Carnegie Pilot and submitted Charles Sturt Carnegie Classification Pilot for formal assessment.
- Signed Memorandum of Understanding with Wagga Wagga Special Activation Precinct.
- Grew membership in AgriPark.

# People and community

## Item 1. University Council

The Council is constituted to ensure the proper stewardship and strategic direction of the University, and is directly accountable to the stakeholders of the university for creating and delivering value and improved performance through effective governance. During 2020, the membership of the Council reflected the perspectives and capabilities of our various stakeholders – our staff, students, graduates and communities.

Note: References below to sections are references to sections of the *Charles Sturt University Act 1989*.

### Members of the Council during 2020

\*Note: Other Directorships are as at 31 December 2020.

#### Dr Michele Allan

BAppSc (UTS), MMgtTec (Melb), DBA (RMIT), MComLaw (Deakin), FAICD, FATSE

##### Chancellor (s 8I(a))

Term: 3 December 2014 to 2 December 2023  
Most recent appointment: 3 December 2018

#### Dr Saranne Cooke

PhD MComLaw MBus(Mkt) BCom FCPA FAICD FAMI CPM GAIST

##### Deputy Chancellor, Ministerial appointee (s 8H(1))

Term: 14 September 2013 to 30 June 2021  
Most recent appointment: 1 September 2017  
(appointed as Deputy Chancellor on 1 July 2019)

#### Professor Andrew Vann

BEng(Hons) (NTU), PhD (Bristol), GradCertBusAd (Sunshine Coast),  
FAIM, FAICD, FIEAust, CPEng Eng Exec, AFARLF, FRSN

##### Vice-Chancellor (s 8I(b))

Term: 31 December 2011 to 24 December 2021  
Most recent appointment: 1 January 2017  
Sabbatical from 20 June 2020.  
Retired 8 December 2020.

Professor John Germov was Acting Vice-Chancellor  
from 20 June 2020

#### Emeritus Professor Joyce Kirk

BA (USyd), DipEd (USyd), MLitt (UNE), MA (Lib) (UCan),  
CCAIE, PhD (UTS), GAICD

##### Chair, Academic Senate (s 8I(c))

Term: 28 September 2018 to 31 December 2021

#### Mr Graeme Bailey

BCom (UNSW), FCA

##### Council appointee (s 8G(1))

Term: 19 September 2014 to 30 June 2022  
Most recent appointment: 1 July 2018

#### Ms Julie Cleary

BEd (La Trobe), GradCertMgt (La Trobe), MEd (La Trobe), MATEM

##### Elected member (s 8E(2)(b))

Term: 1 July 2018 to 30 June 2022  
Most recent appointment: 1 July 2020

#### Dr Kate Cornick

PhD (Melb), BE/BSc (Elec) (NICTA/Melb)

##### Council appointee (s 8G(1))

Term: 1 February 2018 to 31 January 2022  
Most recent appointment: 1 February 2018

#### Mr Benjamin Fry

GAICD

##### Elected member (s 8E(2)(c))

Term: 1 July 2020 to 30 June 2022  
(Council-appointed from 14 February 2020 – 30 June 2020)  
Most recent appointment: 1 July 2020

#### Mr John Lloyd

BSc (UNSW), MBA (Macquarie)

##### Ministerial appointee (s 8H(1))

Term: 14 October 2019 to 14 October 2023  
Most recent appointment: 14 October 2019

#### Mr Philip Marcus Clark AO

MBA (Columbia), BA, LLB (USyd), Hon LLD (UOW)

##### Council appointee (s 8G(1))

Term: 1 July 2019 to 30 June 2023  
Most recent appointment: 1 July 2019

#### Mr Jamie Newman

BHlthSc (Community and PubHlth)(CSturt)

##### Council appointee (s 8F(1))

Term: 1 July 2013 to 30 June 2021  
Most recent appointment: 1 July 2017

#### Ms Lisa Schofield

BA(Comm) (CSturt)

##### Council appointee (s 8F(1))

Term: 1 January 2016 to 31 December 2023

### Associate Professor Shokoofeh Shamsi

DipTeach (STC), BA (CSturt), MA (CSturt), PhD (RMIT)

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#### Elected member (s 8E(2)(a))

Term: 1 July 2018 to 30 June 2020

Most recent appointment: 1 July 2018

### Emeritus Professor Christina Slade

PhD, FRSA, FRSN

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#### Council appointee (s 8G(1))

Term: 1 July 2019 to 30 June 2023

Most recent appointment: 1 July 2019

### Dr Lyndal Thorburn

BSc (Hons) (USyd), Grad Dip Legal Studies (UCanberra), Grad Dip Ed (CSturt)

Dip Accounting (TAFE), PhD (Macquarie), FAICD, MIPA

---

#### Council appointee (s 8G(1))

Term: 1 July 2019 to 30 June 2023

Most recent appointment: 1 July 2019

### Dr Ruth Townsend

BN, DipParaSc, LLB, LLM (UNE), GradDipLegalPrac, GradCertVET, PhD (ANU)

---

#### Elected member (s 8E(2)(a))

Term: 1 July 2020 to 30 June 2022

Most recent appointment: 1 July 2020

### Dr Peter Woodgate

DBA (RMIT), MAppSc (UNSW), BForSc (Melb), DipFor (VicSchFor), GAICD,

FSSSI (Hon)

---

#### Council appointee (s 8G(1))

Term: 1 February 2018 to 31 January 2022

Most recent appointment: 1 February 2018

**Table 1: Meetings of the University Council**

Member	University Council		Nomination and Remuneration Committee		Finance, Audit and Risk Committee		Investment Committee		Foresighting Committee		Council Executive Committee	
	A	B	A	B	A	B	A	B	A	B	A	B
Dr Michele Allan	24	23	5	4	–	–	–	–	5	5	13	13
Dr Saranne Cooke	24	24	5	5	8	8	–	–	5	4	13	13
Professor Andrew Vann*	11	11	4	4	4	3 <sup>1</sup>	1	11	1	1	6	4
Professor John Germov*	12	12	1	1	4	3 <sup>1</sup>	4	3 <sup>1</sup>	4	4	7	7
Emeritus Professor Joyce Kirk	24	24	5	5	8	8	–	–	–	–	13	11
Mr Graeme Bailey	24	24	–	–	–	–	6	6	–	–	–	–
Ms Julie Cleary	21	21	–	–	8	7	–	–	–	–	–	–
Dr Kate Cornick	24	23	–	–	8	8	–	–	5	5	–	–
Mr Benjamin Fry	20	18	–	–	–	–	–	–	–	–	–	–
Mr John Lloyd	24	23	–	–	–	–	–	–	4	4	–	–
Mr Philip Marcus Clark AO	24	23	–	–	–	–	6	6	5	2 <sup>1</sup>	–	–
Mr Jamie Newman	24	18	5	3	–	–	–	–	–	–	–	–
Ms Lisa Schofield	24	19	–	–	–	–	5	1	–	–	–	–
A/Professor Shokoofeh Shamsi	14	8	–	–	–	–	–	–	–	–	–	–
Emeritus Professor Christina Slade	24	24	–	–	8	7	–	–	–	–	–	–
Dr Lyndal Thorburn	24	24	–	–	–	–	–	–	5	5	–	–
Dr Ruth Townsend	7	7	–	–	–	–	–	–	–	–	–	–
Dr Peter Woodgate	24	24	5	3	8	4 <sup>1</sup>	–	–	5	5	–	–

A = Number of meetings held during the time the member held office.

B = Number of meetings attended during the time the member held office or was a member of the committee during the year.

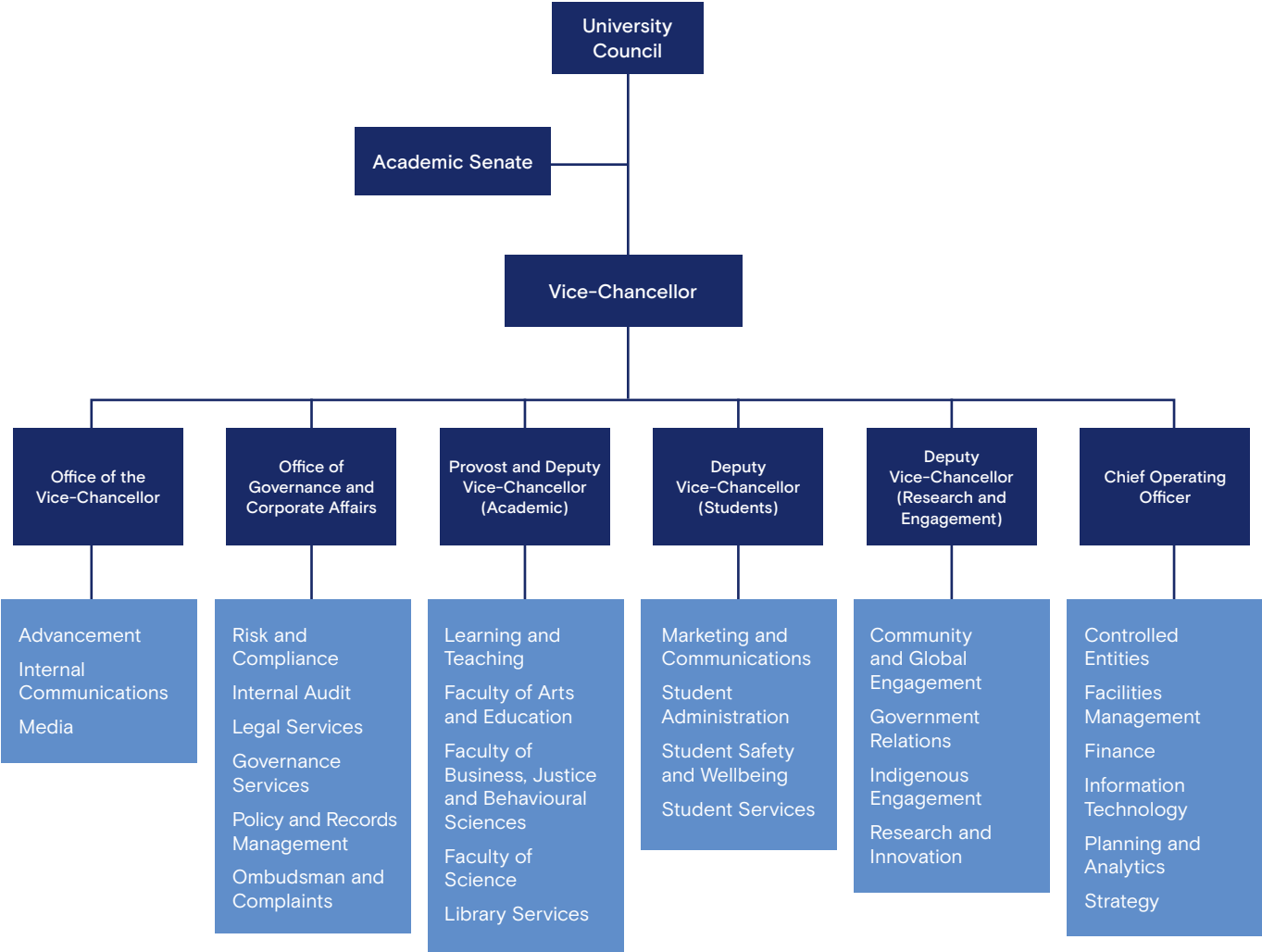
<sup>1</sup>Meeting attendee

\*Professor Andrew Vann was on sabbatical from 20 June 2020 and Professor John Germov was appointed as Acting Vice-Chancellor.



Students on our Albury campus

# Management and structure



## Item 2. Senior executives

### Vice-Chancellor and President

#### Professor Andrew Vann<sup>1</sup>

BEng(Hons), GradCertBusAd(Sunshine Coast), PhD Bristol, FAIM, FAICD, FIEAust, CPEng Eng Exec, AFARL, FRSN

#### Professor John Germov (Acting)

BA, MA(Monash), PhD(Newcastle)

### Provost and Deputy Vice-Chancellor (Academic)

#### Professor John Germov

BA, MA(Monash), PhD(Newcastle)

#### Professor Janelle Wheat<sup>2</sup> (Acting)

BAppSc(QUT), MMedRadSc(Newcastle), PhD(CSturt), GCUTL

### Deputy Vice-Chancellor (Students)

#### Mrs Jenny Roberts

BBus(Admin)(CQU), MTertEdMgt (Melb)

### Deputy Vice-Chancellor (Research and Engagement)

#### Professor Heather Cavanagh

BSc(Hons), PhD, PGCE, GCULM

### Chief Operating Officer

#### Mr Ricky Willmott<sup>2</sup>

BCom(Newcastle)

### Chief Financial Officer

#### Mr Paul Dowler<sup>3</sup>

BBus Mitchell CAE, MBA CSturt, FCPA

### Executive Director People and Culture

#### Ms Jennie Anderson (Acting)<sup>4</sup>

M.Bus(HRM) Charles Sturt; BA(SocWe) CSturt

#### Mr Ricky Willmott<sup>5</sup>

BCom(Newcastle)

<sup>1</sup>Resigned role 8 December 2020

<sup>2</sup>Commenced role 29 June 2020

<sup>3</sup>Resigned role 21 August 2020

<sup>4</sup>1 Jan 2020 to 31 Mar 2020

<sup>5</sup>1 Apr 2020 to 28 Jun 2020

**Table 2: Numbers and remuneration of senior executive**

Band	Band salary	Number and gender		Average total remuneration	
		2019	2020	2019	2020
Above Band 4	> \$562,650	1 male	1 male	\$827,171	\$568,656
Band 4	\$487,051 to \$562,650	1 male	-	\$515,978	-
Band 3	\$345,551 to \$487,050	2 female 1 male	3 female 1 male	\$421,335	\$373,470
Band 2	\$274,701 to \$345,550	1 male	-	\$330,655	-
Band 1	\$192,600 to \$274,700	-	-	-	-

Total remuneration includes base salary, superannuation and allowances (if applicable).

Data based on position holders' reportable remuneration at end of reporting year.

**Table 3: Percentage of total employee-related expenditure as it relates to senior executives**

	2019	2020
% of total relating to senior executives	1.09%	1.35%

## Item 3. Human resources

### Employees

**Table 4: Total full-time equivalent (FTE) employees by category (continuing and fixed term)\***

	Academic	Professional/General
2017	840.11	1227.69
2018	842.93	1268.68
2019	861.79	1284.83
2020	849.05	1341.03

\*Data as at 31 March 2020 to align with data submission to the Department of Education, Skills and Employment

**Table 5: Academic staff by classification (FTE)\***

Position level	2017	2018	2019	2020
Below lecturer	71.46	81.86	65.05	63.80
Lecturer	429.52	437.33	459.28	438.30
Senior lecturer	184.82	185.08	188.95	202.28
Above senior lecturer	154.31	138.66	148.51	144.67
<b>Total</b>	<b>840.11</b>	<b>842.93</b>	<b>861.79</b>	<b>849.05</b>

\*Data as at 31 March 2020 to align with data submission to the Department of Education, Skills and Employment

**Table 6: Professional/general staff by classification (FTE)\***

	2017	2018	2019	2020
Level 1	12.29	28.79	27.79	26.24
Level 2	20.88	20.22	21.40	24.24
Level 3	50.37	55.29	59.58	51.28
Level 4	234.88	209.70	181.43	173.14
Level 5	271.78	280.71	285.84	290.54
Level 6	247.00	246.41	256.67	271.89
Level 7	193.78	198.61	225.30	241.29
Level 8	90.86	93.10	97.17	104.66
Level 9	55.50	66.80	70.20	80.44
Level 10 and above	50.35	69.05	59.45	77.31
<b>Total</b>	<b>1227.69</b>	<b>1268.68</b>	<b>1284.83</b>	<b>1341.03</b>

\*Data as at 31 March 2020 to align with data submission to the Department of Education, Skills and Employment

### Employee wage movements

The Charles Sturt University Enterprise Agreement 2018-2021 was certified by the Fair Work Commission in April 2019. Academic staff at Levels A-E and professional/general staff at Levels 1-10 covered by the University's Enterprise Agreement received the following salary increase within the reporting period.

Increase	Effective Date
1.8%	4 September 2020

### Personnel and industrial relations policies and practices

- Academic Institutional Leadership Positions Policy and Procedure
- Academic Staff Probation Policy, Procedure and Guidelines
- Academic Staff Promotion Policy, Procedure and Guidelines
- Academic Staff Salary Payment Guidelines – Above Salary
- Accountability Statements – Senior Management
- Alcohol and Other Drugs Policy
- Anti-Racism Policy
- Attendance at Work Policy
- Balancing Work and Study with Family and Caring Responsibilities Policy
- Breastfeeding Policy
- Children on Campus Policy and Procedure
- Code of Conduct
- Communicating without Bias Guidelines
- Complaints Procedure – Workplace
- Conflict of Interest Procedure
- Coursework Masters Support Scheme Policy and Procedure – Academic Staff
- Charles Sturt University Excellence Award Guidelines
- Charles Sturt University Excellence Award Panel – Membership and Terms of Reference
- Disability and Work or Study Adjustment Policy
- Domestic Violence Policy and Procedure
- Driver Safety Policy and Guidelines
- Employment Equity Plan 2012-2015
- Employment Plan – People with a Disability
- Equal Opportunity Policy
- Executive Remuneration and Appointment Policy and Procedure
- First Aid Procedure
- Flexible Hours of Work Scheme Guidelines
- Gifts Guidelines – Receipt by Staff
- Graduate Certificate in University Leadership and Management Guidelines
- Harassment and Bullying Prevention Policy and Guidelines
- Hazardous Manual Task Procedure
- Health Surveillance and Monitoring Procedure
- Human Biological Specimens Laboratory Use Policy
- Indigenous Academic Staff Leadership Development Scheme Guidelines
- Indigenous Employment Strategy 2018-2022
- Indigenous Language Allowance Guidelines
- Indigenous Staff Study Support Scheme Guidelines
- Induction and Development Program Guidelines
- Industrial Action Policy
- Infectious Diseases Policy and Procedure
- Injury Management Procedure
- Leave Manual
- Mentoring Guidelines
- Motor Vehicle Guidelines – Executive Managers

- Outside Professional Activities Policy
- Personal Allowances Policy and Payment Determination Procedure
- Personal Data Breach Procedure
- Personal Files Access Policy
- Recognition of Service Guidelines
- Remote Work Policy
- Return to Work Program Policy
- Secondment Appointment Policy and Procedure
- Smoking in the Workplace Policy
- Social Media Use Policy for Staff
- Special Studies Program Policy and Procedure – Academic Staff
- Staff Development Activities Guidelines – Supporting Attendance
- Staff Generic Responsibilities Policy
- Staff Professional Development Support Guidelines
- Staff Recruitment and Selection Policy and Procedure
- Staff Recruitment and Selection Guidelines – Indigenous Staff
- Staff Recruitment and Selection Guidelines – People with a Disability
- Staff Recruitment Guidelines – Targeting Women for Senior Positions
- Staff Who Seek Election to Parliament or Local Government Body Policy
- Standards, Expectations and Qualifications Policy – Academic Staff
- Study Leave Policy
- Study Support Scheme – Postgraduate for General Staff Policy and Procedure
- Teaching and Professional Work Function Policy and Guidelines – Professional Activity Workload
- Thermal Comfort Guidelines
- Traineeships and Apprenticeships Management Guidelines
- University Safety and Health Management Committee – Membership and Terms of Reference
- Visiting and Adjunct Appointments Policy and Procedure
- Work Health and Safety Audit Procedure
- Work Health and Safety Committee – Membership and Terms of Reference
- Work Health and Safety Document Control Procedure
- Work Health and Safety Incident Reporting and Investigation Procedure
- Work Health and Safety Induction and Training Procedure
- Work Health and Safety Legal and Compliance Procedure
- Work Health and Safety Management Review Procedure
- Work Health and Safety Policy
- Work Health and Safety Reporting Procedure
- Work Health and Safety Risk Management Procedure
- Work Health and Safety Roles and Responsibilities Guidelines
- Workforce Planning Guidelines
- Working with Children Check Procedure
- Workplace Adjustment Procedure
- Workplace Health and Safety Management Plan Procedure
- Workplace Inspections and Reports Procedure

# Item 4. Workforce diversity

## Statistical information (data as at 31 March 2020)

**Table 7: Trends in representation of EEO groups (academic staff – percentage of total staff)**

EEO group	Benchmark or target*	2016	2017	2018	2019	2020
Women	50%	51%	52%	52%	54%	52%
Aboriginal people and Torres Strait Islanders	3%	2%	2%	1.0%	1.4%	1.5%
People whose first language was not English	10%	18%	19%	19%	18%	19%
People with a disability	n/a	2%	2%	2%	3%	3%
People with a disability requiring work-related adjustment	1.1 (2011) 1.3 (2012) 1.5 (2013)	1%	1%	0.6%	0.9%	1.1%

\*Benchmark or target is for academic and professional staff combined.

**Table 8: Trends in representation of EEO groups (professional staff – percentage of total staff)**

EEO group	Benchmark or target*	2016	2017	2018	2019	2020
Women	50%	69%	69%	70%	69%	70%
Aboriginal people and Torres Strait Islanders	3%	3%	3%	2.9%	3.2%	3.7%
People whose first language was not English	10%	5%	5%	4%	5%	4%
People with a disability	n/a	4%	4%	4%	4%	4%
People with a disability requiring work-related adjustment	1.1 (2011) 1.3 (2012) 1.5 (2013)	1.0%	1.0%	1.2%	1.2%	1.0%

\*Benchmark or target is for academic and professional staff combined.

**Table 9: Trends in distribution of EEO groups (academic staff)**

EEO group	Benchmark or target	2016	2017	2018	2019	2020
Women	100	83	86	88	87	89
Aboriginal people and Torres Strait Islanders	100	N/A	N/A	N/A	N/A	N/A
People whose first language was not English	100	97	97	99	100	103
People with a disability	100	98	N/A	N/A	91	89
People with a disability requiring work-related adjustment	100	N/A	N/A	N/A	N/A	N/A

N/A indicates fewer than 20 people in this category

**Table 10: Trends in distribution of EEO groups (professional staff)**

EEO group	Benchmark or target	2016	2017	2018	2019	2020
Women	100	86	86	87	89	90
Aboriginal people and Torres Strait Islanders	100	90	91	93	93	96
People whose first language was not English	100	108	108	108	112	110
People with a disability	100	92	91	92	91	91
People with a disability requiring work-related adjustment	100	N/A	N/A	N/A	N/A	N/A

N/A indicates fewer than 20 people in this category

## Achievements in 2020

- Awarded the Workplace Gender Equality Agency Employer of Choice Citation for the second consecutive year.
- Renewed membership with Pride in Diversity and participated in the annual Australian Workplace Equality Index, a national benchmarking study that allows us to assess and benchmark our progress in the area of LGBTIQ+ workplace inclusion.
- Marked Wear It Purple with a virtual morning tea and guest speaker.
- Launched and implemented the new Sex and Gender Diversity and Ally Network training to staff and students.
- Presented a workshop at the Catalysing Gender Equity 2020 Conference on Walking in the shoes of others: Seeing and overcoming the complexities of intersectionality.
- Strengthened equity considerations, including achievement relative to opportunity, in the review of the Academic Promotions policy and process.
- 78 (333 total) staff completed Unconscious Bias and Inclusivity training in 2020. In addition, Charles Sturt also delivered the training to a key external stakeholder, NSW Health, with managers and the executive team participating. An Unconscious Bias and Inclusivity module was also developed for our Student Leadership Program, STRIVE.
- Undertook an audit and presented result to the Equity and Diversity Committee on the gender composition of university committees, showing less than half achieving gender balance (with a 20 per cent variance) and recommending actions to address this disparity.
- Senior Women's Forum held an online panel discussion to mark Bluestocking Week. The theme for the discussion was the Successes and Challenges of Female Academics in the Science, Technology, Engineering, Mathematics, and Medicine (STEMM) disciplines.
- Ranked sixth in gender equality and fourth in reducing inequalities in the Times Higher Education Impact Rankings.
- Women in STEM Decadal Plan Champion.
- Supported the Women's Agenda launch of a dedicated Women's Health News Hub.
- Introduced a 'Dean's Leadership Lunch' for women in science.
- Piloted 'Gender Parity of Presenters Guidelines' in the Faculty of Science.

## Activities planned for 2021

- Continue to implement the Workplace Gender Equity Strategy 2018-2022 and undertake a review of the Athena SWAN Action Plan to develop a pathway to the Silver Institutional Award.
- Continue the Sex and Gender Diversity and Ally Network training with staff and students.
- Design, trial and implement a reintroduction process for staff returning from primary carer's leave.
- Increase the awareness for the Gender Parity of Presenters Guidelines.
- Senior Leaders to undertake the Male Champions of Change 'Leadership Shadow' exercise.
- Deliver 'Respectful Research Training' created by Australian Council for Graduate Research to align with the Respect. Now. Always. Campaign and the release of Universities Australia 'Principles for Respectful Supervisory Relationships'.
- Deliver unconscious bias and inclusivity training to internal and external stakeholders.
- Commence the first cohort of Indigenous cadets and continue to match Indigenous students to university departments that align with their areas of study.

## Item 5. Disability inclusion action plans

### Achievements in 2020

- The Disability and Access Service supported students to adapt to a rapidly changing learning environment, including a sudden move to online learning from March 2020 due to COVID-19. This required timely amendments to Study Access Plans and reasonable adjustments, changes to alternate format, changes to alternate exam arrangements and liaison with academics to ensure accessible materials were available where unexpected changes to study modes resulted in different accessible material requirements.
- Increased staffing in the Student Disability and Access Team by 1 FTE and maintained registration numbers equal to 2019, which was at 45 per cent increase on 2018 registration numbers.
- Completed a review of the Disability Action Plan 2016–2019.
- Developed the Accessibility Action Plan 2020–2023, including consultation with staff and students during the development of the plan, meeting with senior staff in each team within the Vice-Chancellor's Leadership Team to obtain endorsement and sponsorship of proposed outcomes and providing opportunities for feedback from all students and staff. The plan was endorsed by the Vice-Chancellor's Leadership Team and the Equity and Diversity Committee.
- Developed and promoted the Values in Action and Capability Framework to guide and facilitate staff behaviours in line with our core values, including building an inclusive culture that values diversity.
- Associate Dean Academic Professor Cate Thomas was a finalist in the 2020 Aspire Awards. The Aspire Awards recognise the contribution made by people with disability across a range of categories, including business, law, medicine, arts, human rights and sport. Professor Thomas was nominated in the Government and Non-Government category, which recognises people with disability in the public service or working as teachers and lecturers. Associate Dean Academic Professor Cate Thomas received two medals for her nominations – the Aspire Awards National Medal of Recognition Category Individual Best Achievement – Community Advocacy and the Aspire Awards National Medal of Recognition Category Individual Best Achievement – Service to the Australian People.

### Activities planned for 2021

- Review reasonable adjustment processes and establish accurate reporting and analysis of reasonable adjustments for staff.
- Celebrate the success of our staff and students with disability by increasing the exposure of staff and students with disability recognised nationally or internationally for their achievements.
- Include strategies to address mental health issues for students and staff as part of a broader wellbeing framework.
- Increase the representation of staff disclosing their disability by making all staff aware of support and workplace adjustments available and providing the opportunity to disclose any disabilities.
- Continue the Disability and Access Service targeted campaign to students at key points in the student lifecycle, ensuring they are aware of the Disability and Access Service, how to register and what services can be provided.
- The Disability and Access Service plans to continue to educate and raise awareness with academic staff about reasonable adjustments. External expert speakers will be invited to Charles Sturt University to present and discuss the topic. This was planned for 2020, but COVID-19 affected the ability to undertake the planned roadshow of external expert speakers.

## Item 6. Multicultural policies and services program

At Charles Sturt University, inclusiveness is one of the core values that is used to guide planning and decision-making. Ingrained in our ethos is the commitment that: 'We value equity and diversity. We are about creating a fair and inclusive environment in which students and staff of all backgrounds can flourish.'

Identified as important to multiculturalism are key enduring long-term objectives for our regional and professional communities, students and ourselves.

We have adopted a range of strategies and initiatives to support this approach and this section highlights some of our achievements in this area.

Our approach is divided into the following key areas.

1. Service delivery – ensuring that people from diverse cultural backgrounds receive high quality services that meet their needs.
2. Planning – better planning, including using staff and student profile data to better plan services and policies.
3. Leadership – ensuring that all leaders value and strive to support diversity in its various forms.
4. Engagement – ensuring that Charles Sturt faculties and divisions have effective resources and processes in place for engaging with people from culturally diverse communities.

Acknowledging the culture and insight of First Nations people, Charles Sturt's ethos is clearly described by the Wiradjuri phrase 'yindyamarra winhanganha', translated as 'the wisdom of respectfully knowing how to live well in a world worth living in'.

Charles Sturt shows leadership amongst other tertiary institutions with respect towards the First Nations Peoples of Australia and the land where each of our campuses are located. We have a whole-of-university approach to inclusive practice, and in particular to Aboriginal and Torres Strait Islander engagement with tertiary study where we continue to strive for increased participation. Our demonstrated strong commitment to facilitating the success of Aboriginal and Torres Strait Islander people is evidenced through the strategies implemented in education and research, and through our work with communities.

In 2020, Charles Sturt developed a First Nations sub-brand and plan which will be implemented in 2021. This plan is to ensure that we continue to adapt our services to meet changing student needs. As a result of COVID-19, we moved all of the services from our campus based Indigenous Student Centres to online and ensured that our First Nations students received appropriate support to navigate this change.

An Indigenous Cadetship Coordinator was employed in June 2020 and the Indigenous Australian Student Cadetship Program was launched. At the end of 2020, 16 areas within Charles Sturt had registered interest and 19 First Nations Australian students had submitted an expression of interest seeking a placement. The cadetship offers a two year part-time paid work placement (420 hours per year) in an area related to their University degree.

The Charles Sturt Refugee and Asylum Seeker Student Program supports students that hold a refugee and asylum seeker visa or humanitarian visa by trying to remove barriers to success. Our initiatives support students to work through issues include the following.

- Commonwealth support issues (for those with no option of HECS deferral or Centrelink assistance).
- Financial hardship and employment.
- Mental health and wellbeing.
- English Language course requirements (IELTS), support and recognition of previous studies in English.
- Advocacy for course progression or access issues..

We have a dedicated team that provides the following support.

- Supports International students to navigate the change to successful study in the Australian environment.
- Tailor communication planning to enable students from diverse backgrounds to opt in or out as their needs require.
- Offer and refer to a range of services and programs at Charles Sturt and organisations and groups in our communities to help connect refugees with other migrants and settle into their new home.
- Promote scholarships for refugees and asylum seekers to access tertiary education in Australia. These have paved the way for those who may not otherwise been able to access tertiary education. The aim of the scholarships is to support Charles Sturt undergraduate students with refugee or asylum seeker visas who are commencing or continuing studies, to create a better, safer future for themselves and their families.
- Arrange events to promote and celebrate cultural diversity, such as Harmony Day.

## Item 7. Work health and safety (WHS)

Charles Sturt University is committed to providing a workplace that is:

- Safe and healthy for all including staff, students, contractors and visitors.
- Compliant with the Work Health and Safety (WHS) Act 2011 (NSW) and other relevant legislation, regulations, national standards and codes of practice.

The university manages health, safety and wellbeing through the Division of People and Culture.

### Governance

The Vice-Chancellor's Leadership Team (VCLT) and University Council have oversight of how the university manages health and safety.

Information regarding changes in WHS and/or injury management legislation that would affect the university and its operations is provided to leaders through safety bulletins and online subscriptions. Updates were also provided to the VCLT and the University's Finance, Audit and Risk Committee, whenever changes occurred.

### Consultation

The overarching University Safety and Health Management Committee includes representatives from faculties, divisions and campus specific committees. University issues are discussed with members, who provide input to initiatives and communicate messages back to their respective teams.

Health and safety committees, and health and safety representatives from designated work groups, meet regularly to discuss local issues and activities that affect their members.

### Health and wellbeing

The WHS team continued to promote and offer a series of health and wellbeing initiatives for all staff and students. Activities conducted during the year included:

- Annual influenza vaccination program.
- Global Challenge – 10,000 steps program.
- Fitness Passport – corporate health and fitness program.
- Employee Assistance Program – LifeWorks by Morneau Chapel.
- WHS website offering comprehensive information and links to service providers.
- Enhanced wellbeing resources to assist staff during COVID-19 and university restructuring.
- Return to work management.

The return to work (RTW) team continue to implement the University's return to work program, providing outstanding services that assist employees to recover at work following an incident. The RTW team continue to work closely with Insurance and Care NSW (icare) to continually improve case management processes that support better outcomes for injured workers. Lost time injuries have continued to reduce during 2020.

### COVID-19

Throughout 2020, COVID-19 response planning and execution has been a focus for Work Health and Safety. The COVID-19 Critical Incident Management Team (CIMT) was formed early in 2020 as the global pandemic evolved, and continued to lead the university-wide COVID-19 response during the year.

Throughout 2020, the CIMT delivered response plans to manage the organisational risks associated with COVID-19. As the pandemic evolved and changed, the CIMT planning processes were constantly reviewed and refined and updated response plans developed as required.

### Fatalities and prosecutions

There were no employee, student or visitor fatal incidents during the 2020 reporting period. There were no SafeWork NSW (or other equivalent regulator) prosecutions during the reporting period.

**Table 11: Incident and injury performance indicators**

Performance indicator	2018	2019	2020
Number of workers compensation claims reported	121	124	72
Number of work-related medically treated injuries	33	16	15
Number of work-related lost time injuries	10	9	7
Lost time injury frequency rate	2.83	2.26	1.87
Full workers compensation claims cost	\$190,403	\$139,926	\$165,273
Workers compensation wages paid	\$14,157	\$28,934	\$63,142
Number of hazard reports submitted	52	131	64

### Activities planned for 2021

- Improve our Contractor Management System.
- Continue to support injured workers and promote early recovery at work programs.
- Continue to develop our Wellbeing Strategy, including targeted staff and student activities aimed at strengthening and supporting their mental and physical health and wellbeing.
- Continue to develop and maintain our WHS Management System.

## Item 8. Promotion (overseas travel)

The university paid \$283,809 for staff overseas travel in 2020 (2019: \$2.182 million). The university's overseas travel was severely disrupted by the outbreak of COVID-19 in February 2020.

Travel completed in early 2020 supported a range of activities including attendance and presentation of research papers at international conferences, staff development, meetings and research and teaching.

There were 63 individual journeys to Europe, Asia and the South Pacific.

## Item 9. Funds granted to community organisations

Table 12: Funds granted to community organisations

### Arts and culture grants

Recipient	Program name/description	Amount
Port Macquarie Historical Society Inc.	Collaborative project to design postcards to mark Port Macquarie's bicentenary.	\$1000
Arena Theatre Company	A five day innovative theatre workshop conducted by three professional artists for children with varying disabilities and their educators .	\$1000
Lyndhurst Public School	Support to engage music tutors to encourage the students interest in music and utilise the new equipment available.	\$1000

### Education development grants

Recipient	Program name/description	Amount
Wingham High School	Purchase floor anchor points for new multipurpose areas and purchase new sporting equipment.	\$1000
Bulahdelah Central School	School to Work Project refurbishing a covered over learning area.	\$1000
The Nature School Inc.	Purchasing wet weather gear to allow learning in all weather conditions.	\$500
Hastings Secondary College, Port Macquarie Campus	Purchase Tetrix robotics kits for the Aboriginal TMax robotics team.	\$1000
Crookwell Academy of STEM Excellence	Purchase a 3D design tool available to high school-age children through a lending library to facilitate problem solving skills across STEM Areas .	\$1000
Girls at the Centre	Purchase of art and craft supplies to engage high school age girls in artistic activities with the aim of redirecting negative behaviour and making better choices.	\$750
Adelong Preschool Inc	Create an indoor sensory play environment for preschool students.	\$1000
Albury Toy Library Incorporated	Purchase of toys to expand the Toy Library for children in Albury and the surrounds to facilitate learning in areas such as recycling and sustainable play.	\$1000
Blayney High School	Build a construction cottage with trade training startions to facilitate high school age students interest in the construction industry.	\$1000
Molong Central School	Cracking the Code to Education – purchase coding equipment for STEM classes.	\$750
St Vincent de Paul Society (Vinnies) NSW South Region	Purchase of end of year book prizes to support the refugee homework program facilitated by volunteers.	\$1000
Anson Street School	Skills House – building multipurpose, life skills learning environment for students with a disability.	\$1000
Bathurst West Public School	Purchase specialised seating for students that encourage more focused learning by sitting on stools that safely allow movement.	\$1000
Taree High School	Providing workshops to build resilience in Year 12 students.	\$1000
Central West Leadership Academy Limited	Bring One Giant Leap to Dubbo to inspire space STEM engagement.	\$1000

### Environmental sustainability grants

Recipient	Program name/description	Amount
Herland Cooperative	Rebuilding communal shelter and kitchen.	\$1000
Zonta Club of Port Macquarie Inc.	Earth Kit assembly project.	\$1000
Hastings Valley Amateur Beekeeping Association	Hastings Valley Amateur Beekeepers Association Education Apiary.	\$1000
Sustain: The Australian Food Network	Food stories – Big and Small (podcast).	\$1000
Corowa Public School	Environmentally sustainable outdoor classroom.	\$750
Dubbo Rivercare Group Inc	Macquarie River weed control and replanting – Dubbo Project.	\$1000

### Health and wellbeing grants

Recipient	Program name/description	Amount
Mid North Coast Community College	Therapy pod beanbags and weighted therapeutic blanket for our students.	\$1000
Parkinson's New South Wales	Online singing therapy for people with Parkinson's disease.	\$1000
Ronald McDonald House, Wagga Wagga	Purchase a "loaner" laptop for parents of sick children to utilise at Wagga Wagga Base Hospital children's ward to effectively and efficiently communicate where needed.	\$1000
Active Living Longer Inc. (ALLong)	To produce exercise videos to be delivered online specifically for people aged 50-75 years to continue building general health and wellbeing during COVID-19.	\$1000
Life Education NSW Limited	Provide life education lessons to bushfire affected schools.	\$1000
Hastings Early Intervention Program Inc trading as Early Connections	Connect & Eat! Paediatric Speech Pathology Feeding Clinic for children with feeding difficulties.	\$1000
Co-operative Legal Service Delivery (CLSD) program	Provision of information and care packages for disadvantaged individuals in the midst of COVID-19.	\$1000
Wagga Wagga Community Media Inc	Purchase a defibrillator to be available to the radio station staff and surrounding community.	\$1000
U3A Wagga Wagga	Purchase equipment for association members to encourage health and wellbeing, social interaction and mental stimulation to senior members of our community.	\$1000
Wallerawang Public School	Contribute funding to support a breakfast program for identified children to promote a positive start to their learning day through meaningful connections with peers and staff.	\$1000
St Vincent de Paul Society (Vinnies) NSW South Region	Contribute funding to support a "buddies day" one day program for disadvantaged youth to connect with their buddies to form caring relationships.	\$1000
Bathurst Seymour Centre	Contribute to funding to provide 10 group music lesson for older members of the community along with people with disabilities and their carers.	\$1000
Gilgandra High School	Install a smartboard in the Wellness Hub to overcome distancing issues and to support group community presentations.	\$1000
Lions Club of Geurie Incorporated	Install a refrigerator in the Lions Club van to assist drought relief catering.	\$1000

### Indigenous engagement grants

Recipient	Program name/description	Amount
Bunyah Local Aboriginal Land Council	NAIDOC Family Fun Day.	\$1000
Uranquinty Preschool	Embedding Aboriginal perspectives into Uranquinty Preschool in 2020.	\$1000
Forbes North Public school	Building cultural links through visual arts and Wiradjuri Language.	\$1000
Mulyan Public School	Dinawan connects Mulyan with culture, dance and Dreaming.	\$1000
Rotary Club of Port Macquarie Inc	Birth Certificate Program.	\$1000

### Sports development grants

Recipient	Program name/description	Amount
Hastings Baseball Association	Purchasing essential equipment for baseball in the Port Macquarie/Hastings region.	\$1000
Cricket NSW	Social cricket competition for students.	\$1000
Wodonga Basketball Association	Host a local coach's course for junior representative coaches to be properly accredited and avoid the need and costs of travelling to Melbourne..	\$1000
Book Book Tennis Club	Host a community and family tennis coaching afternoon and BBQ to bring the community together following the drought, bushfires and COVID-19.	\$1000
Orana Physical Culture	Headset wireless microphones, transmitter and receiver for amplified voice lesson delivery.	\$750
Wagga Wagga Athletics & Little Athletics	Purchase of new public address system to better suit the needs of the sporting community when holding athletics carnivals.	\$1000
Turvey Park Australian Football Club Inc	Junior Bulldogs representative funding.	\$1000

**\$48500**

## Item 10. Consumer response

The University Ombudsman is responsible for the management, resolution and reporting of complaints and concerns from students, staff and members of the public.

The University Ombudsman maintains a register of complaints and concerns and reports to the University Council and the Vice-Chancellor's Leadership Team.

The university's complaints procedure adopts a three-stage model in which students are empowered to resolve issues on an informal basis. Should this prove unsuccessful then a formal complaints resolution process is adopted by which the matter is referred to a senior manager for investigation and determination. The third step is an internal review by the University Ombudsman. Should a complainant be dissatisfied with the outcome, the complainant may seek a review by an external authority. Charles Sturt provides the details of the NSW Ombudsman when making a final determination.

During 2020, 10 matters were addressed by the NSW Ombudsman. On nine occasions the NSW Ombudsman determined that Charles Sturt had satisfactorily resolved the matter and the university was not required to undertake further action. The other complainant was determined to not have exhausted their right to an internal review and the matter was remitted to the University Ombudsman for management.

The University Ombudsman received an increase in enquiries and complaints throughout 2020 directly related to the effects of COVID-19 on complainants, and the university's response to the sometimes rapidly changing gathering restrictions throughout Australia. These contacts ranged from requests for special consideration from students who had been affected or negatively impacted by COVID-19, to feedback for changes in teaching and exam protocols to accommodate the restrictions. The major themes in complaints continue to reflect concerns with the timeliness of responses from academic staff, particularly in the area of academic misconduct. The data was analysed to determine the faculty and schools receiving the greater number of complaints and a review of resources has been undertaken to achieve more timely responses.

The University Ombudsman continues to, where appropriate, provide recommendations on the application and improvement of Charles Sturt's policies and procedures.

Information garnered through the University Ombudsman engaging with the complaint management teams at other universities has improved the university's complaint management processes and this new information has been used when providing training to staff on the management of complaints. This training has focused on an improved understanding of the University's recently updated Complaints Management Policy and Procedure and reinforcing the need for due process and timely communications with complainants.

As the University Ombudsman implements further process improvements in 2021, there will be a continued focus on professional development for senior managers receiving and responding to complaints to ensure best practice and timely resolution for complainants.



Students on our Albury campus

# Governance

## Item 11. Risk management and insurance activities

Effective enterprise risk management enables the university to continuously assess existing and emerging risks, and develop tailor-made strategies to treat risks according to appropriate risk appetite and tolerance levels.

Oversight of risk management at the University is provided by the Office of Governance and Corporate Affairs (OGCA). To ensure that the university continues to respond to the challenges and opportunities brought about by an ever-changing Australian Higher Education sector, OGCA undertook a review of its risk management and compliance function, which led to the creation of the new role of Director, Risk and Compliance. The Director, Risk and Compliance will be structurally positioned to provide senior leadership and strategic direction to the university as it draws on risk management principles, processes, and frameworks to guide decisions. The Director, Risk and Compliance was recruited at the end of 2019 and commenced in January 2020.

In 2019–2020, the university engaged an external consulting firm (RSM Australia Pty Ltd) to provide independent advice regarding its Risk Management Policy and Procedure, Risk Appetite Statement, and Risk Register. The independent review involved extensive consultations with the Vice-Chancellor's Leadership Team and the university's governing bodies, such as the Finance, Audit and Risk Committee, and University Council.

The independent review resulted in the following upgrades to the university's risk management framework:

- Refinement of the Risk Management Policy and Procedure to more closely reflect the Australian Standard for Risk Management, AS ISO 31000:2018.
- Update of the Risk Appetite Statement in line with the university's evolving risk profile.
- Rationalisation of the Risk Register to remove duplication of risks and controls, and capture efficiencies in risk treatment strategies.

The recently upgraded risk management framework supports the university's prioritisation, monitoring, and management of relevant opportunities and risks, including:

- Monitoring of strategic objectives
- Academic integrity
- Teaching and research quality
- Legislative and regulatory compliance
- Financial performance and sustainability of operations
- Data-driven decision-making at the strategic and operational levels
- Business continuity due to disruption of University services
- Student load
- Third-party arrangements
- Change management
- Governance policy impacts.

Throughout 2020, the Risk and Compliance unit has partnered with university stakeholders to develop frameworks and processes to provide assurance on the delivery of organisational strategy and objectives.

Major projects include the following.

### Academic Risk Management

This project has sought to design and implement business processes to identify, manage, mitigate and monitor any academic risks that may adversely affect the quality of academic activities undertaken at the university. A pilot study of academic risk management was undertaken and the learnings from this study are being scaled up for deployment across all faculties in 2021.

### Higher Education Standards Framework compliance

Through this project, a self-assessment tool has been developed and deployed across the University, including educational partners to facilitate internal awareness of individual area roles and responsibilities for organisational compliance with the Higher Education Standards Framework (2015). This self-assessment builds capacity, skills and knowledge regarding compliance requirements of staff to the University Council. Following a trial in July 2020, a whole of organisation self-assessment was undertaken by year end 2020. The results of the self-assessments will be reported through the university's management and governance structures in 2021.

### Online compliance register

This project commenced in late 2020 to migrate the university's legislative guide, which lists the major pieces of legislation with which the institution is required to comply, into an online system. The online compliance register is designed to facilitate the identification of compliance requirements and the responsible owners. The online system enables tasks to be ascribed to each compliance owner to conduct compliance assurance activities. The compliance register will be fully implemented in 2021.

With the support of OGCA, senior leadership adopts a top-down and risk-based approach to manage opportunities and threats relative to the achievement of university objectives. To ensure that senior leadership effectively addresses emerging issues, OGCA incorporated risk management as a standing agenda item at leadership meetings across multiple levels of the organisation. These levels range from that of the faculty and division, through to Council and Academic Senate, as well as that of their committees and sub-committees. Such continuous and focussed leadership attention on risk management serves to increasingly raise awareness of risk and compliance issues and embed a risk and compliance culture in the University.

On behalf of the Finance, Audit and Risk Committee of Council, the Internal Auditor conducts an annual program of audits that are prioritised on the basis of risk and insights from other assurance processes within the University. In 2020, a revitalisation of the strategic internal audit plan was undertaken to accommodate new and emergent risk factors brought about by the pandemic and internal priorities. This work was conducted in close collaboration between the University's Internal Audit function and the Finance, Audit and Risk Committee. Additionally, to further strengthen internal assurance processes, the Internal Audit function updated the university's Internal Audit Charter and Internal Audit Manual, which establish audit quality expectations, as well as roles and responsibilities for addressing audit matters across the University. The Internal Audit function will continue to draw on best internal audit practices in the delivery of audit engagements into the future.

Supporting the university through the COVID-19 pandemic was a key priority for the Risk and Compliance unit in 2020. The risk function has been continuously represented on the Critical Incident Management Team since its inception in January 2020. Through that forum business continuity plans have been reviewed and updated across the university, specialist advice has been provided across a diverse range of issues to promote COVID-19 safety for the organisation, and detailed work has been undertaken to develop COVID-19 specific operational plans to support the return to on campus activities.

Throughout 2020, the Risk and Compliance unit continued the development and improvement of the administrative practices for the management of risk at an institutional level. Notable among these has been the delivery of a whole-of-organisation Resilience

Framework to set out the processes that are required to ensure the preparedness of the university to be able to effectively plan for, respond to, and recover from, disruptions.

Continued development of the university's risk register, and the risk management practices that support the register, have been further enhanced throughout 2020. Risks in the register have been mapped against the organisational structure to identify the distribution of causes as well as the roles and responsibilities to mitigate risk. This mapping has led to the development of a comprehensive methodology to examine how adverse outcomes might occur at any level of the organisation and where risk mitigation actions are located. This is progressive work that will continue through 2021 as a full cycle of register review is completed.

**Table 13: Insurance policy listing**

Class of insurance	Insurer/broker	Policy number	Expiry date	Protection/comments
Clinical Trials Protection	Unimutual	CSU 21 CT	31 October 2021	\$30 million per claim-\$120 Million aggregate <sup>1</sup>
General and Products Liability	Unimutual	CSU 21 GPL	31 October 2021	\$250 million each claim
\$250 Million in the aggregate for Product Liability	Unimutual	CSU 20 PL	31 October 2020	\$30 million per claim. \$120 million aggregate <sup>1</sup>
Professional Liability Protection	Unimutual	CSU 21 PL	31 October 2021	\$30 million per claim \$60 million aggregate <sup>1</sup>
Malpractice Protection	Unimutual	CSU 21 MM	31 October 2021	\$30 million per claim \$60 million aggregate <sup>1</sup>
Cyber Protection	Unimutual	CSU 21 CYB	31 October 2021	\$5 million any one claim and in the aggregate
Environmental Liability Protection	Unimutual	CSU 21 ENV	31 October 2021	\$2.5 million any one claim and in the aggregate
Liability Terrorism Protection	Unimutual	CSU 21 LT	31 October 2021	\$100 million any one occurrence
Property Protection	Unimutual	CSU 21 PR	31 October 2021	\$600 million any one claim. Subject to sub-limits
Property Terrorism Protection	Unimutual	CSU 21 PT	31 October 2021	\$1,000 million any event
Active Assailant Protection	Unimutual	CSU 21 AAE	31 October 2021	\$2 million any one claim and in the aggregate

**Non-unimutual non-core covers below**

Class of insurance	Insurer/broker	Policy number	Expiry date	Protection/comments
Contract Works	Allianz/Gow-Gates Insurance Brokers Pty Ltd	99-0106949-CMD	31 October 2021	\$30 million any one occurrence any one location. Subject to sub-limits.
Corporate Travel (overseas only)	AIG Australia Ltd/Gow-Gates Insurance Brokers Pty Ltd	2200103601	31 October 2021	Staff Capital Benefit up to \$500,000
Weekly max. \$1000	CHUBB/Gow-Gates Insurance Brokers Pty Ltd	01PX530477	31 December 2020	\$1 million medical expenses and emergency evacuation
Council Members: Capital Benefit up to \$500,000	Allstate Underwriting Agency Pty Ltd/Peter Brown & Associates	AUS0030110FAR	31 October 2020	Farm buildings \$20,000. Farm theft \$20,000. Stock transit \$30,000
Weekly max. \$1000	AIG Australia Ltd/ Gow-Gates Insurance Brokers Pty Ltd	2200103646	1 November 2020	Death and capital maximum \$300,000. Weekly maximum \$2000
O/S Medical Expenses- No Limit	CHUBB/Gow-Gates Insurance Brokers Pty Ltd	02PO014230	31 December 2020	Death and capital maximum \$300,000 Weekly maximum \$1300
Expat. Medical and Additional Expenses	CHUBB/Gow-Gates Insurance Brokers Pty Ltd	01PX530477	31 December 2021	\$1 Million Medical Expenses and Emergency Evacuation
Farm Insurance	Allstate Underwriting Agency Pty Ltd/Peter Brown & Associates	AUS0030110FAR	31 October 2021	Farm Buildings \$20,000

Farm Theft \$20,000	Chubb-Unimutual	93315347	1 November 2020	\$10 million any one claim. \$20 million in the aggregate
Stock Transit \$30,000	NTI/Gow-Gates Insurance Brokers Pty Ltd	47250112	31 October 2020	\$400,000 transit cover any one loss
Farm Fencing \$325,000	CGU/Gow-Gates Insurance Brokers Pty Ltd	24F 2045359	31 October 2020	Comprehensive market value. Third party legal liability \$35 million
Hay & Grain \$30,000	icare workers insurance/ AJGallagher	121135701	31 December 2020	As per NSW legislation
Group Personal Accident & Sickness (Council & Committee members)	AIG Australia Ltd/ Gow-Gates Insurance Brokers Pty Ltd	2200103646	1 November 2021	Death and Capital max. \$300,000 Weekly max. \$2000
Group Personal Accident & Sickness (Police College)	CHUBB/Gow-Gates Insurance Brokers Pty Ltd	02PO014230	31 December 2021	Death & Capital max. \$300,000. Weekly max. \$1300
Group Personal Accident & Sickness (Students)	CHUBB/Gow-Gates Insurance Brokers Pty Ltd	01PO533297	31 December 2021	Death & Capital max. \$55,000 Weekly max. \$450
Group Personal Accident & Sickness (Journey)	CHUBB/Gow-Gates Insurance Brokers Pty Ltd	01PJ531368	31 December 2021	Death & Capital max. \$500,000 Weekly max. \$4000
Management Liability (D&O)	Chubb-Unimutual	93315347	1 November 2021	\$10 Million any one claim. \$20 Million in the aggregate
Marine Transit	NTI/Gow-Gates Insurance Brokers Pty Ltd	47250112	31 October 2021	\$400,000 Transit Cover any one loss
Motor Vehicles-Australia	CGU/Gow-Gates Insurance Brokers Pty Ltd/	24F 2045359	31 October 2021	Comprehensive market value. Third party Legal Liability \$35 Million
Workers Compensation CSU-NSW-	icare workers insurance/ AJGallagher	121135701	31 December 2021	As per NSW legislation
Workers Compensation CSCS Ltd-NSW	icare workers insurance/ AJGallagher	124009101	31 December 2021	As per NSW legislation
Workers Compensation-ACT-CSCS Ltd	QBE/AJGallagher	CA1985536GWC	1 January 2022	As per ACT legislation
Workers Compensation-CSU ACT	QBE/AJGallagher	CA1899851GWC	31 December 2021	As per ACT legislation
Workers Compensation-CSU Northern Territory	Allianz/AJGallagher	TWY0008726	31 December 2021	As per NT legislation
Workers Compensation-CSU Queensland	Workcover Queensland	WCA150569240	30 September 2021	As per Queensland legislation
Workers Compensation-CSU Tasmania	Allianz/AJGallagher	LWL0007915	31 December 2021	As per Tasmanian legislation
Workers Compensation-CSU Western Australia	Allianz/AJGallagher	WWH0050599	31 December 2021	As per WA legislation
Workers Compensation-CSU Victoria	Victorian Workcover Authority/Gallagher Bassett	13790637	30 June 2021	As per Vic legislation
Workers Compensation-CSU South Australia	Return to WORKSA/ Workcover Corporation of S.A	26407609	30 June 2021	As per SA legislation

Note (1): The aggregate of \$120 million refers to a combined single limit across Professional Liability, Malpractice Liability and Clinical Trials Liability.

CTP (Green slip) Insurance is arranged by Fleet, Division of Finance. The insurer currently used is Allianz. Crop and stock insurance is arranged on an 'as needs' basis through reputable brokers.

## Item 12. Consultants

**Table 14: Consultant engagements costing equal to or greater than \$50,000**

Consultant	Project	Actual cost
Accordant Pty Ltd	Market segment review services	\$462,852.50
Altis Consulting Pty Ltd	Course conversion tracking and support	\$146,589.44
Anatas Pty Ltd	Boomi designer, specialist IT skills	\$154,330.00
Astrum Recruitment Pty Ltd	Recruitment services for three executive roles.	\$71,225.94
Belgiovane Williams Mackay Pty Ltd	Marketing service provider, all mediums	\$118,128.90
Benjamin Richard Gray	Strategy program implementation support in regards to the 2020 Transformation Management project under the Sustainable Futures program	\$165,139.07
Birdanco Practice Trust, The Trustee	Project to review and amend risk management documentation and to update the risk register	\$62,734.31
Blue Zenith Leadership Consulting	Design, development and facilitation of training sessions for leadership styles	\$214,230.00
Cisco Systems Australia Pty Ltd	High level design requirements for the ACI and Security Elements	\$58,080.00
Colere Group Pty Ltd	Dung Beetle Research Project	\$81,153.69
DBM Consultants	Student Experience and Advocacy Tracker survey	\$117,064.76
GAJ Consulting Pty Ltd	Transformation Project under the Sustainable Futures program	\$98,641.81
HCL Australia Service Pty Limited	Professional services for the new CRM - Microsoft Dynamics	\$72,177.26
Kai Jensen	Policy development - 1. benchmarking research, 2. liaison with stakeholders, 3. workshops 4. policy and procedure development	\$132,034.47
Karltek Pty Ltd	Xayaburi Fish Passage Project - technical PIT advice	\$91,858.30
KPMG Pty Ltd	Services to the Customer Relationship Manager Project	\$3,660,328.00
Matt Cahill Consulting	Services provided to the AgriPark Steering Committee in regards to strategic direction, business plan, funding opportunities, growth opportunities	\$295,625.00
Metamorphosis Business Transformation	Transformation Project under the Sustainable Futures program	\$150,090.93
Prospect Research & Marketing Pty Ltd	Research consultancy for international partners	\$79,928.50
Savills Project Management Pty Ltd	Property planning and services	\$517,211.12
Taylor Nelson Sofres Australia Pty	Charles Sturt University brand and advertisement effectiveness	\$169,015.00
The Hornery Institute	Thurgoona Education Precinct - masterplan recommendations	\$55,720.16
The Trustee for The Glenorie Invest	Quality Assurance Framework Project	\$63,250.00
Wells Advisory Australia Pty Ltd	Governance and Policy Framework review	\$120,000.00
<b>TOTAL</b>		<b>\$7,157,409.16</b>

Consultant engagements costing less than \$50,000

137 vendors for a total cost of \$2,476,259



Students on our Port Macquarie campus

## Item 13. Major works

Category	Campus	Project	Total cost	Status
Commercial Services	Bathurst	John Oxley Village Refurbishment	\$4,501,603.00	Completed in 2020
Strategic Initiatives	Wagga Wagga	Riverina Equestrian Centre	\$1,263,227.00	Completed in 2020
Commercial Capital	Wagga Wagga	Building 7 – Demountable	\$1,102,710	Completed in 2020
Strategic Initiatives	Port Macquarie	Port Macquarie Stage 2A	\$42,968,000	Completed in 2020
On Campus Learning and Teaching	Wagga Wagga	Building 138 Equine Isolation Facility Refurbishment	\$5,375,681	Completed in 2020
Commercial Capital	Bathurst	Stage 2 Solar Bathurst	\$2,488,591	Completed in 2020
Commercial Services	Wagga Wagga	Cottage Conversion Stage 3	\$3,944,629	Completed in 2020
Deferred Maintenance	Bathurst	Pre-Solar Roof Repairs	\$653,121	Completed in 2020
Enabling Infrastructure	Bathurst	Hydrant Ring Main	\$2,289,162	Completed in 2020
Deferred Maintenance	Wagga Wagga	Building Upgrades – 26, 27, 28 HVAC Upgrade	\$1,846,429	Completed in 2020
Enabling Infrastructure	Wagga Wagga	Entry Refresh to Building 483	\$249,719	Completed in 2020
SSAF	Albury-Wodonga	Bouldering Wall	\$465,527	Completed in 2020
Commercial Services	Bathurst	Renovation to existing buildings (Windradyne and Diggings)	\$839,405	Completed in 2020
SSAF	Bathurst	Building 1413 Rafters Atrium Renovation	\$533,999	Completed in 2020
SSAF	Orange	Netball Court Replacement	\$381,655	Completed in 2020
Strategic Initiatives	Orange	Joint Program in Medicine – Orange Campus	\$31,800,000	Anticipated date of completion, April 2021
Strategic Initiatives	Orange	Bloomfield Medical Centre – Level 1	\$3,100,000	Anticipated date of completion, March 2021
Strategic Initiatives	Port Macquarie	Port Macquarie Student Residences	\$1,300,000	Anticipated date of completion, February 2021
Strategic Initiatives	Port Macquarie	Port Macquarie Stage 2B	\$23,000,000	Anticipated date of completion, February 2021

There were no material cost overruns/delays, amendments, deferments or cancellations to the approved Capital Plan.

## Item 14. Land disposals

In 2020 there were nil transacted land and property disposals that exceeded \$5,000,000.

Access to documents relating to all disposals can be obtained under the Government Information (Public Access) Act 2009.

# Item 15. Legal change

## Changes in Acts and subordinate legislation and significant judicial decisions affecting the University or users of its services – 2020

### Legislative changes

#### Contract Cheating legislation administered by TEQSA

Provisions relating to academic cheating services under the *Tertiary Education Quality and Standards Agency Act 2011* came into effect on 4 September 2020 and make it an offence to provide or advertise an academic cheating service. TEQSA, as a regulator of the higher education sector, is responsible for administering the law and its role includes acting to prevent access to online academic cheating services. The University's response includes the identification of contract cheating in the Academic Integrity Policy and Student Misconduct Rule 2020 as being unacceptable and a type of misconduct and likely to attract severe penalties.

#### *Corporations Act 2001 (Cth)* – Part 9.4AAA Protection for whistleblowers

As reported in the 2019 Annual Report, the *Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019* received Royal Assent on 12 March 2019, amending the *Corporations Act 2001 (Cth)* (CA Act) to expand and strengthen the whistleblower provisions under the CA Act. These reforms include stronger protections for whistleblowers, increasing penalties applied to those who reveal a whistleblower's identity, and the requirement for certain entities to implement a CA Act compliant whistleblower policy from 1 January 2020. Consistent with the legislation, the University has implemented a Whistleblowing (Reporting Wrongdoing) Policy.

#### *Fair Trading Act 1987 (NSW)*

Amendments to the *Fair Trading Act 1987 (NSW)* (FT Act) imposing new disclosure obligations on businesses took effect on 1 July 2020. These provisions require businesses to take reasonable steps to make consumers aware of the substance and effect of any terms which may substantially prejudice their interests (for example, terms requiring a consumer to pay an exit fee or limit a supplier's liability). Non-compliance may result in significant fines and NSW Fair Trading can also issue penalty notices to individuals and corporations. Given the University's commercial activities may be captured by the FT Act, the University is mindful to ensure that it complies with these amendments.

#### *Foreign Relations (State and Territory Arrangements) Act 2020*

The *Foreign Relations (State and Territory Arrangements) Act 2020* received assent on 10 December 2020. The Act deals with foreign arrangements between particular kinds of State and Territory entities (including universities) and particular kinds of foreign entities, and allows the Minister to assess whether arrangements between State/Territory entities and foreign entities are consistent with Australia's foreign policy and do not adversely affect Australia's foreign relations. Parts 1, 4 and 5 of the Act commenced upon assent but Parts 2 and 3, which deal with negotiating and entering core and non-core financial arrangements, are yet to commence. The University continues to assess the impact of the Act and will provide an update on its response to obligations under Parts 2 and 3 in the next annual report.

#### Inquiry into foreign interference into universities due July 2021

In November 2020 the Parliamentary Joint Committee on Intelligence and Security (PJCIS) commenced its inquiry into the national security risks affecting the Australian higher education and research sector. Its broad scope is to 'inquire into, and report on, national security risks affecting all institutions within the Australian higher education and research sector.' Universities were invited to provide submissions by 18 December 2020 and the PJCIS has broad powers to compel the giving of evidence from a person (including a university). The University continues to monitor any implications from the PJCIS inquiry.

#### *Modern Slavery Act 2018 (NSW)*

As reported in the 2018 and 2019 Annual Reports, the University is captured by the *Modern Slavery Act 2018 (Cth)* and the *Modern Slavery Act 2018 (NSW)*. The main requirement under both Acts is to produce an annual statement on modern slavery risks and remediation steps taken by entities. The University's first reporting period will be 1 January 2020 – 31 December 2020 and its first report will be due six months after the end of that period. The University Council approved a statement on modern slavery in 2020. The statement is published on the University website.

## COVID-19 legislative actions

#### Electronic execution arrangements – remote witnessing NSW

On 22 April 2020, the *Electronic Transactions Amendment (COVID-19 Witnessing of Documents) Regulation 2020* amended the *Electronic Transactions Regulation 2017* to permit the signing of certain documents to be witnessed by audio visual link. These provisions were incorporated on 28 September 2020 into Part 2B of the *Electronic Transactions Act 2000* and made operative up to 31 December 2021. Given the University permitted its staff to work from home during most of 2020, the University took advantage of these provisions for document execution to ensure continued business operations in a timely manner.

#### Implementation of health orders

The *Public Health Act 2010 (NSW)* permits the Minister to take any action and may by order give any directions as the Minister 'considers necessary to deal with the risk and its possible consequences' where the Minister for Health and Medical Research 'considers on reasonable grounds that a situation has arisen that is, or is likely to be a risk to public health.' The Minister has made a number of Orders under the Act to deal with the public health risk of COVID-19, including in relation to border control, gathering and movement, self-isolation, spitting and coughing and interstate hotspots. Similar Orders have been issued in other States and territories. The University has taken appropriate action to implement these Orders in relation to each of its campuses to ensure public safety.

#### *Intellectual Property Laws Amendment (Productivity Commission Response Part 2 and Other Measures) Act 2020* and Regulations

The *Intellectual Property Laws Amendment (Productivity Commission Response Part 1 and Other Measures) Act 2020* was introduced by the Commonwealth Government in 2018 to implement the recommendations contained in a 2016 report by the Productivity Commission at the conclusion of its public inquiry into Australia's intellectual property arrangements (the PC Report). A key provision of the legislation is the abolition of the innovation patent system.

## Judicial decisions

There were no judicial decisions to which the university was a party in 2020. The university continues to monitor other key judicial decisions and determinations that, although not directly involving the university, may have implications for the University or users of its services. Some key decisions during 2020 are included below.

### *Y v Uni of QLD & Anor [2020]*

In this decision of the Queensland Court of Appeal the Court confirmed that:

- universities can discipline students who engage in misconduct that could amount to a criminal offence if the conduct was separately proven before a court exercising criminal jurisdiction
- a university's power to discipline such students depended on its policies and procedures
- the court will require a university to strictly comply with procedural fairness requirements in misconduct cases.

The university remains mindful of the importance of complying with procedural fairness requirements, in particular when dealing with misconduct matters under the Student Misconduct Rule 2020.

### *Merck Sharp & Dohme Corporation v Wyeth LLC (No 3) [2020] FCA 1477*

This Federal Court judgment represented the first detailed consideration by the court of the Raising the Bar amendments (RB amendments) to the *Patents Act 1990* (Cth) (Patents Act) which came into full effect on 15 April 2013, and concerned patent infringement claims by Pfizer against Merck Sharp & Dohme Corporation (MSD). The RB amendments were implemented to ensure consistency in Australia's patent standards with overseas jurisdictions, and include amendments to the Patents Act to replace the previous 'fair basis' test (that is, the claim is fairly based on the matter described in the specification) with the requirement that the claim is fully supported by the description. Given Pfizer's failure in a claim subject to the RB amendments, but success in a claim subject to the pre-RB amendments in this case, this difference in outcome is regarded as illustrative of how the RB amendments have 'raised the bar' for patent claims. The University will need to keep in mind this higher threshold under the law in protecting and enforcing its patents.

### *James Cook University v Ridd [2020] GCAC 123*

In this decision the Federal Court overturned an earlier decision of a single Federal Circuit Judge (which earlier decision was discussed in the University's 2019 Annual Report). The Federal Court allowed James Cook University's appeal and ruled that Professor Ridd's termination did not breach the *Fair Work Act*, taking the view that Professor Ridd's obligations under JCU's Code of Conduct were not subordinate to the intellectual freedom clause in the JCU Enterprise Agreement. As the High Court has recently agreed to hear Professor Ridd's appeal later this year the university will continue to monitor this case and any related impacts on the sector.

## Item 16. Access to information

Clause 7A: Details of the review carried out by the agency under section 7 (3) of the Act during the reporting year and the details of any information made publicly available by the agency as a result of the review.

Reviews carried out by the agency	Information made publicly available by the agency
Yes	Yes

Clause 7B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications).

Total number of applications received
2

Clause 7C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 to the Act (information for which there is conclusive presumption of overriding public interest against disclosure).

Number of applications	Refused	Wholly partly	Total
1	1	1	1
% of total	0	0	0

**Table A: Number of applications by type of applicant and outcome\***

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn	Total	% of total
Media	0	0	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0	0	0
Members of the public (other)	1	1	0	0	0	0	0	0	2	100
<b>Total</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	
<b>% of Total</b>	<b>50</b>	<b>50</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>100</b>	

\*More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

**Table B: Number of applications by type of application and outcome**

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn	Total	% of total
Personal information applications*	1	0	0	0	0	0	0	0	1	50
Access applications (other than personal information applications)	0	1	0	0	0	0	0	0	1	50
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	
<b>% of Total</b>	<b>50</b>	<b>50</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>100</b>	

\*A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

**Table C: Invalid applications**

Reason for invalidity	Number of applications	% of total
Application does not comply with formal requirements (section 41 of the Act)	1	100
Application is for excluded information of the agency (section 43 of the Act)	0	0
Application contravenes restraint order (section 110 of the Act)	0	0
Total number of invalid applications received	1	100
Invalid applications that subsequently became valid applications	0	0

**Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 to Act**

	Number of times consideration used*	% of total
Overriding secrecy laws	0	0
Cabinet information	0	0
Executive Council information	0	0
Contempt	0	0
Legal professional privilege	1	100
Excluded information	0	0
Documents affecting law enforcement and public safety	0	0
Transport safety	0	0
Adoption	0	0
Care and protection of children	0	0
Ministerial code of conduct	0	0
Aboriginal and environmental heritage	0	0

\*More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

**Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act**

	Number of occasions when application not successful	% of total
Responsible and effective government	0	0
Law enforcement and security	0	0
Individual rights, judicial processes and natural justice	0	0
Business interests of agencies and other persons	0	0
Environment, culture, economy and general matters	0	0
Secrecy provisions	0	0
Exempt documents under interstate freedom of information legislation	0	0

**Table F: Timeliness**

	Number of applications	% of total
Decided within the statutory timeframe (20 days, plus any extensions)	0	0

**Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)**

	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of Act	0	0	0
Review by NSW Civil and Administrative Tribunal (NCAT)	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

\*The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

**Table H: Applications for review under Part 5 of the Act (by type of applicant)**

	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

**Table I: Applications transferred to other agencies under Division 2 of Part 4 of the Act (by type of transfer)**

	Number of applications transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

## Item 17. Privacy and personal information

The University Ombudsman is the university's Privacy Officer.

The university continues to address requests for private information from third parties by explaining the university's obligations under the Privacy and Personal Information Protection Act 1998 and consent being subsequently obtained from the owner of the private information for this information to be disclosed by the university to the third party.

The university continues to monitor the application and effectiveness of the Privacy Management Plan and consults regularly with the Office of the Australian Information Commissioner as to the university's obligations in respect to notifiable data breaches.

## Item 18. Public interest disclosures

The objective of the Public Interest Disclosure Act 1994 (NSW) is to encourage public officials to report serious wrongdoing, and facilitate such reporting. The university has in place a Whistleblowing (Reporting Wrongdoing) Policy outlining the university's commitment to integrity, accountability and good management. It sets out information and procedures to assist all members of the university community (including employees and contractors) with appropriate reporting, subsequent investigation and resolution of suspected wrongdoing that falls under the Public Interest Disclosure Act 1994 (NSW). The Whistleblowing (Reporting Wrongdoing) Policy is made available to staff and the public via the University's policy library web page, promoting awareness of the Policy, and the protections under the Public Interest Disclosure Act 1994 (NSW) for a person who makes a public interest disclosure.

Training continues to be provided to staff on their obligations and rights under the Public Interest Disclosure Act 1994 NSW and the university's Whistleblowing (Reporting Wrongdoing) Policy.

**Table 16: Number of public officials who have made a public interest disclosure (PID) to the university**

1	Public interest disclosures made by public officials in performing their day to day functions	5
2	Public interest disclosures not covered by (1) that are made under a statutory or other legal obligation	1
3	All other public interest disclosures	0
4	For each PID received by the university (see (1)):	
	Number of public officials who have made a PID to the public authority	6
	Number of public interest disclosures received by the public authority in total and the number of PIDs received by the public authority relating to each of the following:	
	a) corrupt conduct	6
	b) maladministration	0
	c) serious and substantial waste of public or local government money	0
	d) government information contraventions	0
	e) local government pecuniary interest contraventions	0
	TOTAL number of public interest disclosures received by the university	6
	Number of public interest disclosures finalised	1

## Item 19. Cyber security policy attestation

Charles Sturt University aims for compliance with the NSW Government Cyber Security Policy and during 2020 has successfully continued to protect against and manage cyber security risks in a manner consistent with the Core Requirements set out in the policy.

The university applies a risk-based approach to protect the safety of both people and information. The university has implemented ACSC and NSW government strategies to mitigate cyber security incidents and:

- operates a cyber security planning and governance structure with reporting lines to the executive level
- supports a cyber security culture with mandatory annual cyber security training for all staff and ongoing engagement with the University community
- operates a risk-based security programme based on the ISO/IEC 27001 security standard
- annually assesses maturity of ACSC Essential Eight
- operates cyber incident detection and response processes including a data breach response plan based on the OAIC guidelines
- operates and maintains privacy breach response processes
- has managed Charles Sturt's maturity and initiatives through the Division of Information Technology Security Risk Assessment Team, and Data Security and Governance Committee with oversight provided by the Finance Audit and Risk Committee
- continues to engage with cyber security communities including CAUDIT, NAUDIT, AARNet, AusCERT, NSW Cyber, ACSC, JCSC and Stay Smart Online
- continues its practice of commissioning bi-annual independent security penetration tests to identify exploitable security vulnerabilities in ICT systems.

The Australian Higher Education sector has seen a growth in threats from cyber-criminals, advanced persistent threats (APT) and state-based actors. To safeguard against these growing threats Charles Sturt in 2020:

- performed an assessment of internal systems for indicators of compromise experienced by other major universities in the Australian sector. Microsoft were engaged to assist in this activity reporting that no IoCs were identified
- delivered enhanced technology and traffic monitoring providing a robust set of intrusion alerting, detection and logging
- enhanced the operation of the Information Security Management System (ISMS), including the development and action of a risk treatment plan with a number of concurrent projects underway to raise the maturity against the Essential Eight.

As a result of the pandemic, 2020 also saw Charles Sturt successfully manage and control the cyber security risks relating to a rapid shift to off campus working arrangements, with no successful attacks observed and risks managed in line with the NSW Cyber Security Policy.

Charles Sturt security operations continue to apply a risk-based approach to maturing vulnerability management practices, including:

- application and OS hardening
- email security measures
- administrator privilege restrictions
- multi-factor authentication
- anti-virus software
- network-based intrusion detection/prevention
- threat detection and response processes.

## Item 20. Compliance statement

The University Council has assessed the university's activities and confirms the university is compliant with the Voluntary Code of Best Practice for the Governance of Australian Public Universities.

# Financial report

## Item 21. Accounts payment performance

Table 17: Totals for 2020 (value)

	Paid in 30 days	Paid in 31–60 days	Paid in 61–90 days	Paid in 91+ days	Total
March	\$ 60,526,418.49	\$ 6,318,433.01	\$ 1,458,581.53	\$ 1,639,293.20	\$ 69,942,726.23
June	\$ 74,002,155.64	\$ 4,115,195.08	\$ 699,989.52	\$ 1,376,815.54	\$ 80,194,155.78
September	\$ 64,019,298.26	\$ 5,315,836.20	\$ 1,225,382.40	\$ 893,710.84	\$ 71,454,227.70
December	\$ 53,794,294.29	\$ 4,951,877.71	\$ 1,259,121.68	\$ 811,049.63	\$ 60,816,343.31
<b>TOTAL</b>	<b>\$252,342,166.68</b>	<b>\$20,701,342.00</b>	<b>\$ 4,643,075.13</b>	<b>\$4,720,869.21</b>	<b>\$282,407,453.02</b>

Table 18: Totals for 2020 (invoices)

	Paid in 30 days	Paid in 31–60 days	Paid in 61–90 days	Paid in 91+ days	Total
March	17,006	3067	459	1,222	21,754
June	14,235	2139	549	494	17,417
September	17,750	2363	354	395	20,862
December	14,654	2522	349	348	17,873
<b>TOTAL</b>	<b>63,645</b>	<b>10,091</b>	<b>1711</b>	<b>2459</b>	<b>77,906</b>

Table 19: Accounts paid on time within each quarter (value)

	Target	Actual	Paid in 30 days	Total amount paid
March	85%	87%	\$ 60,526,418.49	\$ 69,942,726.23
June	85%	92%	\$ 74,002,155.64	\$ 80,194,155.78
September	85%	90%	\$ 64,019,298.26	\$ 71,454,227.70
December	85%	88%	\$ 53,794,294.29	\$ 60,816,343.31
<b>TOTAL</b>	<b>85%</b>	<b>89%</b>	<b>\$252,342,166.68</b>	<b>\$282,407,453.02</b>

Table 20: Accounts paid on time within each quarter (invoices)

	Target	Actual	Paid in 30 days	Total invoices paid
March	85%	78%	17,006	21,754
June	85%	82%	14,235	17,417
September	85%	85%	17,750	20,862
December	85%	82%	14,654	17,873
<b>TOTAL</b>	<b>85%</b>	<b>82%</b>	<b>63,645</b>	<b>77,906</b>

Note: There were four payments during 2020 where interest totalling \$808.44 has been charged for late payment.

## Item 22. Disclosure of controlled entities and subsidiaries

Please refer to note 36 of the financial statements (page 126) for details of the University's subsidiaries.

# Item 23. Investment performance

The weighted average return on all investments was 4.45% and totalled \$16.5 million, net of fees and gross of unrealised gains and losses. Interest earnings were \$1.39 million while distributions from managed funds totalled \$16 million. Realised losses totalled \$0.53 million while the net movement in unrealised gains in the period totalled \$13.1 million.

Charles Sturt University's investment strategy is overseen by a committee of the University Council. The current strategy has been in place since 2002. Prior to this, funds were generally invested in interest-bearing deposits and bank bills.

The university utilises the services of numerous institutional fund managers to administer its medium- and long-term portfolios, excluding the university's legacy investments and cash products. These fund managers adopt appropriate benchmarking facilities and Charles Sturt University has accepted these in accordance with its investment strategy requirements.

## One-year investment performance

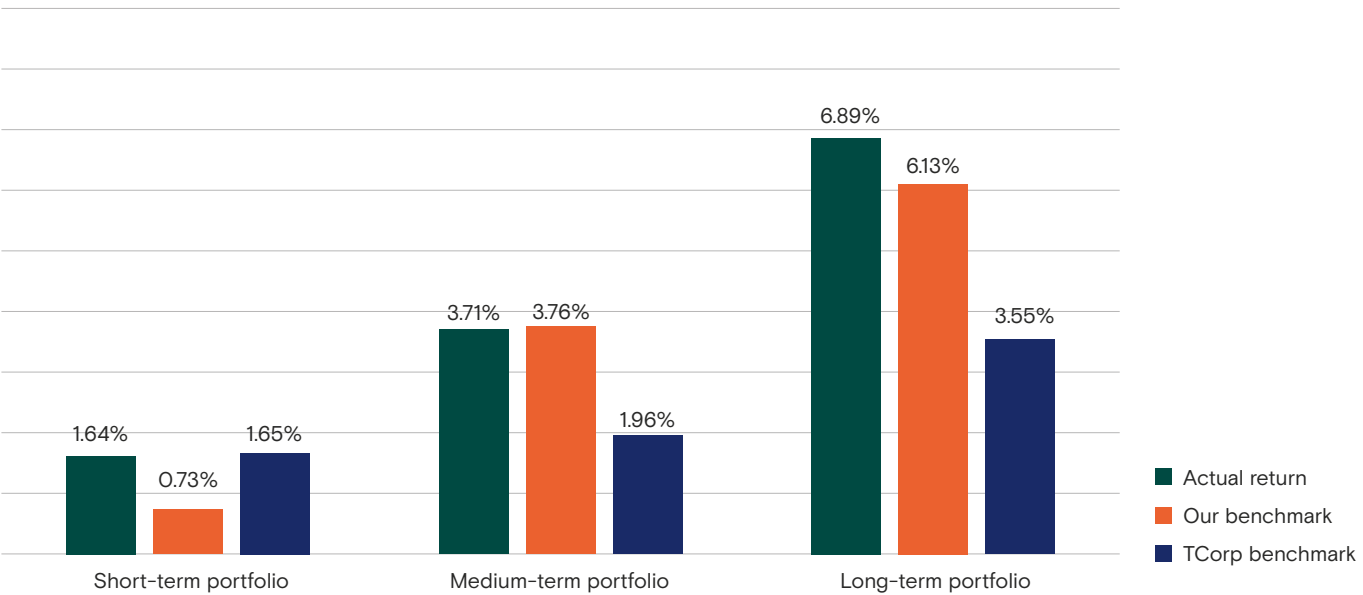


Table 21: Benchmarks

Portfolio	Our benchmark	TCorp benchmark
Short term portfolio	RBA cash rate average over rolling two-year periods	TCorp Strategic Cash Fund
Medium term portfolio	90 day BBSW + 2.5% over rolling three-year periods	TCorp Medium Term Fund
Long term portfolio	CPI + 5% over rolling five-year periods	TCorp Long Term Fund

## Item 24. Economic or other factors

Both domestic and global economic conditions have an impact on Charles Sturt University in its capacity as an education provider for Australian and international students, and as an employer, investor, borrower and a procurer of goods and services.

For 2020, the COVID-19 pandemic has placed enormous challenges and opportunities on the university in responding and adapting to an environment of mostly online delivery of courses, very small numbers of students on campus and no new arrivals of international students. This required a timely and coordinated approach in dealing with the financial challenges and setting a sustainable pathway for the University with a smaller and more agile workforce.

Charles Sturt University has responded quickly and appropriately in developing a series of measures under its Sustainable Futures program, which has improved the financial result from a forecast deficit of approximately \$49.5 million. The continued and growing demand in enrolments from domestic students has contributed positively to this outcome.

Economic conditions were recessionary in 2020, as expected. Many parts of the economy were restricted and locked down by all three levels of government as a measure to limit the spread of the virus, a strategy which has been very successful.

Most economists are forecasting a slow economic recovery in 2021 as restrictions start to ease and news that vaccines will be widely available to all Australians in the second quarter. There is still a high level of uncertainty around the pace of recovery with many parts of the world still struggling to contain outbreaks and some uncertainty on the overall effectiveness of vaccines at this early stage. The ongoing restrictions on international borders will reduce the number of international students studying at Charles Sturt and all universities in Australia. The winding back of stimulus measures such as Jobkeeper and Jobseeker will also impact upon the domestic economy.

The official Reserve Bank cash rate has fallen from 0.75% per cent to 0.10 per cent at year end.

The share market (All Ordinaries Index) has finished the year at 6850 points (up 50 points from 31 December 2019) after falling to a low point of 4564 points during March 2020.

Inflation continued to remain low and finished with a rise of just 0.9% per cent for the 2020 year. The unemployment rate ended the year at 6.6 per cent.

There is continued economic uncertainty for the university heading into 2021 but there are also many positives, including strong levels of domestic enrolments and overall the university is now better placed to deal with the challenges which are likely to present.

## Item 25. Credit card certification

The Acting Vice-Chancellor certified that credit card use during 2020 was managed in accordance with established requirements and practices.



Students on our Wagga Wagga campus

# Financials

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# Charles Sturt University

ABN 83 878 708 551

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## Charles Sturt University Budgeted Financial Statements for the year ending 31 December 2021

The budgeted financial statements for 2021 do not form part of the audited financial statements.

Charles Sturt University Budgeted Income statement  
For the year ending 31 December 2021

	Consolidated		Parent Entity	
	2021 Budget \$'000	2020 Actual \$'000	2021 Budget \$'000	2020 Actual \$'000
<b>Income from continuing operations</b>				
Australian Government Financial Assistance				
Australian Government grants	220,000	235,493	220,000	231,908
HELP - Australian Government payment	128,000	128,784	128,000	128,784
State and local Government financial assistance	-	14,929	-	14,929
HECS-HELP student payments	8,000	8,320	8,000	8,320
Fees and charges	126,873	149,532	117,840	148,884
Investment revenue	7,620	21,123	7,620	19,455
Consultancies and contracts	3,000	3,301	3,000	3,301
Other revenue	11,000	13,998	11,000	12,455
Gain on disposal of assets	-	187	-	1,174
<b>Total income from continuing operations</b>	<b>504,493</b>	<b>575,667</b>	<b>495,460</b>	<b>569,210</b>
<b>Expenses from continuing operations</b>				
Employee related expenses	271,943	327,143	263,930	319,680
Depreciation and amortisation	43,565	44,679	43,530	44,639
Repairs and maintenance	12,000	8,112	12,000	8,068
Borrowing costs	1,300	1,691	1,300	1,691
Impairment of assets	-	6,185	-	6,179
Loss on disposal of property, plant & equipment	-	-	-	-
Other Expenses	187,368	168,361	186,500	169,967
<b>Total expenses from continuing operations</b>	<b>516,176</b>	<b>556,171</b>	<b>507,260</b>	<b>550,224</b>
<b>Operating result for the year</b>	<b>(11,682)</b>	<b>19,496</b>	<b>(11,800)</b>	<b>18,986</b>

Charles Sturt University Budgeted Statement of Financial Position  
For the year ending 31 December 2021

	Consolidated		Parent Entity	
	20201 Budget \$'000	2020 Actual \$'000	2021 Budget \$'000	2020 Actual \$'000
<b>Assets</b>				
<b>CURRENT ASSETS</b>				
Cash and cash equivalents	7,819	587	5,030	(2,102)
Receivables	42,000	41,864	42,000	41,123
Inventories	3,000	3,273	3,000	3,273
Other financial assets	25,000	23,000	25,000	23,000
Other non-financial assets	5,000	9,399	5,000	9,399
Non-current assets held for sale	-	-	-	-
<b>Total current assets</b>	<b>82,819</b>	<b>78,123</b>	<b>80,030</b>	<b>74,693</b>
<b>NON-CURRENT ASSETS</b>				
Receivables	399,525	399,881	399,525	399,881
Other financial assets	360,000	340,015	340,000	318,820
Property, plant and equipment	902,920	899,767	902,856	899,663
Intangible assets	10,500	9,564	10,500	9,562
Other assets	5,000	499	5,000	499
<b>Total non-current assets</b>	<b>1,677,945</b>	<b>1,649,726</b>	<b>1,657,881</b>	<b>1,628,425</b>
<b>Total assets</b>	<b>1,760,764</b>	<b>1,727,849</b>	<b>1,737,911</b>	<b>1,703,118</b>
<b>Liabilities</b>				
<b>CURRENT LIABILITIES</b>				
Trade and other payables	56,301	35,933	58,547	35,886
Borrowings	5,227	4,324	5,227	4,324
Provisions	95,000	95,646	95,000	94,749
Contract Liabilities	14,513	49,110	14,378	48,975
<b>Total current liabilities</b>	<b>171,041</b>	<b>185,013</b>	<b>173,152</b>	<b>183,934</b>
<b>NON-CURRENT LIABILITIES</b>				
Borrowings	36,000	23,847	36,000	23,847
Provisions	428,007	417,047	427,902	416,945
Contract liabilities	4,000	4,438	4,000	4,438
<b>Total non-current liabilities</b>	<b>468,007</b>	<b>445,332</b>	<b>467,902</b>	<b>445,230</b>
<b>Total liabilities</b>	<b>639,048</b>	<b>630,345</b>	<b>641,054</b>	<b>629,164</b>
<b>Net assets</b>	<b>1,121,716</b>	<b>1,097,504</b>	<b>1,096,857</b>	<b>1,073,954</b>
<b>Equity</b>				
Reserves	449,387	413,493	448,196	413,493
Retained earnings	672,329	684,011	648,661	660,461
<b>Total Equity</b>	<b>1,121,716</b>	<b>1,097,504</b>	<b>1,096,857</b>	<b>1,073,954</b>

Charles Sturt University Budgeted Statement of Cash Flows  
For the year ending 31 December 2021

	Consolidated		Parent Entity	
	2021 Budget \$'000	2020 Actual \$'000	2021 Budget \$'000	2020 Actual \$'000
<b>Cash flows from operating activities</b>				
Australian Government Grants	369,376	329,411	368,876	325,826
State Government Grants	-	2,332	-	2,332
Superannuation Supplementation	18,133	15,864	18,133	15,864
HECS-HELP Student payments	8,000	8,320	8,000	8,320
Receipts from students fees and other customers	155,240	178,017	147,140	176,255
Distributions Received	7,458	15,977	7,458	15,977
Interest Received	1,500	1,349	1,500	1,349
GST recovered	19,502	20,676	19,502	20,676
OS-HELP (net)	-	2,773	-	2,773
Payments to suppliers	(183,031)	(184,807)	(182,531)	(186,349)
Payments to employees	(325,414)	(313,798)	(317,414)	(307,669)
Interest paid	(465)	(1,454)	(465)	(1,454)
<b>Net cash provided by operating activities</b>	<b>70,299</b>	<b>74,660</b>	<b>70,199</b>	<b>73,900</b>
<b>Cash flows from investing activities</b>				
Proceeds from sale of property, plant and equipment	-	3,566	-	3,566
Payments for property, plant and equipment	(47,840)	(93,584)	(47,840)	(93,583)
Proceeds from sale of financial assets	100,000	125,115	100,000	114,078
Payments for financial assets	(110,000)	(74,982)	(110,000)	(63,051)
<b>Net cash used in investing activities</b>	<b>(57,840)</b>	<b>(39,885)</b>	<b>(57,840)</b>	<b>(38,990)</b>
<b>Cash flows from financing activities</b>				
Repayment of Leases	(4,928)	(4,394)	(4,928)	(4,574)
Repayment of Borrowings	(299)	(31,286)	(299)	(31,286)
<b>Net cash used in financing activities</b>	<b>(5,227)</b>	<b>(35,680)</b>	<b>(5,227)</b>	<b>(35,860)</b>
<b>Net increase / (decrease) in cash and cash equivalents</b>	<b>7,232</b>	<b>(905)</b>	<b>7,132</b>	<b>(950)</b>
<b>Cash and cash equivalents at the beginning of the financial year</b>	<b>587</b>	<b>1,492</b>	<b>(2,102)</b>	<b>(1,152)</b>
<b>Cash and cash equivalents at the end of the financial year</b>	<b>7,819</b>	<b>587</b>	<b>5,030</b>	<b>(2,102)</b>

# Charles Sturt University

ABN 83 878 708 551

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## Financial Statements for the 2020 Reporting Period

The financial report was authorised for issue by the members on 9th June 2021. Charles Sturt University has the power to amend and reissue the financial report.



## INDEPENDENT AUDITOR'S REPORT

### Charles Sturt University

To Members of the New South Wales Parliament

### Opinion

I have audited the accompanying financial statements of Charles Sturt University (the University), which comprise the Income Statement, Statement of Comprehensive Income and the Statement of Changes in Equity for the year ended 31 December 2020, the Statement of Financial Position as at 31 December 2020, and the Statement of Cash Flows for the year then ended, notes to the financial statements comprising a Summary of significant accounting policies and other explanatory information of the University and the consolidated entity. The consolidated entity comprises the University and the entities it controlled at the year's end or from time to time during the financial year.

In my opinion, the financial statements:

- give a true and fair view of the financial position of the University and the consolidated entity, as at 31 December 2020, and of their financial performance and cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2015
- have been prepared in accordance with Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012* (the ACNC Act) and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

My opinion should be read in conjunction with the rest of this report.

### Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the University in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

I have fulfilled my other ethical responsibilities in accordance with APES 110.

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

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

## Key Audit Matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial statements for the year ended 31 December 2020. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, I do not provide a separate opinion on these matters.

Key Audit Matter	How my audit addressed the matter
<b>Fair value measurement of property, plant and equipment</b>	
<p>At 31 December 2020, the University reported \$899.8 million in property, plant and equipment.</p> <p>In 2020, the University assessed whether the carrying values reported in the financial statements for land, buildings, infrastructure and artwork assets reflect their fair value. The University performed this assessment by engaging an independent valuer to perform a valuation.</p> <p>This resulted in a net increment of \$4.6 million to the property, plant and equipment carrying values.</p> <p>I considered this to be a key audit matter because of the:</p> <ul style="list-style-type: none"> <li>• significance of property, plant and equipment to the University's financial position</li> <li>• use of significant assumptions required to estimate fair value</li> <li>• judgement and complexities associated with the application of AASB 13 'Fair Value Measurement' requirements</li> <li>• specialised and unique nature of the assets</li> <li>• extent of significant management judgements underpinning key assumptions used to estimate the fair value of assets.</li> </ul> <p>Further information on the fair value measurement is included in Note 19 'Property, plant and equipment'.</p>	<p>Key audit procedures included the following:</p> <ul style="list-style-type: none"> <li>• assessed the competency, capability and objectivity of management's independent valuer</li> <li>• assessed the accuracy and completeness of assets included in the revaluation</li> <li>• assessed the appropriateness of the methodology and key assumptions adopted, provided by management's independent valuer and material changes to useful lives</li> <li>• assessed the sufficiency and appropriateness of management's fair value assessment against the requirements of applicable Australian Accounting Standards</li> <li>• reviewed the reconciliation of the valuation report to the reported financial statement balances</li> <li>• assessed the adequacy of the financial statement disclosures against the requirements of applicable Australian Accounting Standards.</li> </ul>
<b>Valuation of defined benefit superannuation and long service leave liabilities</b>	
<p>At 31 December 2020, the University reported:</p> <ul style="list-style-type: none"> <li>• defined benefit superannuation liabilities totalling \$424.3 million</li> <li>• employee long service leave liabilities totalling \$40.1 million.</li> </ul> <p>I considered this to be a key audit matter because:</p> <ul style="list-style-type: none"> <li>• the defined benefit superannuation and long service leave liabilities are financially significant to the University's financial position</li> <li>• there is a risk that the data used in the defined benefit superannuation and long service leave liability valuation models (the models) is not accurate and/or complete</li> </ul>	<p>Key audit procedures included the following:</p> <ul style="list-style-type: none"> <li>• assessed the key controls supporting the data used in the models and assessed the completeness and accuracy of the data used in the models</li> <li>• obtained management's actuarial reports and year-end adjustments, and in relation to defined benefit superannuation liabilities, engaged a qualified actuary ('auditor's expert') to: <ul style="list-style-type: none"> <li>– assess the qualifications, competence and objectivity of management's independent experts</li> <li>– assess the appropriateness of the models</li> <li>– confirm the reasonableness of key assumptions used</li> <li>– assess the reasonableness of the reported liability value</li> </ul> </li> </ul>

Key Audit Matter	How my audit addressed the matter
<ul style="list-style-type: none"> <li>the underlying models used to value the liabilities are complex due to a high level of judgement and estimation involved in the valuation assumptions, including discount rates, salary inflation and other assumptions</li> <li>the total value of the liabilities is sensitive to small changes in key valuation inputs.</li> </ul> <p>Further information on the valuation of defined benefit superannuation and long service leave liabilities is included in Note 24 'Provisions' and Note 34 'Defined Benefits Plan'.</p>	<ul style="list-style-type: none"> <li>assessed the adequacy of the financial statement disclosures against the requirements of applicable Australian Accounting Standards.</li> </ul>

## Other Information

The University's annual report for the year ended 31 December 2020, includes other information in addition to the financial statements and my Independent Auditor's Report thereon. The members of the Council of the University are responsible for the other information. At the date of this Independent Auditor's Report, the other information I have received comprise the Report by the Members of the Council and the Statement by the Council.

My opinion on the financial statements does not cover the other information. Accordingly, I do not express any form of assurance conclusion on the other information.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude there is a material misstatement of the other information, I must report that fact.

I have nothing to report in this regard.

## University Council's Responsibilities for the Financial Statements

The Council is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the PF&A Act and the Guidelines, *the Australian Charities and Not-for-Profits Commission Act 2012*, and for such internal control as the Council determines is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council is responsible for assessing the University's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

## Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at:

[http://www.auasb.gov.au/auditors\\_responsibilities/ar5.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar5.pdf). The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that the University carried out its activities effectively, efficiently and economically
- about the security and controls over the electronic publication of the audited financial statements on any website where it may be presented
- about any other information which may have been hyperlinked to/from the financial statements.



Margaret Crawford  
Auditor-General for NSW

16 June 2021  
SYDNEY

## Report by the Members of the Council 31 December 2020

The members of the University Council present their report on the consolidated entity consisting of Charles Sturt University and the entities (the University) it controlled at the end of, or during, the year ended 31 December 2020.

### Meetings of members

For the year ended 31 December 2020, the number of meetings of the University Council and committees, as well as these meetings attended by each member were:

	University Council		Nomination & Remuneration Committee		Finance, Audit & Risk Committee		Investment Committee		Council Executive Committee		Foresighting Committee	
	A	B	A	B	A	B	A	B	A	B	A	B
Dr Michele Allan	24	23	5	4	-	-	-	-	13	13	5	5
Dr Saranne Cooke	24	24	5	5	8	8	-	-	13	13	5	4
Professor Andrew Vann	11	11	4	4	4	3	1	1	6	4	1	1
Professor John Germov	12	12	1	1	4	3	4	3	7	7	4	4
Emeritus Professor Joyce Kirk	24	24	5	5	8	8	-	-	13	11	-	-
Mr Graeme Bailey	24	24	-	-	-	-	6	6	-	-	-	-
Ms Julie Cleary	21	21	-	-	8	7	-	-	-	-	-	-
Dr Kate Cornick	24	23	-	-	8	8	-	-	-	-	5	5
Mr Benjamin Fry	20	18	-	-	-	-	-	-	-	-	-	-
Mr John Lloyd	24	23	-	-	-	-	-	-	-	-	4	4
Mr Philip Marcus Clark AO	24	23	-	-	-	-	6	6	-	-	5	2
Mr Jamie Newman	24	18	5	3	-	-	-	-	-	-	-	-
Ms Lisa Schofield	24	19	-	-	-	-	5	1	-	-	-	-
A/Professor Shokoofeh Shamsi	14	8	-	-	-	-	-	-	-	-	-	-
Emeritus Professor Christina Slade	24	24	-	-	8	7	-	-	-	-	-	-
Dr Lyndal Thorburn	24	24	-	-	-	-	-	-	-	-	5	5
Dr Peter Woodgate	24	24	5	3	8	4	-	-	-	-	5	5
Dr Ruth Townsend	7	7	-	-	-	-	-	-	-	-	-	-

A= Number of meetings held during the time the member held office.

B= Number of meetings attended during the time the member held office or was a member of the committee during the year.

## Report by the Members of the Council 31 December 2020

### Members

The following persons were members of the University Council of Charles Sturt University during the year and up to the date of this report:

Name	Position	Appointed/End of Term
Dr Michele Allan	Chancellor	
Professor Andrew Vann	Vice-Chancellor	Ceased 8/12/2020
Professor John Germov	Interim Vice-Chancellor (s 8I(b))	Term commenced 22/06/2020
Dr Saranne Cooke	Deputy Chancellor, Ministerial appointee (s 8H(1))	
Mr Graeme Bailey	(Council appointee (s 8G(1))	
Mr Philip Marcus Clark AO	(Council appointee (s 8G(1))	
Mr Jamie Newman	(Council appointee (s 8F(1))	
Mr Benjamin Fry	Council appointee (s 8E(2)(c))	Term commenced 14/02/2020
Emeritus Professor Joyce Kirk	Presiding Officer, Academic Senate	
Dr Kate Cornick	(Council appointee (s 8G(1))	
Dr Peter Woodgate	(Council appointee (s 8G(1))	
Ms Lisa Schofield	(Council appointee (s 8F(1))	
Dr Ruth Townsend	Elected member (s 8E(2)(a))	Term commenced 01/07/2020
Ms Julie Cleary	Elected (General Staff) Member (s 8E(2)(b))	
Mr John Lloyd	(Council appointee (s 8H(1))	
Emeritus Professor Christina Slade	(Council appointee (s 8G(1))	
A/Professor Shokoofeh Shamsi	Elected (Academic staff) Member (s 8E(2)(a))	
Dr Lyndal Thornburn	(Council appointee (s 8G(1))	

### Principal activities

The University's strategic direction is to deliver successful graduates, build vibrant regional communities and strengthen its capabilities.

During the year, the principal continuing activities of the University and its controlled entities consisted of:

- The provision of distinctive education programs and the preparation of students for work and successful careers, a meaningful life and as contributing and caring citizens.
- Strategic and applied research activities that help communities flourish and shapes the world we live in.
- Building strong, vibrant regional communities with intellectual capital, social capital and infrastructure. The University strives to enhance communities of inland Australia, indigenous Australia and national and international institutions to which our staff and students are linked.
- The continued enhancement of its capability and its workforce to develop a strong and engaged university.

There were no significant changes in the nature of the Universities principal activities during the year.

### Review of operations

The University recorded a net surplus from continuing operations of \$19,495,153 for the year ended 31 December 2020, compared to a net surplus of \$10,964,876 in 2019. Total assets as at 31 December 2020 were \$1,727,850,354 compared to \$1,742,663,692 as at 31 December 2019.

### Significant changes in the state of affairs

No significant changes in the universities state of affairs occurred during the year.

### Matter Subsequent to the End of the Financial Year

No matters or circumstances arose since the end of the financial year which significantly affected or could significantly affect the past results of the operations of the University and its subsidiaries.

## Report by the Members of the Council 31 December 2020

### Likely developments and expected results of operations

There are no expected developments as at the reporting date that would likely impact the expected results of the operation other than those referred to above and elsewhere in the financial reports.

### Environmental regulation

Charles Sturt University has an obligation to report its scope 1 and 2 greenhouse gas emission and energy consumption to the Clean Energy Regulator under the *National Greenhouse and Energy Reporting Act 2007* and continues to operate as a certified carbon neutral organisation. Charles Sturt did not encounter any environmental compliance issues during 2020.

The University is working towards the implementation of a series of voluntary environmental sustainability targets as part of its University Strategy. Charles Sturt maintains a public-facing Sustainability Statement as a signal of its intent to continue to operate in a sustainable manner and is a platform for engaging with students, partners, suppliers and stakeholders to create a sustainable future for the benefit of everyone. Charles Sturt is also a signatory to the University Commitment to the United Nations' Sustainable Development Goals.

Large scale rooftop solar energy systems have been commissioned at all of Charles Sturt's major campuses. These works form a significant component of the University's target of a financially viable Clean Energy Strategy to be delivered by 2030 - which will ideally see Charles Sturt eliminate all scope 1 and 2 emissions at the source by transitioning to 100% renewable energy. In addition to these strategies to improve the organisation's operational efficiencies, the University is also working on the integration of sustainability content into all courses to contribute towards the Graduate Learning Outcomes. The University proactively seeks opportunities to partner with its local and regional communities to build a more sustainable future.

### Insurance of Officers

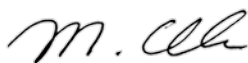
Members of Council are covered by the following insurance policies:

- Management Liability Policy
- Chubb Insurance Company of Australia Limited - Policy No. 93315347 - Expiry date 1 November 2021
- Group Personal Accident Policy
- AIG Australia Limited - Policy number: 2200103646 - Expiry date 31 December 2021

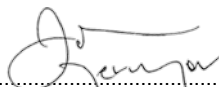
### Proceedings on behalf of the company

The University is not aware of any legal proceedings at the date of this report.

This report is made in accordance with a resolution of the members of the council.



Dr Michele Allan  
Chancellor 9/6/2021



Professor John Germov  
Interim Vice-Chancellor  
9/6/2021

Bathurst, New South Wales, Australia

# Charles Sturt University

ABN: 83 878 708 551

## Statement by the Council

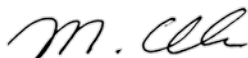
31 December 2020

In accordance with a resolution of the Council of Charles Sturt University and pursuant to Section 41C (1B) and (1C) of the *Public Finance and Audit Act 1983*, we state that:

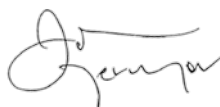
- (1) The financial reports present a true and fair view of the financial position of the University and its controlled entities at 31 December 2020 and the results of its operations and transactions of the University for the year then ended;
- (2) The financial reports have been prepared in accordance with the provisions of the *New South Wales Public Finance and Audit Act 1983*, the *Public Finance and Audit Regulation 2015*, the *Australian Charities and Not-for-profits Commission Act 2012* and the Financial Statement Guidelines for Australian Higher Education Providers for the 2020 Reporting Period
- (3) The financial reports have been prepared in accordance with Australian Accounting Standards and Interpretations; and
- (4) We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate.

In addition to the above, we state that:

- (5) There are reasonable grounds to believe that the Group will be able to pay its debts as and when they fall due;
- (6) The University charged Student Services and Amenities Fees strictly in accordance with the *Higher Education Support Act 2003* and the Administration Guidelines made under the Act. Revenue from the fee was spent strictly in accordance with the Act and only on services and amenities specified in subsection 19-38(4) of the Act; and
- (7) The amount of Commonwealth financial assistance expended during the reporting period was for the purposes for which it was granted.



Dr Michele Allan  
Chancellor 9/6/2021



Professor John Germov  
Interim Vice-Chancellor  
9/6/2021

Bathurst, New South Wales, Australia

## Income Statement

For the year ended 31 December 2020

		Consolidated		Parent	
	Notes	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
<b>Income from continuing operations</b>					
Australian Government financial assistance					
Australian Government grants	2	235,493	208,012	231,908	208,010
HELP - Australian Government payment	2	128,784	137,000	128,784	137,000
State and local Government financial assistance	3	14,929	1,647	14,929	1,647
Fees and charges	4	149,532	204,120	148,884	203,574
HECS-HELP - Student payments		8,320	8,276	8,320	8,276
Consultancy and contracts	7	3,301	3,310	3,301	3,310
Investment revenue	5	21,123	35,337	19,455	32,738
Royalties, trademarks and licences	6	4	22	4	22
Other revenue	8	13,994	19,680	12,451	16,327
Gains on disposal of assets		187	6,120	1,174	5,907
<b>Total income from continuing operations</b>		<b>575,667</b>	<b>623,524</b>	<b>569,210</b>	<b>616,811</b>
<b>Expenses from continuing operations</b>					
Employee related expenses	9	327,143	313,550	319,680	306,552
Depreciation and amortisation*	10	44,679	45,627	44,639	45,589
Repairs and maintenance	11	8,112	10,114	8,068	10,082
Borrowing costs*	12	1,691	2,719	1,691	2,719
Impairment of assets	13	6,185	3,562	6,179	3,562
Other expenses	14	168,361	236,987	169,967	242,403
<b>Total expenses from continuing operations*</b>		<b>556,171</b>	<b>612,559</b>	<b>550,224</b>	<b>610,907</b>
<b>Net result from continuing operations *</b>		<b>19,496</b>	<b>10,965</b>	<b>18,986</b>	<b>5,904</b>

\*The prior year balances have been restated. Refer to Note 1h  
The above Income Statement should be read in conjunction with the accompanying notes.

## Statement of Comprehensive Income

For the year ended 31 December 2020

	Notes	Consolidated		Parent	
		2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
<b>Net result for the period</b>		<b>19,496</b>	<b>10,965</b>	<b>18,986</b>	<b>5,904</b>
<i>Items that may be reclassified to profit or loss</i>					
Gain on revaluation of land, building and infrastructure		<b>4,561</b>	31,374	<b>4,561</b>	31,374
Transfer out to gain/loss on disposal	26	-	(241)	-	(241)
Gain on revaluation of financial assets		<b>10,952</b>	24,383	<b>10,952</b>	24,383
Remeasurement of Defined benefit superannuation plans		<b>(158)</b>	(334)	<b>(158)</b>	(334)
<b>Total other comprehensive income</b>		<b>15,355</b>	55,182	<b>15,355</b>	55,182
<b>Comprehensive result *</b>		<b>34,851</b>	66,147	<b>34,341</b>	61,086

\*The prior period balances have been restated. Refer to Note 1h

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

## Statement of Changes in Equity

For the year ended 31 December 2020

2020		Parent		
	Notes	Reserves \$'000	Retained earnings \$'000	Total \$'000
<b>Balance at 1 January 2020</b>				
Correction of prior period error AASB 16		397,980	640,436	1,038,416
		-	1,196	1,196
<b>Restated total equity as at 1 January 2020</b>		<b>397,980</b>	<b>641,632</b>	<b>1,039,612</b>
Net result from continuing operations		-	18,986	18,986
Gain on revaluation of Property, plant & equipment		4,561	-	4,561
Revaluation of Financial Assets		10,952	-	10,952
Remeasurement of Defined benefit superannuation plans		-	(158)	(158)
<b>Total comprehensive income</b>		<b>15,513</b>	<b>18,829</b>	<b>34,342</b>
<b>Balance at 31 December 2020</b>		<b>413,493</b>	<b>660,461</b>	<b>1,073,954</b>

2019		Parent		
	Notes	Reserves \$'000	Retained earnings \$'000	Total \$'000
<b>Balance at 1 January 2019</b>				
Retrosepective changes		342,464	661,526	1,003,990
		-	(25,465)	(25,465)
<b>Balance at 1 January as restated</b>		<b>342,464</b>	<b>636,061</b>	<b>978,525</b>
Net result from continuing operations		-	4,709	4,709
Correction of prior period error		-	1,196	1,196
Restated net result from continuing operations		-	5,905	5,905
Transfer out to gain/loss on disposal		(241)	-	(241)
Remeasurement of Defined benefit superannuation plans		-	(334)	(334)
Gain on revaluation of Property, plant & equipment		31,374	-	31,374
Revaluation of Financial Assets		24,383	-	24,383
<b>Total comprehensive income</b>		<b>55,516</b>	<b>5,571</b>	<b>61,087</b>
<b>*Balance at 31 December 2019</b>		<b>397,980</b>	<b>641,632</b>	<b>1,039,612</b>

*\*The prior period balances have been restated. Refer Note 1h  
The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.*

## Statement of Changes in Equity

For the year ended 31 December 2020

2020		Consolidated		
	Notes	Reserves \$'000	Retained earnings \$'000	Total \$'000
<b>Balance at 1 January 2020</b>		397,980	663,478	1,061,458
Correction of prior period error AASB 16		-	1,196	1,196
<b>Restated total equity as at 1 January 2020</b>		<b>397,980</b>	<b>664,674</b>	<b>1,062,654</b>
Net result from continuing operations		-	19,496	19,496
Gain on revaluation of Property, plant & equipment		4,561	-	4,561
Revaluation of Financial Assets		10,952	-	10,952
Remeasurement of Defined benefit superannuation plans		-	(158)	(158)
<b>Total comprehensive income</b>		<b>15,513</b>	<b>19,337</b>	<b>34,850</b>
<b>Balance at 31 December 2020</b>		<b>413,493</b>	<b>684,011</b>	<b>1,097,504</b>

2019		Consolidated		
	Notes	Reserves \$'000	Retained earnings \$'000	Total \$'000
<b>Balance at 1 January 2019</b>		342,464	679,517	1,021,981
Retrospective changes (new accounting standards)		-	(25,474)	(25,474)
<b>Balance at 1 January as restated</b>		<b>342,464</b>	<b>654,043</b>	<b>996,507</b>
Net result from continuing operations		-	9,769	9,769
Correction of prior period error		-	1,196	1,196
Restated profit for the period		-	10,965	10,965
Transfer out to gain/loss on disposal		(241)	-	(241)
Revaluation of Financial Assets		24,383	-	24,383
Gain on revaluation of Property, plant & equipment		31,374	-	31,374
Remeasurement of Defined benefit superannuation plans		-	(334)	(334)
<b>Total comprehensive income</b>		<b>55,516</b>	<b>10,631</b>	<b>66,147</b>
<b>*Balance at 31 December 2019</b>		<b>397,980</b>	<b>664,674</b>	<b>1,062,654</b>

\*The prior period balances have been restated. Refer Note 1h

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

## Statement of Financial Position

As at 31 December 2020

		Consolidated		Parent	
	Notes	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
<b>ASSETS</b>					
<b>CURRENT ASSETS</b>					
Cash and cash equivalents	15	587	1,492	(2,102)	(1,152)
Receivables	16	41,864	42,801	41,123	42,534
Inventories	17	3,273	2,656	3,273	2,656
Other financial assets	18	23,000	37,528	23,000	37,528
Other non-financial assets	21	9,399	12,028	9,399	12,028
Non-current assets held for sale		-	3,278	-	1,200
<b>TOTAL CURRENT ASSETS</b>		<b>78,123</b>	<b>99,783</b>	<b>74,693</b>	<b>94,794</b>
<b>NON-CURRENT ASSETS</b>					
Other financial assets	18	340,015	362,736	318,820	343,760
Trade and other receivables	16	399,881	419,507	399,881	419,507
*Property, plant and equipment	19	899,767	855,035	899,663	854,902
Intangible assets	20	9,564	5,329	9,562	5,325
Other non-financial assets	21	499	274	499	274
<b>TOTAL NON-CURRENT ASSETS*</b>		<b>1,649,726</b>	<b>1,642,881</b>	<b>1,628,425</b>	<b>1,623,768</b>
<b>TOTAL ASSETS</b>		<b>1,727,849</b>	<b>1,742,664</b>	<b>1,703,118</b>	<b>1,718,562</b>
<b>LIABILITIES</b>					
<b>Current liabilities</b>					
Trade and other payables	22	35,933	25,292	35,886	25,227
Borrowings	23	4,324	4,846	4,324	4,846
Provisions	24	95,646	84,168	94,749	83,368
Contract liabilities	25	49,110	68,664	48,975	68,574
<b>TOTAL CURRENT LIABILITIES</b>		<b>185,013</b>	<b>182,970</b>	<b>183,934</b>	<b>182,015</b>
<b>NON-CURRENT LIABILITIES</b>					
*Borrowings	23	23,847	54,716	23,847	54,716
Provisions	24	417,047	438,200	416,945	438,095
Contract Liabilities - Course fees	25	4,438	4,124	4,438	4,124
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>445,332</b>	<b>497,040</b>	<b>445,230</b>	<b>496,935</b>
<b>TOTAL LIABILITIES</b>		<b>630,345</b>	<b>680,010</b>	<b>629,164</b>	<b>678,950</b>
<b>NET ASSETS</b>		<b>1,097,504</b>	<b>1,062,654</b>	<b>1,073,954</b>	<b>1,039,612</b>
<b>EQUITY</b>					
Reserves	26	413,493	397,980	413,493	397,980
*Retained earnings	26	684,011	664,674	660,461	641,632
<b>*TOTAL EQUITY</b>		<b>1,097,504</b>	<b>1,062,654</b>	<b>1,073,954</b>	<b>1,039,612</b>

\*The prior period balances have been restated. Refer to Note 1h

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

## Statement of Cash Flows

For the year ended 31 December 2020

		Consolidated		Parent	
	Notes	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
<b>Cash flows from operating activities</b>					
Australian Government Grants		329,411	337,312	325,826	337,310
OS-HELP (net)		2,773	1,505	2,773	1,505
Superannuation Supplementation		15,864	14,564	15,864	14,564
State Government Grants		2,332	1,647	2,332	1,647
HECS-HELP - Student payments		8,320	8,276	8,320	8,276
Receipts from student fees and other customers		178,017	229,321	176,255	225,564
Dividend received		15,977	12,174	15,977	12,174
Interest received		1,349	3,641	1,349	3,641
GST recovered		20,676	24,236	20,676	24,236
Payments to suppliers		(184,807)	(274,945)	(186,349)	(280,300)
Interest paid		(1,454)	(2,820)	(1,454)	(2,820)
Payments to employees		(313,798)	(306,376)	(307,669)	(299,440)
<b>Net cash inflow from operating activities</b>	35	<b>74,660</b>	<b>48,535</b>	<b>73,900</b>	<b>46,357</b>
<b>Cash flows from investing activities</b>					
Proceeds from sale of plant and equipment		3,566	6,300	3,566	6,300
Proceeds from sale of investment		125,115	154,996	114,078	151,905
Purchase of property, plant and equipment	19	(93,584)	(60,621)	(93,583)	(60,604)
Payments for financial assets		(74,982)	(170,085)	(63,051)	(165,680)
<b>Net cash (outflow) from investing activities</b>		<b>(39,885)</b>	<b>(69,410)</b>	<b>(38,990)</b>	<b>(68,079)</b>
<b>Cash flows from financing activities</b>					
Proceeds from borrowings		-	1,000	-	1,000
Repayment of finance leases		(4,394)	(1,420)	(4,574)	(1,420)
Repayment of borrowings		(31,286)	(392)	(31,286)	(392)
<b>Net cash (outflow) from financing activities</b>		<b>(35,680)</b>	<b>(812)</b>	<b>(35,860)</b>	<b>(812)</b>
<b>Net (decrease) in cash and cash equivalents</b>		<b>(905)</b>	<b>(21,687)</b>	<b>(950)</b>	<b>(22,534)</b>
Cash and cash equivalents at the beginning of the financial year		1,492	23,179	(1,152)	21,382
Cash and cash equivalents at end of year	15	587	1,492	(2,102)	(1,152)

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

## **Notes to the financial statements**

**31 December 2020**

### **1 Summary of significant accounting policies**

This note provides a list of the significant accounting policies adopted in the preparation of these consolidated financial statements to the extent they have not already been disclosed in the other notes above. These policies have been consistently applied to all the years presented, unless otherwise stated. The financial statements are for the group consisting of Charles Sturt University and its subsidiaries.

The principal accounting policies adopted in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years reported, unless otherwise stated. The financial statements include Charles Sturt University as the parent, and the consolidated entity consisting of Charles Sturt University and its subsidiaries. Charles Sturt University applies Tier 1 reporting requirements.

The principal address of Charles Sturt University is Panorama Avenue, Bathurst, New South Wales, Australia

The financial statements are financial statements for the consolidated entity comprising the Charles Sturt University and its controlled entities. They are presented in Australian dollars.

#### **(a) Preparation**

The annual financial statements are the general purpose financial statements of Charles Sturt University. They have been prepared on an accrual basis and comply with Australian Accounting Standards, the requirements of the *Higher Education Support Act 2003* (Financial Statement Guidelines), the *Public Finance and Audit Act 1983*, and the *Public Finance and Audit Regulation 2015*.

Charles Sturt University is a not-for-profit entity and these statements have been prepared on that basis.

The financial statements were authorised for issue by the members of Charles Sturt University Council on 9 June 2021.

##### *(i) Historical cost convention*

These financial statements have been prepared under the historical cost convention, except for debt and equity financial assets (including derivative financial instruments) that have been measured at fair value either through other comprehensive income or profit or loss, certain classes of property, plant and equipment.

##### *(ii) Critical accounting estimates*

The preparation of financial statements in conformity with AAS requires the use of certain critical accounting estimates. It also requires management to exercise its judgment in the process of applying Charles Sturt University's accounting policies. The estimates and underlying assumptions are reviewed on an ongoing basis.

The areas involving a higher degree of judgment or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed below:

- Estimated useful life assessments of property, plant and equipment assets (note 19)
- Measurement and recognition of employee benefits provisions (note 24)
- Impairment of trade and other receivables (note 16)
- Measurement of financial assets (note 28)

##### *(iii) Rounding amounts*

Amounts in the financial statements and notes to the financial statements have, unless otherwise stated, been rounded to the nearest thousand dollars.

##### *(iv) Comparative amounts*

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

## **Notes to the financial statements**

**31 December 2020**

### **1 Summary of significant accounting policies (continued)**

#### **(a) Preparation (continued)**

##### *(v) Foreign currency transactions and balances*

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement.

##### *(vi) Income Tax*

The University is exempt from income tax under Division 50 of the *Income Tax assessment Act 1997*.

#### **(b) Principles of Consolidation**

##### *(i) Subsidiaries*

The consolidated financial statements represent the financial statements of the parent entity, being Charles Sturt University; and the assets, liabilities and results of all entities it controlled in accordance with AASB10 'Consolidated Financial Statements' at the end of or during the financial year, and are together referred to as the consolidated entity. Control is established when the parent is exposed to or has rights to variable returns from the involvement with the entity and has the ability to affect those returns through its power to direct the relevant activities of the entity.

Intercompany transactions, balances and unrealised gains on transactions between University entities are eliminated. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the University.

A list of controlled entities is contained in Note 36 to the financial statements.

#### **(c) Goods and Services Tax (GST)**

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

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

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

#### **(d) Impairment of non-financial assets**

At the end of each reporting period the University determines whether there is an evidence of an impairment indicator for non-financial assets.

Where an indicator exists and regardless for goodwill, indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit. Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss. Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss, except for goodwill.

## Notes to the financial statements

31 December 2020

### 1 Summary of significant accounting policies (continued)

#### (e) New accounting standards and interpretations

The following standards have been issued but are not mandatory for 31 December 2020 reporting periods. The University has elected not to early adopt any of these standards. The University's assessment of the impact of these new Standards and Interpretations is set out below:

Standard/Amendment	Application date	Implications
2020/1- Amendment to AAS – Classification of Liabilities as Current or Non-Current	1 Jan 2023	Minimal or no impact
AASB1060 – General Purpose Financial Statements – Simplified for For-Profit and Not-for-Profit Tier 2 Entities	1 July 2021	No impact as the University is a Tier 1 Entity for reporting purposes.
2020/3 – Amendments to AAS – Annual Improvements 2018-20 and Other Amendments	1 Jan 2022	Minimal or no impact
2020/4 – Amendments to AAS – Covid-19-Related Rent Concessions	1 June 2020	No Impact
2020/5 – Amendments to AAS – Insurance Contracts	1 Jan 2021	No Impact
2020/8 – Amendments to AAS – Interest Rate Benchmark Reform – Phase 2	1 Jan 2021	Minimal or no impact

#### (f) Initial application of AASB1059 - Service Concession Arrangements: Grantors

Australian Accounting Standard AASB1059 addresses the accounting for a service concession arrangement by a grantor that is a public sector entity. The standard applies to annual reporting periods beginning on or after 1 January 2020. The University has adopted this standard from 1 January 2020.

On adoption of AASB1059 the University has identified a number of concessional arrangements where buildings or other assets are leased to external parties with peppercorn or low rentals. Each of these arrangements has been separately assessed as not meeting all of the criteria identified in the new standard and is therefore out of scope of AASB1059. On this basis the University has not recognised any service concession assets or liabilities in the 2020 financial statements.

## Notes to the financial statements

31 December 2020

### 1 Summary of significant accounting policies (continued)

#### (g) Covid-19

Covid-19 was declared a world-wide pandemic by the World Health Organisation (WHO) on 11 March 2020. The measures to slow the spread of Covid-19 have had a significant impact on the global economy and the university sector including Charles Sturt University. The impact of these measures is expected to continue into 2021.

The main areas of significant impact on the Income Statement are summarised in the table below:

Note	Note	2020 Actuals \$'000	2019 Actuals \$'000	Difference \$'000	Comment
<b>Revenue</b>					
Fee-paying onshore overseas students	4	95,888	141,770	(45,882)	New international students were unable to travel to Australia
Fee-paying offshore overseas students	4	17,615	12,624	4,991	Switch in mode of study from onshore to offshore
Fee-paying domestic post graduate students	4	13,035	11,791	1,244	Growth in demand for post-graduate courses
Student Residential Accommodation fees	4	5,099	16,676	(11,577)	Students remained off campus for most of 2020
Fair Value gain on investments	5	2,939	18,508	(15,569)	Financial markets declined at the outbreak of Covid-19.
Donations and bequests	8	1,527	3,297	(1,770)	Decline in donations due to economic uncertainty.
Sale of trading stock and miscellaneous sales	8	4,645	6,820	(2,175)	Students remained off campus for most of 2020.
<b>Expenses</b>					
Employee related expenses	9	327,143	313,552	(13,591)	Staff retrenchment costs
Contract tuition services	14	76,453	116,993	40,540	Reduction in payments to delivery partner (fee-paying onshore international students)
Travel, staff development and entertainment	14	1,999	10,434	8,435	Travel and conference activity restrictions.

The University has undertaken a number of measures in line with the recommendations of the National and State health ministries, to preserve the health of students and employees as well as prevent contagion in administrative and operational areas. These measures included switching to online delivery of courses, closing residential student accommodation, staff working from home, restrictions on travel, distribution of personal protective equipment and rigorous cleaning of workplaces. The University has also implemented a number of expense reduction measures to contain and partially offset the impact of Covid-19 whilst setting a financially sustainable pathway for the University. This has included a reduction in staff numbers, casual staff costs, closure of some food and beverage outlets, reduction in travel costs, temporary closure of workspaces, reductions in strategy costs and the deferral of non-essential capital expenditure. The University has closely monitored (with independent oversight) the progress and effectiveness of these measures. This is reflected in the 2020 operating result which is in line with the revised forecasts set in July 2020.

Given the evolving nature of Covid-19, and the ongoing uncertainty around the return of international students, the University has set conservative income estimates and will continue to seek further budget savings in 2021. It is taking steps to increase its pool of available short term cash and investments. In this regard, the University has very low levels of borrowings and may also draw on medium and longer term investments if necessary to deal with any unexpected events in the short term.

## Notes to the financial statements

31 December 2020

### (h) Restatement of Right-of-use (ROU) assets and lease liabilities 2019FY

This matter relates to the University as lessee for buildings adjacent to the Port Macquarie campus which provides student accommodation.

On initial adoption as at 1 January 2019 and remeasurement at 31 December 2019, management incorrectly recognised ROU assets and Lease liabilities of 342 rooms that were not yet available for CSU use. The financial effect as at 1 January 2019 was a reduction of \$15.2 million in ROU assets and lease liabilities. This has resulted in a restatement of the 2019 comparative figures, being reduction in ROU assets (\$14.1m), lease liabilities (\$15.3m) and net impact of \$1.2m to the net result for the period depreciation and interest. This error has been corrected per the requirements of AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors and the opening financial position for 2019 has also been restated.

The changes are summarised in the table below for the consolidated entity noting the net impact for both the parent and consolidated entities is identical.

Extract of the Statement of Financial Position	Consolidated			Parent		
	Balance 31/12/2019 \$'000	Increase/ (Decrease) \$'000	Restated balance 31/12/2019 \$'000	Balance 31/12/2019 \$'000	Increase/ (Decrease) \$'000	Restated balance 31/12/2019 \$'000
<b>Non-current assets</b>						
Property, plant and equipment	869,119	(14,084)	855,035	868,987	(14,084)	854,903
<b>Total assets</b>	<b>1,756,749</b>	<b>(14,084)</b>	<b>1,742,665</b>	<b>1,732,647</b>	<b>(14,084)</b>	<b>1,718,563</b>
<b>Non-current liabilities</b>						
Borrowings	69,997	(15,281)	54,716	69,997	(15,281)	54,716
<b>Total liabilities</b>	<b>695,291</b>	<b>(15,281)</b>	<b>680,010</b>	<b>694,231</b>	<b>(15,281)</b>	<b>678,950</b>
Net assets						
<b>Total Net assets</b>	<b>1,061,458</b>	<b>1,196</b>	<b>1,062,654</b>	<b>1,038,416</b>	<b>1,196</b>	<b>1,039,612</b>
<b>Equity</b>						
Retained earnings	663,478	1,196	664,674	640,436	1,196	641,632
Reserves	397,980	-	397,980	397,980	-	397,980
<b>Total equity</b>	<b>1,061,458</b>	<b>1,196</b>	<b>1,062,654</b>	<b>1,038,416</b>	<b>1,196</b>	<b>1,039,612</b>

## Notes to the financial statements

31 December 2020

Extract of Changes in Equity	Consolidated			Parent		
	Reserves \$'000	Retained Earnings \$'000	Total \$'000	Reserves \$'000	Retained Earnings \$'000	Total \$'000
Balance at 1 January 2020	397,980	663,478	<b>1,061,458</b>	397,980	640,436	<b>1,038,416</b>
Correction of prior period error AASB 16	-	1,196	<b>1,196</b>	-	1,196	<b>1,196</b>
Restated total equity as at 1 January 2020	<b>397,980</b>	<b>664,674</b>	<b>1,062,654</b>	<b>397,980</b>	<b>641,632</b>	<b>1,039,612</b>

Extract from the Statement of Comprehensive Income	Consolidated			Parent		
	Balance 31/12/2019 \$'000	Increase/ (Decrease) \$'000	Restated balance 31/12/2019 \$'000	Balance 31/12/2019 \$'000	Increase/ (Decrease) \$'000	Restated balance 31/12/2019 \$'000
Comprehensive result	<b>64,951</b>	<b>1,196</b>	<b>66,147</b>	<b>59,891</b>	<b>1,195</b>	<b>61,086</b>

Extract from the Income Statement	Consolidated			Parent		
	Balance 31/12/2019 \$'000	Increase/ (Decrease) \$'000	Restated balance 31/12/2019 \$'000	Balance 31/12/2019 \$'000	Increase/ (Decrease) \$'000	Restated balance 31/12/2019 \$'000
<b>Income</b>						
Income from continuing operations	<b>623,524</b>	-	<b>623,524</b>	<b>616,811</b>	-	<b>616,811</b>
<b>Expenses</b>						
Depreciation and amortisation	46,721	(1,095)	45,626	46,683	(1,094)	45,589
Borrowing costs	2,820	(101)	2,719	2,820	(101)	2,719
Total expenses from continuing operations	<b>613,755</b>	<b>(1,196)</b>	<b>612,559</b>	<b>612,102</b>	<b>(1,195)</b>	<b>610,907</b>
Net result from continuing operations	<b>9,769</b>	<b>1,196</b>	<b>10,965</b>	<b>4,709</b>	<b>1,195</b>	<b>5,904</b>

## Notes to the financial statements

31 December 2020

### 2 Australian Government financial assistance including Australian Government loan programs

		Consolidated		Parent	
	Notes	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
<b>a) Commonwealth Grants Scheme and Other Grants</b>					
Commonwealth Grants Scheme		175,681	174,694	175,681	174,692
Indigenous Student Success Program		3,896	3,935	3,896	3,935
Disability Support Program		164	127	164	127
Partnership and Participation Program		5,308	5,450	5,308	5,450
<b>Total Commonwealth Grants Scheme and Other Grants</b>	38(a)	<b>185,049</b>	184,206	<b>185,049</b>	184,204
<b>b) Higher Education Loan Programs</b>					
HECS - HELP		86,265	93,666	86,265	93,666
FEE - HELP		40,577	41,388	40,577	41,388
SA-HELP		1,942	1,946	1,942	1,946
<b>Total Higher Education Loan Programmes</b>	38(b)	<b>128,784</b>	137,000	<b>128,784</b>	137,000
<b>c) Education Research Grants</b>					
Research Support Program		3,306	3,418	3,306	3,418
Research Training Scheme		6,278	6,357	6,278	6,357
<b>Total Education Research Grants</b>	38(c)	<b>9,584</b>	9,775	<b>9,584</b>	9,775
<b>d) Other Capital Funding</b>					
Education Investment Fund		771	50	771	50
Murray Darling Medical School		22,000	-	22,000	-
<b>Total Other Capital Funding</b>		<b>22,771</b>	50	<b>22,771</b>	50
<b>e) Australian Research Council Grants</b>					
<b>(i) Discovery Grants</b>					
Project		129	156	129	156
DECRA		130	219	130	219
<b>Total Discovery Grants</b>		<b>259</b>	375	<b>259</b>	375
<b>(ii) Linkages Grants</b>					
Linkages Project		(8)	59	(8)	59
<b>Total Australian Research Council</b>	38(e)	<b>251</b>	434	<b>251</b>	434

## Notes to the financial statements

31 December 2020

### 2 Australian Government financial assistance including Australian Government loan programs (continued)

	Consolidated		Parent	
Notes	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000

#### f) Other Australian Government Financial

##### Assistance - Non-capital

Non Capital	2,533	422	2,533	422
ATAS and AFB Schemes	4,856	4,664	4,856	4,664
University Dept of Rural Health Grants	6,864	8,461	6,864	8,461
Job Keeper Program	3,585	-	-	-
<b>Other assistance</b>	<b>17,838</b>	<b>13,547</b>	<b>14,253</b>	<b>13,547</b>

#### g) Total Australian Government Financial

##### Assistance

Reconciliation				
Australian Government Grants (a,c,d,e & f)	235,493	208,012	231,908	208,010
HECS - HELP	86,265	93,666	86,265	93,666
FEE - HELP	40,577	41,388	40,577	41,388
SA-HELP	1,942	1,946	1,942	1,946
<b>Total Australian Government Financial Assistance</b>	<b>364,277</b>	<b>345,012</b>	<b>360,692</b>	<b>345,010</b>

#### Research

Revenue recognition for research funding is dependent upon source of the funding and the nature of the transaction. Research grants that are considered to be within the scope of AASB 15 Revenue from Contracts with Customers meet the enforceability criteria due to the existence of refund clauses in the agreements with the grantor and the promises to transfer goods or services are sufficiently specific.

Depending on the nature of the promise, the University either recognises revenue at a point in time when the promise is delivered (e.g. when the research findings are published) or recognises revenue over time as the service is performed. Generally, research contract revenue is recognised over time using an input methodology, being expenditure incurred to date for the project.

#### Other Grants

Revenue recognition for other non-research funding is determined by reference to the specific contract terms including enforceability and existence of sufficiently specific performance obligations. Where the funding has been determined to not meet this criteria, the revenue is recognised upon receipt.

The Jobkeeper grant was recognised for Charles Sturt Campus Services Pty Ltd only.

Capital Grants are recognised in accordance with AASB 1058 Income of not-for-profit entities and treated as a contract liability upon receipt. At the point in time where the performance obligations have been met, the revenue is recognised and the liability is extinguished.

# Charles Sturt University

ABN: 83 878 708 551

## Notes to the financial statements

31 December 2020

### 3 State government financial assistance

Government grants were received during the reporting period for the following purposes:

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
<b>Non-capital</b>				
NSW State Government	1,332	1,647	1,332	1,647
<b>Capital</b>				
NSW Department of Industry - Equestrian Facilities Grant	1,000	-	1,000	-
Port Macquarie education centre	12,597	-	12,597	-
Total State Government Financial Assistance	14,929	1,647	14,929	1,647

## Notes to the financial statements

31 December 2020

### 4 Fees and charges

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
<b>Course Fees and Charges</b>				
Fee-paying onshore overseas students	95,888	141,770	95,888	141,770
Fee-paying offshore overseas students	17,615	12,624	17,615	12,624
Continuing education	1,310	1,140	1,310	1,140
Fee-paying domestic postgraduate students	13,035	11,791	13,035	11,791
Fee-paying domestic undergraduate students	2,057	1,523	2,057	1,523
<b>Total Course Fees and Charges</b>	<b>129,905</b>	<b>168,848</b>	<b>129,905</b>	<b>168,848</b>
<b>Other Non-Course Fees and Charges</b>				
Student accommodation	5,099	16,676	5,099	16,676
Conferences / function charges	427	1,373	427	1,373
Other student fees	236	1,665	236	1,665
Fees for services rendered	9,121	10,053	8,473	9,507
Parking fees	1	3	1	3
Memberships	85	194	85	194
Other fees	611	1,162	611	1,162
Student Services and Amenities Fees from students	4,047	4,146	4,047	4,146
<b>Total Other Fees and Charges</b>	<b>19,627</b>	<b>35,272</b>	<b>18,979</b>	<b>34,726</b>
<b>Total Fees and Charges</b>	<b>149,532</b>	<b>204,120</b>	<b>148,884</b>	<b>203,574</b>

Fees and charges are recognised as income in the year of receipt, as long as the courses to which the fees relate have been delivered. If the fees and charges relate to courses to be held in future periods, and/or if there is a remaining enforceable performance obligation, the revenue received is treated a contract liability. Fees and charges relating to debtors are recognised as revenue in the year to which the prescribed course relates.

When the course or training has been paid in advance the University recognises a contract liability, until the service is provided.

## Notes to the financial statements

31 December 2020

### 5 Investment revenue and income

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
Fair value gain	2,939	18,508	2,129	16,922
Interest income	1,358	3,653	1,349	3,641
Dividend income	16,826	13,176	15,977	12,175
<b>Total investment revenue</b>	<b>21,123</b>	<b>35,337</b>	<b>19,455</b>	<b>32,738</b>

Investment income is recognised as it is earned.

### 6 Royalties, trademarks and licences

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
Royalties, trademarks and licences	4	22	4	22
<b>Total royalties, trademarks and licences</b>	<b>4</b>	<b>22</b>	<b>4</b>	<b>22</b>

### 7 Consultancy and contracts

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
Consultancy	115	419	115	419
Contract research	432	605	432	605
Other contract revenue	84	93	84	93
NSW Police contract scholarship	2,670	2,193	2,670	2,193
<b>Total consultancy and contracts</b>	<b>3,301</b>	<b>3,310</b>	<b>3,301</b>	<b>3,310</b>

Consultancy revenue is recognised in the period in which the service is provided, having regard to the stage of completion of the service. Refer to Note 4 for the accounting policy on research funding.

## Notes to the financial statements

31 December 2020

### 8 Other revenue and income

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
Donations and bequests	1,527	3,297	658	499
Scholarships and prizes	1,815	1,897	1,141	1,342
Non-government grants	2,697	3,897	2,697	3,897
Other revenue	77	163	77	163
Sale of trading stock	3,102	4,810	3,102	4,810
Commissions	205	283	205	283
Rental	1,018	1,528	1,018	1,528
Reimbursements	743	1,787	743	1,787
Miscellaneous sales	1,543	2,010	1,543	2,010
Subscriptions	5	8	5	8
Non Govt capital contributions	1,262	-	1,262	-
<b>Total other revenue and income</b>	<b>13,994</b>	<b>19,680</b>	<b>12,451</b>	<b>16,327</b>

Other revenue is recognised when the goods or services are provided.

#### Bequests and Donations

Bequests and donations are recognised on receipt as there are no enforceable contracts entered into or sufficiently specific performance obligations between the University and the donor.

## Notes to the financial statements

31 December 2020

### 9 Employee related expenses

	Notes	Consolidated		Parent	
		2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
<b>Academic staff</b>					
Salaries		114,671	106,486	114,671	106,486
Contributions to superannuation and pension schemes		18,220	17,611	18,220	17,611
Payroll tax		6,757	7,269	6,757	7,269
Worker's compensation		354	311	354	311
Long service leave expense		1,311	3,992	1,311	3,992
Annual leave		7,279	6,332	7,279	6,332
<b>Total academic staff</b>		<b>148,592</b>	<b>142,001</b>	<b>148,592</b>	<b>142,001</b>
<b>Non-academic staff</b>					
Salaries		134,863	125,790	129,030	120,594
Contributions to superannuation and pension schemes		21,337	21,158	20,730	20,571
Payroll tax		9,031	10,050	8,663	9,716
Worker's compensation		800	789	509	274
Long service leave expense		2,942	5,533	2,955	5,483
Annual leave		9,578	8,229	9,201	7,913
<b>Total non-academic staff</b>		<b>178,551</b>	<b>171,549</b>	<b>171,088</b>	<b>164,551</b>
<b>Total employee related expenses</b>		<b>327,143</b>	<b>313,550</b>	<b>319,680</b>	<b>306,552</b>

#### Termination benefits

The University recognises termination benefits as an expense when employment is terminated by the University before the normal retirement date, or when an employee accepts voluntary redundancy in exchange for these benefits.

#### Australian Higher Education Superannuation Program

The University does not recognise an expense for payments made to the NSW State Superannuation Trustee which are fully covered by the Australian Government Superannuation Program. Further details on these defined benefit superannuation schemes are provided in Note 34.

## Notes to the financial statements

31 December 2020

### 10 Depreciation and amortisation

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
<b>Depreciation</b>				
Buildings	30,186	29,762	30,186	29,762
*Depreciation - Right of Use Assets	5,141	3,833	5,141	3,833
Library collection	293	335	293	335
Plant and equipment	4,790	6,660	4,762	6,634
Infrastructure	2,758	2,637	2,758	2,637
Motor vehicles	987	1,083	975	1,071
<b>*Total depreciation</b>	<b>44,155</b>	<b>44,310</b>	<b>44,115</b>	<b>44,272</b>
<b>Amortisation</b>				
Computer software	524	1,317	524	1,317
<b>Total amortisation</b>	<b>524</b>	<b>1,317</b>	<b>524</b>	<b>1,317</b>
<b>Total depreciation and amortisation</b>	<b>44,679</b>	<b>45,627</b>	<b>44,639</b>	<b>45,589</b>

\*Prior period balances have been restated. Refer Note 1h

### 11 Repairs and maintenance

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
Repairs and maintenance	8,112	10,114	8,068	10,082

## Notes to the financial statements

31 December 2020

### 12 Borrowing costs

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
Interest expense on financial liabilities	526	933	526	933
*Interest expense on lease liabilities	1,165	1,786	1,165	1,786
<b>*Total borrowing costs expensed</b>	<b>1,691</b>	<b>2,719</b>	<b>1,691</b>	<b>2,719</b>

\*Prior period balances have been restated. Refer to Note 1h

### 13 Impairment of assets

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
Impairment of receivables	3,427	2,534	3,421	2,534
Impairment of fixed assets	2,758	1,028	2,758	1,028
<b>Total impairment of assets</b>	<b>6,185</b>	<b>3,562</b>	<b>6,179</b>	<b>3,562</b>

#### Accounting Policy

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

For further information on accounting policies of impairment of financial assets, refer to Note 16 and Note 18.

## Notes to the financial statements

31 December 2020

### 14 Other expenses

	Consolidated		Parent	
	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
Advertising, marketing and promotional expenses	4,707	6,547	4,707	6,547
Audit fees, bank charges, legal costs, insurance and taxes	3,447	3,423	3,414	3,387
Cleaning	4,436	7,544	4,436	7,544
Conferences and seminars	93	238	93	236
Consultants	6,325	9,523	6,249	9,443
Consumables and administration	2,549	3,395	2,413	3,234
Contract tuition services	76,453	116,993	76,453	116,993
Contracts	7,120	7,379	7,120	7,379
Cost of goods sold	3,169	7,157	3,169	7,157
Electronic information resources	6,281	6,305	6,281	6,305
Equipment services	902	1,872	899	1,870
Membership fees	1,408	1,384	1,405	1,382
Non-capitalised equipment	1,926	6,567	1,907	6,535
Operating lease and rental expenses	1,200	1,994	1,176	1,978
Other expenses	10,726	4,475	10,447	4,094
Printing and stationery	370	797	370	797
Publications and general resources	446	593	446	593
Scholarships, grants and prizes	15,514	20,035	13,492	18,703
Services rendered	930	469	5,138	7,940
Telecommunications	1,840	2,371	1,833	2,364
Travel, staff development and entertainment	1,999	10,434	1,999	10,434
Utilities	6,391	8,710	6,391	8,710
IT Systems Licence Fees	10,129	8,782	10,129	8,778
<b>Total other expenses</b>	<b>168,361</b>	<b>236,987</b>	<b>169,967</b>	<b>242,403</b>

## Notes to the financial statements

31 December 2020

### 15 Cash and cash equivalents

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
Cash at bank	(2,290)	(1,570)	(4,104)	(4,214)
Cash on hand	2	62	2	62
Deposits at call	2,875	3,000	2,000	3,000
<b>Total cash and cash equivalents</b>	<b>587</b>	<b>1,492</b>	<b>(2,102)</b>	<b>(1,152)</b>

#### (a) Cash and bank and on hand

Cash in operating accounts earns interest at the rate of 0% to 0.10% (2019: 0% to 0.10%). The University maintains Financial assets of \$9,188,865 (2019: \$7,441,938) held under trust, which can only be used for the specific purpose of the external organisations that provide these funds.

#### (b) Deposits at call

The deposits are at floating interest rates between 0.00% and 0.45% (2019: 0% and 1.75%).

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

## Notes to the financial statements

31 December 2020

### 16 Receivables

		Consolidated		Parent	
	Notes	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
<b>Current assets</b>					
Non-Student debtors		8,447	11,098	8,447	11,098
Student debtors		3,008	3,583	3,008	3,583
Less: provision for impairment		(1,738)	(250)	(1,738)	(250)
		9,717	14,431	9,717	14,431
Accrued income		1,658	2,726	1,585	2,649
Government Contributions for Superannuation	34	23,248	21,097	23,248	21,097
Other debtors		7,241	4,547	6,573	4,357
<b>Total current receivables</b>		41,864	42,801	41,123	42,534
<b>Non-current</b>					
Deferred Government Contributions for Superannuation	34	399,881	419,507	399,881	419,507
<b>Total non-current receivables</b>		399,881	419,507	399,881	419,507
<b>Total receivables</b>		441,745	462,308	441,004	462,041

#### Classification and measurement

Trade receivables are held to collect contractual cash flows and give rise to cash flows representing solely payments of principal and interest. At initial recognition trade receivables are measured at their transaction price and subsequently these are classified and measured as debt instruments at amortised cost. Trade receivables are due for settlement no more than 30 days from the date of recognition.

#### Impairment

For trade receivables the University applies a simplified approach in calculating expected credit losses ("ECLs"). Therefore, the University does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The University has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

## Notes to the financial statements

31 December 2020

### 16 Receivables (continued)

#### (a) Impairment receivables

As at 31 December 2020 current receivables of the Charles Sturt University with a value of \$1,738,441 (2019: \$250,052) were impaired. The amount of the provision was \$1,738,441 (2019: \$250,052). The ageing of these receivables is as follows:

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000

#### Current Receivables

0-3 months	855	12	855	12
3 to 6 months	111	31	111	31
Over 6 months	772	207	772	207
	<b>1,738</b>	<b>250</b>	<b>1,738</b>	<b>250</b>

As at 31 December 2020 trade receivables of \$8,476,546 (2019: \$14,566,317) were past due but not impaired. These relate to a number of independent customers. The ageing analysis of these receivables is as follows:

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000

#### Trade Receivables

Between 0-3 months	6,863	12,698	6,863	12,698
Between 3 to 6 months	502	518	502	518
Over 6 months	1,112	1,350	1,112	1,350
	<b>8,477</b>	<b>14,566</b>	<b>8,477</b>	<b>14,566</b>

#### Movements in the provision for impaired receivables are as follows:

At 1 January	250	362	250	362
Provision for impairment recognised during the year	3,427	2,534	3,421	2,534
Receivables written off during the year as uncollectable	(1,939)	(2,646)	(1,933)	(2,646)
<b>As at 31 December</b>	<b>1,738</b>	<b>250</b>	<b>1,738</b>	<b>250</b>

## Notes to the financial statements

31 December 2020

### 17 Inventories

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000

#### Current

Winery stock held for sale	85	48	85	48
Mixed farm stock held for sale	2,405	1,843	2,405	1,843
Other stock on hand held for distribution	783	765	783	765
<b>Total inventories</b>	<b>3,273</b>	<b>2,656</b>	<b>3,273</b>	<b>2,656</b>

#### (i) Raw materials and stores, work in progress and finished goods

Raw materials and stores, work in progress and finished goods are stated at the lower of cost and net realisable value. Cost comprises direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenditure, the latter being allocated on the basis of normal operating capacity. Costs are assigned to individual items of inventory on the basis of their weighted average costs. Costs of purchased inventory are determined after deducting rebates and discounts. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

#### (ii) Inventories held for distribution

Charles Sturt University holds inventories for distribution in the future for no or nominal consideration. The future economic benefit or service potential of the inventory is reflected by the amount Charles Sturt University would need to pay to acquire the economic benefit or service potential if it were necessary to achieve Charles Sturt University's objectives. Where the economic benefit or service potential cannot be acquired in a market, the replacement cost is estimated. If the purpose of the inventory changes it will be measured as per (i)

### 18 Other financial assets

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000

#### Current

Amortised cost financial assets	23,000	37,528	23,000	37,528
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#### Non-current

Financial assets at fair value through OCI	58,269	47,317	58,269	47,317
Financial assets at fair value through P&L	281,746	255,419	260,551	236,443
Amortised cost financial assets	-	60,000	-	60,000
<b>Total non-current other financial assets</b>	<b>340,015</b>	<b>362,736</b>	<b>318,820</b>	<b>343,760</b>

#### Total other financial assets

	363,015	400,264	341,820	381,288
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## **Notes to the financial statements**

**31 December 2020**

### **18 Other financial assets (continued)**

*(i) Financial assets at fair value through profit or loss*

Financial assets comprising bonds, unit trusts, and marketable securities are included in this category unless they meet the definition of financial assets at amortised cost or financial assets at fair value through other comprehensive income. They are included in non-current assets unless the maturity date of the asset is within twelve months of the reporting date. Financial assets at fair value through profit or loss are initially recognised at fair value, with subsequent increases or decreases in fair value recognised in profit or loss.

*(ii) Financial assets at amortised cost*

Financial assets held for the objective of collecting contractual inflows on specific dates and those cash flows are generally in the form of principal and/or interest are measured at amortised cost. They are included in current assets, except for those with maturities greater than 12 months after the reporting date which are classified as non-current assets.

*(iii) Financial assets at fair value through other comprehensive income*

Financial Assets comprising debt or equity instruments that are not held for trading are included in this category. This includes the university's investment in Education Australia Ltd. Financial assets at fair value through other comprehensive income are initially recognised at fair value, with subsequent increases or decreases in fair value recognised in other comprehensive income.

*(iv) Impairment of financial assets*

The University assesses at each reporting date, whether there is objective evidence that a financial asset is impaired. An impairment exists if one or more events that has occurred since the initial recognition of the asset that has an impact on the estimated future cash flows of the financial assets that can be reliably estimated. Evidence of impairment may include, but is not limited to, indications that the debtor or a group of debtors is experiencing significant financial difficulty, default or delinquency in interest or principal payments.

The carrying amount of the asset is reduced through the use of an allowance account and the loss is recognised in the statement of profit or loss. Loans, together with the associated allowance, are written off when there is no realistic prospect of future recovery. If in a subsequent year, the amount of the estimated impairment loss changes, the allowance account is adjusted. If a write-off is later recovered, the recovery is credited to financial costs in the statement of profit or loss.

## Notes to the financial statements

31 December 2020

### 19 Property, plant and equipment

	2020								
	Construction in progress \$'000	Land \$'000	Buildings \$'000	Plant and equipment * \$'000	Parent Other Plant and equipment ** \$'000	Library \$'000	Infrastructure \$'000	Right of Use Leased Assets \$'000	Total \$'000
<b>At 1 January 2020</b>									
Cost or fair value	43,143	-	-	74,087	11,821	31,107	80,401	47,282	287,841
Valuation	-	56,384	701,213	-	-	-	-	6,496	764,093
Accumulated depreciation	-	-	(85,243)	(61,687)	(3,404)	(30,305)	(6,866)	(9,526)	(197,031)
<b>Net book amount</b>	<b>43,143</b>	<b>56,384</b>	<b>615,970</b>	<b>12,400</b>	<b>8,417</b>	<b>802</b>	<b>73,535</b>	<b>44,252</b>	<b>854,903</b>
<b>Year ended 31 December 2020</b>									
Opening net book amount	43,143	56,384	615,970	12,400	8,417	802	73,535	44,252	854,903
Additions	70,246	-	83,938	1,755	1,194	101	9,605	3,645	170,484
Disposals	-	-	(147)	-	(2,392)	-	-	(16)	(2,555)
Transfers - At value	(80,771)	-	-	-	-	-	-	-	(80,771)
Depreciation charge	-	-	(30,186)	(4,762)	(975)	(293)	(2,758)	(5,142)	(44,116)
Revaluation surplus	-	1,186	10,081	-	-	-	(6,495)	(212)	4,560
Transfers to profit & loss	(84)	-	(2,758)	-	-	-	-	-	(2,842)
<b>Closing net book amount</b>	<b>32,534</b>	<b>57,570</b>	<b>676,898</b>	<b>9,393</b>	<b>6,244</b>	<b>610</b>	<b>73,887</b>	<b>42,527</b>	<b>899,663</b>
<b>At 31 December 2020</b>									
Cost	32,534	-	-	75,674	8,992	31,208	-	50,430	198,838
Valuation	-	57,570	684,897	-	-	-	74,548	6,679	823,694
Accumulated depreciation and impairment	-	-	(7,999)	(66,281)	(2,748)	(30,598)	(661)	(14,582)	(122,869)
<b>Net book amount</b>	<b>32,534</b>	<b>57,570</b>	<b>676,898</b>	<b>9,393</b>	<b>6,244</b>	<b>610</b>	<b>73,887</b>	<b>42,527</b>	<b>899,663</b>

## Notes to the financial statements

31 December 2020

### 19 Property, plant and equipment (continued)

2019	Parent								
	Construction in progress \$'000	Land \$'000	Buildings \$'000	Plant and equipment * \$'000	Other Plant and equipment ** \$'000	Library \$'000	Infrastructure \$'000	Right of Use Leased Assets*** \$'000	Total \$'000
<b>At 1 January 2019</b>									
Cost or fair value	9,596	-	-	80,565	11,639	30,919	-	-	132,719
Valuation	-	62,563	671,993	-	-	-	74,386	-	808,942
Accumulated depreciation	-	-	(56,746)	(63,069)	(3,384)	(29,969)	(4,282)	-	(157,450)
Adoption of AASB 16	-	-	-	-	-	-	-	31,388	31,388
<b>Net book amount</b>	<b>9,596</b>	<b>62,563</b>	<b>615,247</b>	<b>17,496</b>	<b>8,255</b>	<b>950</b>	<b>70,104</b>	<b>31,388</b>	<b>815,599</b>
<b>Year ended 31 December 2019</b>									
***Opening net book amount	9,596	62,563	615,247	17,496	8,255	950	70,104	31,388	815,599
Additions	48,074	-	1,029	5,042	2,205	187	-	-	56,537
Disposals	-	(701)	(556)	(866)	(972)	-	-	-	(3,095)
Transfers - At value	(14,468)	(6,791)	3,801	(2,486)	-	-	4,567	15,377	-
***Depreciation charge	-	-	(29,762)	(6,634)	(1,071)	(335)	(2,637)	(3,833)	(44,272)
Revaluation surplus	-	1,313	27,239	-	-	-	1,501	1,320	31,373
Transfers to profit & loss	(59)	-	(1,028)	(152)	-	-	-	-	(1,239)
<b>Closing net book amount</b>	<b>43,143</b>	<b>56,384</b>	<b>615,970</b>	<b>12,400</b>	<b>8,417</b>	<b>802</b>	<b>73,535</b>	<b>44,252</b>	<b>854,903</b>
<b>At 31 December 2019</b>									
Cost	43,143	-	-	74,087	11,821	31,107	80,401	47,282	287,841
Valuation	-	56,384	701,213	-	-	-	-	6,496	764,093
Accumulated depreciation	-	-	(85,243)	(61,687)	(3,404)	(30,305)	(6,866)	(9,526)	(197,031)
<b>Net book amount</b>	<b>43,143</b>	<b>56,384</b>	<b>615,970</b>	<b>12,400</b>	<b>8,417</b>	<b>802</b>	<b>73,535</b>	<b>44,252</b>	<b>854,903</b>

\*\*\*The prior year balances have been restated. Refer note 1h

## Notes to the financial statements

31 December 2020

### 19 Property, plant and equipment (continued)

	2020								
	Consolidated								
	Construction in progress \$'000	Land \$'000	Buildings \$'000	Plant and equipment * \$'000	Other Plant and equipment ** \$'000	Library \$'000	Infrastructure \$'000	Right of Use Leased Assets*** \$'000	Total \$'000
<b>At 1 January 2020</b>									
Cost or fair value	43,143	-	-	74,237	11,882	31,106	-	47,282	207,650
Valuation	-	56,386	701,213	-	-	-	80,401	6,496	844,496
Accumulated depreciation	-	-	(85,242)	(61,730)	(3,441)	(30,305)	(6,867)	(9,526)	(197,111)
<b>Net book amount</b>	<b>43,143</b>	<b>56,386</b>	<b>615,971</b>	<b>12,507</b>	<b>8,441</b>	<b>801</b>	<b>73,534</b>	<b>44,252</b>	<b>855,035</b>
<b>Year ended 31 December 2020</b>									
Opening net book amount	43,143	56,386	615,971	12,507	8,441	801	73,534	44,252	855,035
Additions	70,246	-	83,938	1,769	1,194	101	9,606	3,645	170,499
Disposals	-	-	(147)	-	(2,392)	-	-	(16)	(2,555)
Transfers - At value	(80,771)	(2)	(1)	(1)	-	1	-	(2)	(80,776)
Depreciation charge	-	-	(30,186)	(4,790)	(987)	(293)	(2,758)	(5,141)	(44,155)
Revaluation surplus	-	1,186	10,081	-	-	-	(6,495)	(211)	4,561
Transfers to profit & loss	(84)	-	(2,758)	-	-	-	-	-	(2,842)
<b>Closing net book amount</b>	<b>32,534</b>	<b>57,570</b>	<b>676,898</b>	<b>9,485</b>	<b>6,256</b>	<b>610</b>	<b>73,887</b>	<b>42,527</b>	<b>899,767</b>
<b>At 31 December 2020</b>									
Cost	32,534	-	-	75,838	9,052	31,208	-	50,430	199,062
Valuation	-	57,570	684,897	-	-	-	74,548	6,679	823,694
Accumulated depreciation and impairment	-	-	(7,999)	(66,353)	(2,796)	(30,598)	(661)	(14,582)	(122,989)
<b>Net book amount</b>	<b>32,534</b>	<b>57,570</b>	<b>676,898</b>	<b>9,485</b>	<b>6,256</b>	<b>610</b>	<b>73,887</b>	<b>42,527</b>	<b>899,767</b>

## Notes to the financial statements

31 December 2020

### 19 Property, plant and equipment (continued)

2019	Consolidated								Total \$'000
	Construction in progress \$'000	Land \$'000	Buildings \$'000	Plant and equipment \$'000 *	Other Plant and equipment \$'000 **	Library \$'000	Infrastructure \$'000	Right of Use Leased Assets*** \$'000	
<b>At 1 January 2019</b>									
Cost or fair value	9,596	-	-	80,700	11,699	30,919	-	-	132,914
Valuation	-	62,563	671,993	-	-	-	74,386	-	808,942
Accumulated depreciation	-	-	(56,746)	(63,087)	(3,408)	(29,969)	(4,282)	-	(157,492)
Adoption of AASB 16	-	-	-	-	-	-	-	31,388	31,388
<b>Net book amount</b>	<b>9,596</b>	<b>62,563</b>	<b>615,247</b>	<b>17,613</b>	<b>8,291</b>	<b>950</b>	<b>70,104</b>	<b>31,388</b>	<b>815,752</b>
<b>Year ended 31 December 2019</b>									
***Opening net book amount	9,596	62,563	615,247	17,613	8,291	950	70,104	31,388	815,752
Additions	48,074	-	1,030	5,053	2,205	186	-	-	56,548
Disposals	-	(701)	(556)	(866)	(972)	-	-	-	(3,095)
Transfers - At value	(14,468)	(6,791)	3,801	(2,486)	-	-	4,567	15,377	-
Revaluation surplus	-	1,315	27,239	-	-	-	1,500	1,320	31,374
Transfers to profit & loss	(59)	-	(1,028)	(147)	-	-	-	-	(1,234)
***Depreciation charge	-	-	(29,762)	(6,660)	(1,083)	(335)	(2,637)	(3,833)	(44,310)
<b>Closing net book amount</b>	<b>43,143</b>	<b>56,386</b>	<b>615,971</b>	<b>12,507</b>	<b>8,441</b>	<b>801</b>	<b>73,534</b>	<b>44,252</b>	<b>855,035</b>
<b>At 31 December 2019</b>									
Cost	43,143	-	-	74,237	11,882	31,106	-	47,282	207,650
Valuation	-	56,386	701,213	-	-	-	80,401	6,496	844,496
Accumulated depreciation	-	-	(85,242)	(61,730)	(3,441)	(30,305)	(6,867)	(9,526)	(197,111)
<b>Net book amount</b>	<b>43,143</b>	<b>56,386</b>	<b>615,971</b>	<b>12,507</b>	<b>8,441</b>	<b>801</b>	<b>73,534</b>	<b>44,252</b>	<b>855,035</b>

\*\*\*Prior period balances have been restated. Refer Note 1h

\* Plant and equipment includes all operational assets. \*\*Other plant and equipment includes non-operational assets such as artworks and motor vehicles.

## **Notes to the financial statements**

**31 December 2020**

### **19 Property, plant and equipment (continued)**

#### **Asset Sales**

Net realised gains/(losses) are included as income/(expenses) when control of the asset passes to the buyer.

#### **Right-of-use assets**

Right-of-use assets are measured at cost apart from those associated with concessionary leases which are measured at fair value - see section below). The cost basis for measurement includes:

- the amount of the initial measurement of the lease liability
- any lease payment made, or before the commencement date, less any incentives received
- any initial direct costs, and
- restoration costs

Right-of-use assets are depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis.

#### **Accounting for leases - University as lessee**

In contracts where the University is a lessee, the University recognises a right-of-use asset and a lease liability at the commencement date of the lease, unless the short-term or low-value exemption is applied.

#### **Concessionary and peppercorn leases**

The university has a small number of concessionary leases (leased assets that arise from significantly below market leases). Where the University has a dependence on these concessionary leases to operate the University, and the assets have been previously disclosed at fair-value reflecting the past investment in improvements to these properties prior to the introduction of AASB 16 - Leases, these right-of-use assets are disclosed at fair value. All other concessionary leases are measured using the cost approach.

#### **Valuation**

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

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

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Freehold land, buildings and works of art are valued at least every five years with assessments performed annually to ensure there are no material movements in the intervening years between full valuations in line with AASB116. Details of these valuations are as follows: Freehold land and buildings were revalued as at 31 December 2020 by independent valuation of AssetVal Pty Ltd.

Market uncertainty comes about when a market, as at the valuation date, is disrupted by current or very recent events such as sudden economic or political crisis. The current COVID-19 outbreak is a current source of macroeconomic uncertainty in the market.

The depreciation rates categories used for library collection are shown above under library collections. In calculating the depreciation charge half of the rate is used in the first year of acquisition.

Land and artwork are not depreciated. Depreciation on other assets is calculated using the straight line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives, as follows:

## Notes to the financial statements

31 December 2020

### 19 Property, plant and equipment (continued)

	Consolidated	
	2020 Years	2019 Years
Buildings	10-80	10-80
Infrastructure	20-300	20-300
Computer software and equipment, commercial vehicles and small buses	4	4
Telephone installations, furniture and fittings, catering equipment and appliance, passenger vehicles, farm equipment	10	10
Library Collections		
- Periodicals	5	5
- Monographs and audio visual materials	5	5

## Notes to the financial statements

31 December 2020

### 19 Property, plant and equipment (continued)

(a) Right-of-use assets

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
<b>Right of Use Land</b>				
Opening balance	7,131	-	7,131	-
Transfers in	-	7,131	-	7,131
Revaluation surplus	(810)	-	(810)	-
<b>Net carrying value</b>	<b>6,321</b>	<b>7,131</b>	<b>6,321</b>	<b>7,131</b>
<b>Right of Use Buildings</b>				
***Opening balance	34,132	-	34,132	-
***Adoption of AASB16 at 1 January 2019	-	30,473	-	30,473
Transfer in	2	5,392	2	5,392
Revaluation surplus	576	1,320	576	1,320
Additions	3,124	-	3,124	-
***Depreciation charge	(2,747)	(3,053)	(2,747)	(3,053)
Disposals	(16)	-	(16)	-
<b>*Net carrying value</b>	<b>35,071</b>	<b>34,132</b>	<b>35,071</b>	<b>34,132</b>
<b>Right of Use Plant &amp; Equipment</b>				
Opening balance	2,616	-	2,616	-
Adoption of AASB16 at 1 January 2019	-	908	-	908
Transfers in	-	2,484	-	2,484
Additions	520	-	520	-
Depreciation charge	(2,376)	(776)	(2,376)	(776)
<b>Net carrying amount</b>	<b>760</b>	<b>2,616</b>	<b>760</b>	<b>2,616</b>
<b>Right of Use Infrastructure</b>				
Opening balance	373	-	373	-
Transfers in	-	370	-	370
Adoption of AASB16 at 1 January 2019	-	7	-	7
Revaluation surplus	21	-	21	-
Depreciation charge	(19)	(4)	(19)	(4)
<b>Net carrying amount</b>	<b>375</b>	<b>373</b>	<b>375</b>	<b>373</b>
<b>Total Right of use assets</b>	<b>42,527</b>	<b>44,252</b>	<b>42,527</b>	<b>44,252</b>

\*\*\*Prior period balances have been restated. Refer Note 1h

## Notes to the financial statements

31 December 2020

### 20 Intangible assets

	Notes	Consolidated		Parent	
		2020	2019	2020	2019
		\$'000	\$'000	\$'000	\$'000
<b>Computer software</b>					
Cost		18,589	13,830	18,586	13,826
Accumulated amortisation and impairment		(9,025)	(8,501)	(9,024)	(8,501)
<b>Net carrying value</b>		<b>9,564</b>	<b>5,329</b>	<b>9,562</b>	<b>5,325</b>
<b>Total Intangibles</b>		<b>9,564</b>	<b>5,329</b>	<b>9,562</b>	<b>5,325</b>

#### (a) Details of Intangible Assets

2020	Consolidated	
	Computer software \$'000	Total \$'000

#### Year ended 31 December 2020

Opening net book amount	5,329	5,329
Additions	4,759	4,759
Amortisation	(524)	(524)
<b>Closing value at 31 December 2020</b>	<b>9,564</b>	<b>9,564</b>

2019	Consolidated	
	Computer software \$'000	Total \$'000

#### Year ended 31 December 2019

Opening net book amount	2,426	2,426
Additions	4,220	4,220
Amortisation	(1,317)	(1,317)
<b>Closing value at 31 December 2019</b>	<b>5,329</b>	<b>5,329</b>

#### (i) Research and development

Expenditure on research and development activities is recognised in the income statement as an expense when it is incurred.

#### (ii) Computer software

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

## Notes to the financial statements

31 December 2020

### 20 Intangible assets (continued)

(ii) *Computer software (continued)*

Intangible assets with finite lives are amortised over the useful economic life and assessed for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset are considered to modify the amortisation period or method, as appropriate, and are treated as changes in accounting estimates. The amortisation expense on intangible assets with finite lives is recognised in the statement of profit or loss in the expense category that is consistent with the function of the intangible assets.

### 21 Other non-financial assets

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
<b>Current</b>				
Prepaid Salaries	-	6	-	6
Prepaid Expenses - Other	9,399	12,022	9,399	12,022
<b>Total current other non-financial assets</b>	<b>9,399</b>	<b>12,028</b>	<b>9,399</b>	<b>12,028</b>
<b>Non-current</b>				
Prepaid Expenses - Other	499	274	499	274
<b>Total other non-financial assets</b>	<b>9,898</b>	<b>12,302</b>	<b>9,898</b>	<b>12,302</b>

### 22 Trade and other payables

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
<b>Current</b>				
Trade creditors	13,239	7,480	13,192	7,415
Other accrued expenses	13,742	12,738	13,742	12,738
Accrued salaries	5,537	4,218	5,537	4,218
OS-HELP liability to Australian Government	3,415	856	3,415	856
<b>Total current trade and other payables</b>	<b>35,933</b>	<b>25,292</b>	<b>35,886</b>	<b>25,227</b>

These amounts represent liabilities for goods and services provided to the Charles Sturt University prior to the end of the financial year, which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

## Notes to the financial statements

31 December 2020

### 23 Borrowings

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
<b>Current</b>				
Lease obligations	4,025	4,559	4,025	4,559
Secured Bank loan	299	287	299	287
<b>Total current borrowings</b>	<b>4,324</b>	<b>4,846</b>	<b>4,324</b>	<b>4,846</b>
<b>Non-current</b>				
*Lease obligations	21,881	21,452	21,881	21,452
Secured Bank loan	1,966	2,264	1,966	2,264
Unsecured bank loan	-	31,000	-	31,000
<b>Total non-current borrowings</b>	<b>23,847</b>	<b>54,716</b>	<b>23,847</b>	<b>54,716</b>
<b>Total borrowings</b>	<b>28,171</b>	<b>59,562</b>	<b>28,171</b>	<b>59,562</b>

All borrowings are interest bearing, except for a finance lease on property which has no interest payable under the agreement.

Borrowings are classified as current liabilities unless the University has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date and does not expect to settle the liability for at least twelve months after the reporting date.

\*The prior year balances have been restated. Refer to Note 1

## Notes to the financial statements

31 December 2020

### 23 Borrowings (continued)

#### (a) Assets pledged as security

The carrying amounts of assets pledged as security for current and non-current borrowings are:

	Consolidated		Parent	
	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
Plant and Equipment Other	2,813	2,551	2,813	2,551
	<b>2,813</b>	<b>2,551</b>	<b>2,813</b>	<b>2,551</b>
<b>Total assets pledged as security</b>	<b>2,813</b>	<b>2,551</b>	<b>2,813</b>	<b>2,551</b>

#### (b) Financing arrangements

Unrestricted access was available at reporting date to \$36,340,000 in business card facilities, loan facilities and a bank guarantee facility, with a balance used of \$625,545 at 31 December 2020 (2019: \$32,268,678).

	Consolidated		Parent	
	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
<b>Credit cards</b>				
Business Card Limit Facility	1,740	1,740	1,740	1,740
Used at balance date	243	887	243	887
Unused at balance date	1,497	854	1,497	854
<b>Bank Loan Facilities</b>				
Cash Advance Facility	34,000	34,000	34,000	34,000
Used at balance date	-	31,000	-	31,000
Unused at balance date	34,000	3,000	34,000	3,000
<b>Bank Guarantee Facility</b>				
Used at balance date	600	600	600	600
Unused at balance date	382	382	382	382
	218	218	218	218

## Notes to the financial statements

31 December 2020

### 23 Borrowings (continued)

#### (c) Class of borrowings

The \$34 million unsecured cash advance facility expires on 21 December 2021. The facility incurs interest at the 90 day BBSW (Bank Bill Swap Rate) plus a margin for the used portion. The unused portion incurs a commitment fee at the rate of 0.36%. The bank loan with principal remaining of \$2.26M was taken out in 2017 to fund the construction of a large scale solar system and expires on 28/9/2027. The repayment amounts and interest rate is fixed for this period.

#### (d) Fair value

Consolidated	2020		2019	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
<b>On-balance sheet</b>				
Lease obligations	<b>25,906</b>	25,906	<b>26,011</b>	26,011
Bank loans/Advance facilities	<b>2,265</b>	2,265	<b>33,551</b>	33,551
	<b>28,171</b>	28,171	<b>59,562</b>	59,562

#### (i) On-balance sheet

The fair value of current borrowings equals their carrying amount, as the impact of discounting is not significant.

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

Borrowings are removed from the statement of financial position when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in other income or other expenses.

## Notes to the financial statements

31 December 2020

### 23 Borrowings (continued)

(e) CSU as Lessee

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000

#### Amounts Recognised in the Income Statement

Interest expense on lease liabilities*	1,165	1,786	1,165	1,786
Expenses relating to short-term leases	-	76	-	76
	<b>1,165</b>	<b>1,862</b>	<b>1,165</b>	<b>1,862</b>

#### Maturity analysis - undiscounted contractual cash flows

Less than one year	6,930	4,566	6,930	4,566
One to five years	14,275	12,804	14,275	12,804
More than 5 years	23,180	40,669	23,180	40,669
	<b>44,385</b>	<b>58,039</b>	<b>44,385</b>	<b>58,039</b>

#### Lease liabilities recognised in the statement of financial position

Lease obligations - current	4,025	4,559	4,025	4,559
Lease obligations - non-current*	21,881	21,452	21,881	21,452
	<b>25,906</b>	<b>26,011</b>	<b>25,906</b>	<b>26,011</b>

The university leases consist of land, buildings and equipment which support the operations of the university. This includes a long term lease for the provision of student accommodation which represents 92% of the University's total lease liability. This lease is due to expire in 2033. A summary of the discounted lease liability by asset category is Land & Buildings \$35.9M IT and other equipment \$0.99M.

\*Prior period balances have been restated. Refer Note 1h

## Notes to the financial statements

31 December 2020

### 24 Provisions

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
<b>Current provisions expected to be settled within 12 months</b>				
Employee benefits				
Defined benefit superannuation obligations	23,248	21,097	23,248	21,097
Long service leave	6,696	5,291	6,621	5,213
Employee entitlement oncost	5,101	4,583	5,101	4,583
Payroll tax - Defined benefits superannuation obligation	417	425	417	425
Annual leave	13,451	12,481	13,079	12,164
Provision for termination payments	7,485	-	7,485	-
Short-term provisions				
Other provisions	-	441	-	441
	<b>56,398</b>	<b>44,318</b>	<b>55,951</b>	<b>43,923</b>
<b>Current provisions expected to be settled after more than 12 months</b>				
Annual leave	5,700	4,379	5,555	4,290
Long service leave	26,796	28,709	26,491	28,393
Employee entitlement oncost	6,752	6,762	6,752	6,762
	<b>39,248</b>	<b>39,850</b>	<b>38,798</b>	<b>39,445</b>
<b>Total current provisions</b>	<b>95,646</b>	<b>84,168</b>	<b>94,749</b>	<b>83,368</b>
<b>Non-current provisions</b>				
Employee benefits				
Long service leave	6,635	7,875	6,533	7,770
Defined benefit superannuation obligations	401,060	420,219	401,060	420,219
Employee entitlement oncost	1,265	1,632	1,265	1,632
Payroll tax - Defined benefits superannuation obligation	8,087	8,474	8,087	8,474
<b>Total non-current provisions</b>	<b>417,047</b>	<b>438,200</b>	<b>416,945</b>	<b>438,095</b>
<b>Total provisions</b>	<b>512,693</b>	<b>522,368</b>	<b>511,694</b>	<b>521,463</b>

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

## **Notes to the financial statements**

**31 December 2020**

### **24 Provisions (continued)**

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the reporting date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as a finance cost.

#### **Annual Leave**

The liability for annual leave is recognised in current provisions for employee benefits as it is due to be settled within 12 months after the end of the report period. It is measured at the amount expected to be paid when the liability is settled. Regardless of the expected timing of settlements, provisions made in respect to annual leave are classified as a current liability.

#### **Long Service Leave**

The liability for long service leave (LSL) is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to predicted future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows. The provision for LSL was assessed by KPMG for the year ended 31 December 2020.

#### **Defined Benefit Obligations**

The estimate of the superannuation liability is calculated on the basis of information provided by Mercer Consulting (Australia) Pty Ltd in respect of the State Superannuation Scheme (SSS), the State Authorities Superannuation Scheme (SASS) and the State Authorities Non-Contributory Superannuation Scheme (SANCS). The provision for deferred superannuation of \$424,307,449 (2019: \$441,316,270) is net unfunded liability of all schemes i.e. the gross liability less the funded liability and balances held in reserve accounts.

Details of the deferred superannuation liability (where applicable), and the increase/(decrease) in unfunded liability are set in Note 34 for each superannuation scheme. During 2014 the Australian Government confirmed recoverability of all three Superannuation Schemes from both the Australian Government and State Government except for the portion related to excess salaries of fund members. In 2020, the university was advised in writing by the Trustees of the Defined Benefits Scheme that it will be required to make a payment of \$23,247,877 in order to maintain its asset buffer of a level of one year. This amount has been recognised as both a current payable and receivable in the Statement of Financial Position at 31 December 2020.

#### *(i) Short-term obligations*

Liabilities for short-term obligations including wages and salaries and non-monetary benefits are measured at the amount expected to be paid when the liability is settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates payable.

The liability for annual leave is recognised in current provisions for employee benefits as it is due to be settled within 12 months after the end of the report period. It is measured at the amount expected to be paid when the liability is settled. Regardless of the expected timing of settlements, provisions made in respect to annual leave are classified as a current liability.

#### *(ii) Other long-term obligations*

The liability for other long-term benefits are those that are not expected to be settled wholly before twelve months after the end of the annual reporting period. Other long-term employee benefits include such things as annual leave, accumulating sick leave and long service leave liabilities.

These liabilities are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to predicted future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

All employees of the University are entitled to benefits on retirement, disability or death from the Universities superannuation plan. The University has a defined benefit section and defined contribution section within its plan. The defined benefit section provides defined lump sum benefits based on years of service and final average salary. The defined contribution section receives fixed contributions from Group companies and the Universities legal or constructive obligation is limited to these contributions.

## Notes to the financial statements

31 December 2020

### 25 Contract liabilities

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
<b>Current</b>				
Contract liabilities - Course fees & other grants	38,606	48,373	38,471	48,283
Contract liabilities - Capital grants	-	9,820	-	9,820
Contract liabilities - Research	10,504	10,471	10,504	10,471
<b>Total current other liabilities</b>	<b>49,110</b>	<b>68,664</b>	<b>48,975</b>	<b>68,574</b>
<b>Non-current</b>				
Contract Liabilities - Course fees	4,438	4,124	4,438	4,124
<b>Total non-current other liabilities</b>	<b>4,438</b>	<b>4,124</b>	<b>4,438</b>	<b>4,124</b>
<b>Total other liabilities</b>	<b>53,548</b>	<b>72,788</b>	<b>53,413</b>	<b>72,698</b>

#### Contract Liabilities

A contract liability is the obligation to transfer goods or services to a customer for which the University has received consideration from the customer. If a customer pays consideration before the University transfers the goods or services to the customer, a contract liability is recognised when the payment is made or the payment is due (whichever is earlier). Contract liabilities are recognised as revenue when the University performs its obligations under the contract.

Where the the unsatisfied performance obligations are expected to be satisfied within the next twelve months, these have been classified as current.

Revenue recognised in the reporting period that was included in the contract liability at the beginning of the period was \$10.75M

#### Transfers to acquire or construct a non-financial asset

Contract liabilities above include transfers received to acquire or construct a recognisable non-financial asset to be controlled by the University. These contract liabilities were \$9.82M as at 1 January 2020 and nil as at 31 December 2020. During the reporting period, movements in the liability arose from cash receipts of \$24.78M and capital expenditure of \$34.60M as work continues on the completion of facilities at the Port Macquarie and Orange campuses.

## Notes to the financial statements

31 December 2020

### 26 Reserves and retained earnings

#### (a) Reserves

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000

#### Reserves and retained earnings

Financial assets revaluation reserve	58,269	47,316	58,269	47,316
Property, plant and equipment revaluation reserve	355,224	350,664	355,224	350,664
<b>Total reserves</b>	<b>413,493</b>	<b>397,980</b>	<b>413,493</b>	<b>397,980</b>

#### (b) Movements in reserves

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000

#### Financial assets revaluation reserve

Balance 1 January	47,316	22,933	47,316	22,933
Revaluation of financial assets	10,952	24,383	10,952	24,383
<b>Balance 31 December</b>	<b>58,268</b>	<b>47,316</b>	<b>58,268</b>	<b>47,316</b>

#### Property, plant and equipment revaluation reserve

Balance 1 January	350,664	319,531	350,664	319,531
Revaluation of property, plant and equipment	4,561	31,374	4,561	31,374
Transfer out to gain/loss on disposal	-	(241)	-	(241)
<b>Balance 31 December</b>	<b>355,225</b>	<b>350,664</b>	<b>355,225</b>	<b>350,664</b>

<b>Total reserves</b>	<b>413,493</b>	<b>397,980</b>	<b>413,493</b>	<b>397,980</b>
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## Notes to the financial statements

31 December 2020

### 26 Reserves and retained earnings (continued)

#### (c) Movements in retained earnings

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
<b>Retained earnings at 1 January</b>	<b>663,478</b>	679,517	<b>640,436</b>	661,526
<b>Prior period error AASB 16</b>	<b>1,196</b>	-	<b>1,196</b>	-
Transfer to Contract Liabilities - Student Fees	-	(15,264)	-	(15,264)
Transfer to Contract Liabilities - Research	-	(11,626)	-	(11,626)
Transfer to Contract Liabilities - Other Government Grants	-	(4,493)	-	(4,493)
Derecognition of lease liability (ACCC lease)	-	5,650	-	5,650
Reduction in liability of existing lease assets (Cisco lease)	-	269	-	269
Transfer to Contract Liabilities - Foundation Trust	-	(10)	-	-
<b>Balance at 1 January as restated</b>	<b>664,673</b>	654,043	<b>641,631</b>	636,062
Net profit/(loss) for the period	<b>19,496</b>	9,769	<b>18,988</b>	4,709
Actuarial charges - Defined Benefit Super	<b>(158)</b>	(334)	<b>(158)</b>	(334)
<b>Retained earnings at 31 December</b>	<b>684,011</b>	663,478	<b>660,461</b>	640,436

#### (d) Nature and purpose of reserves

##### (i) Financial assets revaluation reserve

Changes in fair value arising on revaluation of investments classified as available-for-sale financial assets are taken to the financial assets revaluation reserve. Amounts are recognised in the income statement when the associated asset are sold or impaired.

##### (ii) Property, plant and equipment revaluation reserve

The property, plant and equipment revaluation reserve is used to record any increment/(decrement) on the revaluation of non-current assets.

## **Notes to the financial statements**

**31 December 2020**

### **27 Financial risk management**

The Universities 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 Universities overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance. The University uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate, and other price risks, ageing analysis for credit risk and beta analysis in respect of investment portfolios to determine market risk.

Risk management is carried out under policies approved by the Council. The Council provides written principles for overall risk management, as well as policies covering specific areas, such as foreign exchange risk, interest rate risk, credit risk, use of derivative financial instruments and non-derivative financial instruments, and investment of excess liquidity.

#### **(a) Market risk**

##### *(i) Foreign exchange risk*

Foreign exchange risk arises from future commercial transactions and recognised assets and liabilities that are denominated in a currency that is not the entity's functional currency.

The University has a potential foreign exchange risk exposure due to its operations in China, in which the University collaborates with four partner institutions.

##### *(ii) Price risk*

The University is exposed to equity securities price risk from investments in the Treasury Corporation and other direct equity holdings, held for trading purposes and designated as available-for-sale financial assets.

To manage its price risk arising from investments in equity securities, the University has retained investment advisors, and delegated the risk management to external fund managers and has also diversified its portfolio. Diversification of the portfolio is achieved in accordance with the limits set by the University Investment Policy.

The impact of the increase/decrease of the ASX 300 index on the Universities equity is disclosed at 27(a)(iv). The analysis is based on the assumption that the ASX 300 index increased / decreased by 10%, with all other variables held in constant, and the Universities equity portfolio moves according to the historical correlation with the index.

##### *(iii) Cash flow and fair value interest rate risk*

Interest rate risk refers to the risk that the value of a financial instrument or cash flows associated with the instrument will fluctuate due to changes in market interest rates.

The Universities interest rate risk arises primarily from investments in long term interest bearing financial instruments, due to the potential fluctuations in interest rates. In order to minimise exposure to this risk, the University invests in a diverse range of instruments with varying degrees of potential returns. The purpose of this strategy is to ensure that any potential interest rate losses are counteracted by guaranteed interest payments.

As at 31 December 2020 if interest rates decreased/ increased by 1% with all other variables held constant, equity would have been \$3,653,000 higher/ \$3,653,000 lower (2019: \$3,733,000/ \$3,733,000) as a result of an increase/ decrease in the fair value of the debt security. In regards to the movement of the investment interest rate of 1%, equity would have been \$2,817,000 higher/ \$2,817,000 lower (2019: \$2,554,000/ \$2,554,000) as a result of an increase/ decrease in the fair value of the investment security.

##### *(iv) Summarised sensitivity analysis*

The following table summarises the sensitivity of Universities financial assets and financial liabilities to interest rate risk, foreign exchange risk and other price risk.

## Notes to the financial statements

31 December 2020

### 27 Financial risk management (continued)

(a) Market risk (continued)

(iv) Summarised sensitivity analysis (continued)

31 December 2020		Interest rate risk				Other price risk			
		-1%			+1%	-10%			+10%
consolidated entity	Carrying amount \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
<b>Financial assets</b>									
Cash and Cash Equivalents -									
Deposits at bank	585	(6)	(6)	6	6	-	-	-	-
Accrued Interest	1,658	(17)	(17)	17	17	-	-	-	-
Amortised cost	23,000	(230)	(230)	230	230	(2,300)	(2,300)	2,300	2,300
Financial assets at fair value through profit or loss	281,746	(2,817)	(2,817)	2,817	2,817	(28,175)	(28,175)	28,175	28,175
Financial assets at fair value through other comprehensive income	58,269	(583)	(583)	583	583	(5,827)	(5,827)	5,827	5,827
<b>Financial liabilities</b>									
Borrowings	-	-	-	-	-	-	-	-	-
<b>Total increase/(decrease)</b>		(3,653)	(3,653)	3,653	3,653	(36,302)	(36,302)	36,302	36,302

## Notes to the financial statements

31 December 2020

### 27 Financial risk management (continued)

(a) Market risk (continued)

(iv) Summarised sensitivity analysis (continued)

31 December 2019	Carrying amount \$'000	Interest rate risk				Other price risk			
		-1%	Equity \$'000	+1%	Equity \$'000	-10%	Equity \$'000	+10%	Equity \$'000
consolidated entity		Result \$'000		Result \$'000		Result \$'000		Result \$'000	
<b>Financial assets</b>									
Cash and Cash Equivalents -									
Deposits at bank	1,430	(14)	(14)	14	14	-	-	-	-
Accrued Interest	2,726	(27)	(27)	27	27	-	-	-	-
Amortised cost	97,528	(975)	(975)	975	975	(9,753)	(9,753)	9,753	9,753
Financial assets at fair value through profit or loss	255,419	(2,554)	(2,554)	2,554	2,554	(25,542)	(25,542)	25,542	25,542
Financial assets at fair value through other comprehensive income	47,316	(473)	(473)	473	473	(4,732)	(4,732)	4,732	4,732
<b>Financial liabilities</b>									
Borrowings	31	310	310	(310)	(310)	3,100	3,100	(3,100)	(3,100)
<b>Total</b>									
<b>increase/(decrease)</b>	<b>(404,450)</b>	<b>3,733</b>	<b>3,733</b>	<b>(3,733)</b>	<b>(3,733)</b>	<b>36,927</b>	<b>36,927</b>	<b>(36,927)</b>	<b>(36,927)</b>

(b) Credit risk

Credit risk is the risk that a contracting party will not complete its obligations under a financial instrument, leading to financial loss for the University. Credit risk arises largely from outstanding receivables and to a lesser degree from cash and cash equivalents. To assist in managing risk, the University assesses the credit quality of a potential non-student debtor, based on information obtained during the credit application process. Despite not being a material value, a credit assessment is performed on the guarantor for a student loan prior to the loan being granted by the University. The carrying amount of financial assets (as contained in the table in subnote 27.c) below represents the University's maximum exposure to credit risk.

## Notes to the financial statements

31 December 2020

### 27 Financial risk management (continued)

#### (c) Liquidity risk

Liquidity risk arises when a member of the University experiences one of the following from its normal operations: it will not have sufficient funds to settle a transaction on the due date; it will be forced to sell financial assets at a value which is less than their worth; or it may be unable to settle or recover a financial asset at all.

To mitigate these risks, the University has in its investment policy targets for minimum and average levels of cash and cash equivalents to be maintained, and a business card facility limited of \$1.740 million. The University generally uses instruments that are tradable in highly liquid markets and have readily accessible standby facilities in place. The following tables summarise the maturity of the University's financial assets and financial liabilities:

	Average Interest rate		Variable interest rate		Less than 1 year		1 -5 years		5+ years		Non-Interest		Total	
	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019
consolidated entity	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000

#### Financial Assets

Cash and cash equivalents	0.21	0.28	585	1,430	-	-	-	-	-	-	2	62	587	1,492
Receivables	-	-	-	-	-	-	-	-	-	-	12,826	18,184	12,826	18,184
Other financial assets	2.11	2.31	-	-	23,000	37,528	-	60,000	281,746	255,419	58,269	47,316	363,015	400,263
Total Financial Assets			585	1,430	23,000	37,528	-	60,000	281,746	255,419	71,097	65,562	376,428	419,939

#### Financial Liabilities

Bank loans and overdrafts	-	3.70	-	31,000	299	287	1,331	1,630	635	634	-	-	2,265	33,551
Leases	-	-	-	-	4,928	4,559	31,970	36,733	-	-	-	-	36,898	41,292
Payables	-	-	-	-	-	-	-	-	-	-	35,933	25,292	35,933	25,292
Total Financial Liabilities			-	31,000	5,227	4,846	33,301	38,363	635	634	35,933	25,292	75,096	100,135

## Notes to the financial statements

31 December 2020

### 28 Fair Value Measurement

#### (a) Fair value measurements

The fair value of financial assets and financial liabilities must be estimated for recognition, measurement and disclosure purposes. Due to the short-term nature of the current receivables and payables, their carrying values are assumed to approximate their fair value.

The carrying amounts and aggregate net fair values of financial assets and liabilities at balance date are:

	Carrying Amount		Fair Value	
	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
<b>Financial assets</b>				
Cash and cash equivalents	587	1,492	587	1,492
Trade and other receivables	18,616	21,704	18,616	21,704
Other financial assets	363,015	402,263	363,015	402,263
<b>Total financial assets</b>	<b>382,218</b>	<b>425,459</b>	<b>382,218</b>	<b>425,459</b>
<b>Financial liabilities</b>				
Payables	35,933	25,292	35,933	25,292
Borrowings	28,171	59,562	28,171	59,562
<b>Total financial liabilities</b>	<b>64,104</b>	<b>84,854</b>	<b>64,104</b>	<b>84,854</b>

The University measures and recognises the following assets and liabilities at fair value on a recurring basis:

- Financial assets at fair value through profit or loss
- Financial assets at fair value through other comprehensive income
- Land, buildings and infrastructure

#### (b) Fair value hierarchy

Charles Sturt University categorises assets and liabilities measured at fair value into a hierarchy based on the level of inputs used in measurements.

Level 1	<b>Other</b>
Level 2	Quoted prices (unadjusted) in active markets for identical assets or liabilities.
Level 3	Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.
	Inputs for the asset or liability that are not based on observable market data

## Notes to the financial statements

31 December 2020

### 28 Fair Value Measurement (continued)

#### (b) Fair value hierarchy (continued)

##### (i) Recognised fair value measurements

Fair value measurements recognised in the statement of financial position are categorised into the following levels at 31 December 2020.

Fair value measurements at 31 December 2020	Notes	2020 \$'000	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000
<b>Recurring fair value measurements</b>					
<b>Financial assets</b>					
<b>Available-for-sale financial assets</b>	18				
Equity securities		340,015	51,108	230,638	58,269
<b>Total financial assets</b>		<b>340,015</b>	<b>51,108</b>	<b>230,638</b>	<b>58,269</b>
<b>Non-financial assets</b>					
<b>Land and buildings</b>	19				
Land		57,570	-	21,070	36,500
Buildings		676,899	-	15,764	661,135
Infrastructure		73,888	-	-	73,888
Other Property, Plant & Equipment		3,290	-	3,290	-
Property held for sale		-	-	-	-
Right of Use Assets					
Right of use assets- Land		6,321	-	-	6,321
Right of use assets - Infrastructure		375	-	-	375
Right of use assets - Buildings		6,679	-	-	6,679
		13,375	-	-	13,375
<b>Total non-financial assets</b>		<b>825,022</b>	<b>-</b>	<b>40,124</b>	<b>784,898</b>
<b>Financial Liabilities</b>					
Payables		35,936	35,936	-	-
Borrowings		28,171	28,171	-	-
<b>Total financial liabilities</b>		<b>64,107</b>	<b>64,107</b>	<b>-</b>	<b>-</b>

## Notes to the financial statements

31 December 2020

### 28 Fair Value Measurement (continued)

#### (b) Fair value hierarchy (continued)

##### (i) Recognised fair value measurements (continued)

Fair value measurements at 31 December 2019	Notes	2019 \$'000	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000
<b>Recurring fair value measurements</b>					
<b>Financial assets</b>					
<b>Available-for-sale financial assets</b>	18				
Equity securities		302,735	49,667	205,752	47,316
<b>Total Financial assets</b>		<b>302,735</b>	<b>49,667</b>	<b>205,752</b>	<b>47,316</b>
<b>Non-financial assets</b>					
<b>Land and buildings</b>	19				
Land		56,384	-	20,289	36,095
Buildings		615,971	-	1,471	614,500
Infrastructure		73,534	-	-	73,534
Other Property, Plant & Equipment		8,416	-	8,416	-
Right of use assets- Land		7,131	-	-	7,131
Right of use assets - Infrastructure		373	-	-	373
Right of use assets - Buildings		6,496	-	-	6,496
<b>Total non-financial assets</b>		<b>768,305</b>	<b>-</b>	<b>30,176</b>	<b>738,129</b>
<b>Financial Liabilities</b>					
Payables		25,292	25,292	-	-
Borrowings		59,562	59,562	-	-
<b>Total liabilities</b>		<b>84,854</b>	<b>84,854</b>	<b>-</b>	<b>-</b>

There were no transfers between levels 1 and 2 for recurring fair value measurements during the year. For transfers in and out of level 3 measurements, see below.

Charles Sturt University's policy is to recognise transfers into and transfers out of fair value hierarchy levels as at the end of the reporting period.

##### (ii) Disclosed fair values

The fair value of assets or liabilities traded in active markets (such as publicly traded derivatives, and trading and available-for-sale securities) is based on quoted market prices for identical assets or liabilities at the reporting date (level 1). This is the most representative of fair value in the circumstances.

The carrying value less impairment provision of trade receivables and payables is a reasonable approximation of their fair values due to the short-term nature of trade receivables. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the University for similar financial instruments (level 3).

## **Notes to the financial statements**

### **31 December 2020**

## **28 Fair Value Measurement (continued)**

### **(b) Fair value hierarchy (continued)**

#### *(ii) Disclosed fair values (continued)*

The fair value of non-current borrowings disclosed in note 23, is estimated by discounting the future contractual cash flows at the current market interest rates that are available to the University for similar financial instruments. For the period ending 31 December 2020, the borrowing rates were determined to be between 3% and 6%, depending on the type of borrowing. The fair value of current borrowings approximates the carrying amount, as the impact of discounting is not significant (level 2).

Derivative contracts classified as held for trading are fair valued by comparing the contracted rate to the current market rate for a contract with the same remaining period to maturity.

### **(c) Valuation techniques used to derive level 2 and level 3 fair values**

#### *(i) Recurring fair value measurements*

The fair value of financial instruments that are not traded in an active market is determined using valuation techniques. These valuation techniques maximise the use of observable market data where it is available and rely as little as possible on entity specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2.

If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3. This is the case for unlisted equity securities.

The University uses a variety of methods and makes assumptions that are based on market conditions existing at each balance date. Specific valuation techniques used to value financial instruments include:

- The use of quoted market prices or dealer quotes for similar instruments;
- Other techniques, such as discounted cash flow analysis where an asset's new cash flows over an appropriate timeframe, including its estimated terminal or salvage value (at the end of the forecast period), are discounted back to the measurement date, resulting in a net present value for the asset.

All of the resulting fair value estimates are included in level 2 except for unlisted equity securities are explained in (d) below.

Freehold land and buildings (classified as property, plant and equipment) are valued by an independent valuer at least every five years. At the end of each reporting period, the University reassesses the fair value of each property, taking into account the most recent independent valuations. The University determines the property's value within a range of reasonable fair value estimates.

The best evidence of fair values is current prices in an active market for similar properties. Where such information is not available, the University considers information from a variety of sources, including:

## Notes to the financial statements

31 December 2020

### 28 Fair Value Measurement (continued)

**(d) Fair value measurements using significant unobservable inputs (level 3)**

The following table is a reconciliation of level 3 items for the periods ended 31 December 2020 and 31 December 2019:

	Unlisted equity securities \$'000	Other financial assets \$'000	Land, buildings and infrastructure \$'000	Total \$'000
Opening balance	22,933	-	719,938	742,871
Recognised in profit or loss	-	-	(33,369)	(33,369)
Acquisitions	-	-	29,497	29,497
Disposals	-	-	(7,358)	(7,358)
Recognised in other comprehensive income	24,383	-	29,420	53,803
<b>Closing balance 31 December 2019</b>	<b>47,316</b>	<b>-</b>	<b>738,128</b>	<b>785,444</b>
Recognised in profit or loss	-	-	(36,045)	(36,045)
Transfer from level 2	-	-	(1,030)	(1,030)
Disposals	-	-	(147)	(147)
Acquisitions	-	-	80,997	80,997
Recognised in other comprehensive income	10,952	-	2,995	13,947
<b>Closing balance 31 December 2020</b>	<b>58,268</b>	<b>-</b>	<b>784,898</b>	<b>843,166</b>

## Notes to the financial statements

31 December 2020

### 28 Fair Value Measurement (continued)

#### (d) Fair value measurements using significant unobservable inputs (level 3) (continued)

##### (i) Valuation inputs and relationships to fair value

The following table summarises the quantitative information about the significant unobservable inputs used in level 3 fair value measurements (see (iii) above for the valuation techniques adopted).

Description	Valuation technique	Key inputs	Sensitivity to change in unobservable inputs
Equity securities	Net assets and capitalisation of maintainable earnings method.	Comparable market transactions' data adjusted for factors including complexity of an instrument, market liquidity, credit risk profiles, impairment indicators	The estimated fair value increases (decreases) as the market liquidity increases (decreases).
	The Group engages a qualified valuer to conduct an annual valuation of all level 3 financial assets owned by the University at the end of each reporting period. The valuations are generally based on market transactions for comparable assets that exist in the secondary financial markets. Minimal adjustments are applied in respect of unobservable inputs for these assets.	Discount factors	The estimated fair value increases (decreases) as the estimated net asset value increases (decreases); and the estimated fair value increases (decreases) as the estimated discount factor decreases (increases).
Land, buildings & infrastructure	Depreciated replacement cost approach:	Current replacement costs	The estimated fair value increases (decreases) as the estimated replacement cost per square metre increases (decreases).
			Assets are valued by adopting and adjusting the written down value provided by AssetVal Pty Ltd as at 31 December 2018, with adjustments made including capital improvements and remaining useful lives.
		Assets are valued based on comparable property sales transactions and where identical properties are not available, adjustments have been made to reflect the following characteristics of the asset, including condition, location, restrictions on use.	Comparable property sales values
		Market approach.	Adjustments including condition, location, restrictions on use or comparability of the asset.

## **Notes to the financial statements**

**31 December 2020**

### **28 Fair Value Measurement (continued)**

**(d) Fair value measurements using significant unobservable inputs (level 3) (continued)**

*(i) Valuation inputs and relationships to fair value (continued)*

Land, buildings and infrastructure - continued.	The University also engages a qualified valuer annually to undertake a desktop review to determine the fair value movements for each asset class for the 12 months ended at each reporting date.	
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## Notes to the financial statements

31 December 2020

### 29 Key Management Personnel Disclosures

#### (a) Names of responsible persons and executive officers

The following persons were responsible persons and executive officers of Charles Sturt University during the financial year:

##### (i) Names of University council members

-Dr Michele Allan	-Professor Andrew Vann (Res 8 Dec 20)	-Mr Graeme Bailey
-Dr Saranne Cooke	-Dr Ruth Townsend	-Emeritus Professor Joyce Kirk
-Mr Benjamin Fry	-Emeritus Professor Christina Slade	-Mr Jamie Newman
-Ms Lisa Schofield	-Mr John Lloyd	-Mr Philip Marcus Clark AO
-Professor John Germov (Interim VC)	-Dr Kate Cornick	-Dr Lyndal Thorburn
-Ms Julie Cleary	-Dr Peter Woodgate	-A/Professor Shokoofeh Shamsi

##### (ii) Names of Executive Officers

-Professor Andrew Vann (Res 8 Dec 20)	-Mr Paul Dowler (Res 21 Aug 20)	-Professor Janelle Wheat
-Mr Rick Willmott	-Professor John Germov	
-Professor Heather Urwin	-Ms Jenny Roberts	

#### (b) Remuneration of council members and executives

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000

##### Remuneration of Council Members #1

Nil to \$14,999	8	11	6	9
\$15,000 to \$29,999	8	9	8	9
\$30,000 to \$44,999	1	-	1	-
\$45,000 to \$59,999	1	1	1	1

##### Remuneration of Executive Officers #2

\$120,000 to \$134,999	1	1	-	-
\$315,000 to \$329,999	1	-	1	-
\$330,000 to \$344,999	-	1	-	1
\$360,000 to \$374,999	1	-	1	-
\$390,000 to \$404,999	-	1	-	1
\$405,000 to \$419,999	-	1	-	1
\$420,000 to \$434,999	1	1	1	1
\$450,000 to \$464,999	1	-	1	-
\$510,000 to \$524,999	-	1	-	1
\$555,000 to \$569,999	1	-	1	-
\$815,000 to \$829,999	-	1	-	1
\$960,000 to \$974,999	1	-	1	-
\$1,290,000 to \$1,304,999	1	-	1	-

#1 The remuneration of council members includes that amount paid as a consequence of their position on the University Council and associated Sub-Committees. It excludes amounts paid as a consequence of employment as a staff member.

#2 Some of the total remuneration of Executive Officers include payouts of excessive annual leave and long service leave accrued while employed by the University.

## Notes to the financial statements

31 December 2020

### 29 Key Management Personnel Disclosures (continued)

#### (c) Key management personnel compensation

	Consolidated		Parent	
	2020	2019	2020	2019
	\$	\$	\$	\$
Short-term employee benefits	3,226	2,981	3,096	2,851
Post-employment benefits	471	376	458	376
Termination benefits	1,121	-	1,121	-
Total key management personnel compensation	4,818	3,357	4,675	3,227

#### (d) Other transactions with key management personnel

During the year ended 31 December 2020, the Charles Sturt University Foundation Trust received \$209,089 (2019: \$52,030) in donations from Key Management Personnel. Charles Sturt University also received payments of \$4,045 (2019: \$3,603) for various services provided to Key Management Personnel during 2020. Allowances paid to any key management personnel for domestic and international travel was \$9,695 (2019: \$34,029). No scholarship payments were made during 2020 (2019: \$4,010) to a key management personnel member.

### 30 Remuneration of auditors

During the year, the following fees were paid for services provided by the Audit Office of NSW, as the auditor of the consolidated entity and other firms for services unrelated to the audit of financial statements:

#### (a) Assurance Service

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
<b>Audit of the Financial Statements</b>				
Fees paid to NSW Audit Office	335	343	299	307
Total	335	343	299	307
<b>Consulting and assurance services</b>				
Total	3	21	3	21

The consolidated entity's financial statements are audited by the Audit Office of NSW pursuant to the *Public Finance and Audit Act 1983*.

## Notes to the financial statements

31 December 2020

### 31 Contingencies

**(a) Contingent assets**

Nil

**(b) Contingent liabilities**

*(i) Bank guarantee and credit facility*

The University currently has a bank guarantee facility up to a limit of \$600,000 of which \$382,108 was used as at 31 December 2020. The bank guarantees given primarily relate to security for work undertaken in Port Macquarie on a road reserve.

*(ii) Industrial instrument compliance*

In 2020 sector wide issues in relation to wage compliance (i.e. possible underpayments of staff) were identified. The University's management is currently reviewing the potential financial impact of wage compliance issues on the University, including taking steps to identify and quantify any underpayments and engage in resolution processes with individuals affected if required. That work is ongoing and the University is not yet in a position to determine the financial impact of wage compliance issues on the University.

### 32 Commitments

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

	Consolidated		Parent	
	2020	2019	2020	2019
	\$'000	\$'000	\$'000	\$'000
Property, plant and equipment				
Within one year	13,788	12,054	13,788	12,054
<b>Total</b>	<b>13,788</b>	<b>12,054</b>	<b>13,788</b>	<b>12,054</b>

## Notes to the financial statements

31 December 2020

### 33 Related Parties

#### (a) Subsidiaries

Interests in subsidiaries are set out in note 36.

#### (b) Key management personnel

Interests in subsidiaries are set out in note 29.

#### (c) Transactions with related parties

The following material transactions occurred with related parties:

	Consolidated	
	2020	2019
	\$	\$
Cleaning and maintenance services (Charles Sturt Campus Services Limited)	4,370	7,699
Charles Sturt University Foundation Trust. Administrative expense contribution	-	50
Scholarships payment to Charles Sturt Foundation from Charles Sturt Campus Services	(30)	(7)

### 34 Defined Benefits Plan

#### (a) Fund specific disclosure

The University contributes to the following superannuation schemes:

- State Superannuation Scheme (SSS)
- State Authorities Superannuation Scheme (SASS)
- State Authorities Non-contributory Superannuation Scheme (SANCS)

The University incurs an obligation for deferred contributions which become payable on and after retirement of staff. The deferred liability at 31 December 2019 was estimated based on actuarial assumptions by Mercer Consulting (Australia) Pty Ltd for the State Schemes. An arrangement exists between the Australian Government and the State Government to meet most of the unfunded liability for the Universities beneficiaries of the State Superannuation Scheme on an emerging cost basis. This Memorandum of Understanding (MoU) is evidenced by the *Higher Education Funding Act 1988* and subsequent amending legislation.

Accordingly the unfunded liabilities have been recognised in the Statement of Financial Position under Provisions with a corresponding asset recognised under Receivables. The MoU has restrictions in the form of limitations on excess salaries paid to members. Information relating to the SSS, SASS and SANCS funds based on the latest actuarial assessment and the financial statements for the Funds for the year ended 31 December 2020 is set out below.

The University expects to make a contribution of \$785,876 (2019: \$9,991,933) to the defined benefit plan during the next financial year.

The weighted average duration of the defined benefit obligation is 11.1 years (2019: 11.7 years). The expected maturity analysis of undiscounted benefit payments is as follows:

## Notes to the financial statements

31 December 2020

### 34 Defined Benefits Plan (continued)

#### (a) Fund specific disclosure (continued)

	Less than 1 year \$'000	Between 1 and 2 years \$'000	Between 2 and 5 years \$'000	Over 5 years \$'000	Total \$'000
Defined benefit obligations - 31 December 2020	22,911	22,895	68,433	345,159	459,398
Defined benefit obligations - 31 December 2019	22,969	23,251	68,888	365,738	480,846

#### (b) Categories of plan assets

The analysis of the plan assets at the end of the reporting period is as follows:

	2020 (%)		2019 (%)	
	Active Market	Active Market	No Active Market	No Active Market
Cash and Cash Equivalents	10	-	9	-
Equity instruments	68	7	59	-
Debt instruments	6	1	13	10
Property	1	7	4	5
<b>Total</b>	<b>85</b>	<b>15</b>	<b>85</b>	<b>15</b>

The principal assumptions used for the purposes of the actuarial valuations were as follows (expressed as weighted averages):

	2020	2019
Discount rate(s)	0.97%	1.37%
Expected rate(s) of salary increase	1.70%	3.20%

#### (c) Actuarial assumptions and sensitivity

The sensitivity of the defined benefit obligation to change in the significant assumptions is:

Change in assumption		Impact on defined benefit obligation	
		Increase in assumption	Decrease in assumption
Discount rate	0.50%	5.7%	6.1%
Salary Growth Rate	0.50%	0.2%	0.2%

The above sensitivity analyses are based on a change in an assumption while holding all the other assumptions constant. In practice this is unlikely to occur, and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to significant actuarial assumptions the same method has been applied as when calculating the defined benefit liability recognised in the statement of financial position.

The methods and types of assumptions used in the preparation of the sensitivity analysis did not change compared to the prior period.

## Notes to the financial statements

### 31 December 2020

#### 34 Defined Benefits Plan (continued)

##### (d) Statement of financial position amounts

Amounts recognised in the statement of financial position - 2020	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Liabilities</b>					
Provision for deferred government benefits for superannuation		15,621	1,547	407,140	424,308
<b>Assets</b>					
Receivable for deferred government benefit for superannuation		14,636	1,353	407,140	423,129
<b>Net liability recognised in the statement of financial position</b>		<b>985</b>	<b>194</b>	<b>-</b>	<b>1,179</b>

##### Net liability reconciliation - 2020

Defined benefit obligation		32,255	4,123	422,851	459,229
Fair value of plan assets		(16,635)	(2,576)	(15,711)	(34,922)
<b>Net liability</b>		<b>15,620</b>	<b>1,547</b>	<b>407,140</b>	<b>424,307</b>

<b>Net liability</b>	<b>24</b>				
Reimbursement right	16	(14,635)	(1,353)	(407,140)	(423,128)
<b>Total net liability/(asset)</b>		<b>985</b>	<b>194</b>	<b>-</b>	<b>1,179</b>

	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Reimbursement rights - 2020</b>					
Opening value of reimbursement right		11,977	3,825	424,144	439,946
Return of reimbursement rights		(51)	9	107	65
Remeasurements		2,710	(2,481)	(17,111)	(16,882)
<b>Closing value of reimbursement right</b>	<b>16</b>	<b>14,636</b>	<b>1,353</b>	<b>407,140</b>	<b>423,129</b>

##### Present value of obligation - 2020

Opening defined benefit obligation		33,926	4,810	440,727	479,463
Current service cost		531	153	-	684
Contributions by participants		316	-	77	393
Interest expense		445	61	5,892	6,398
		<b>35,218</b>	<b>5,024</b>	<b>446,696</b>	<b>486,938</b>

## Notes to the financial statements

31 December 2020

### 34 Defined Benefits Plan (continued)

#### (d) Statement of financial position amounts (continued)

	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Remeasurements</b>					
Actuarial losses/(gains) arising from changes in financial assumptions		(208)	(81)	4,741	4,452
Experience (gains)/losses		1,936	(1,719)	(7,546)	(7,329)
		<b>1,728</b>	<b>(1,800)</b>	<b>(2,805)</b>	<b>(2,877)</b>
<b>Payments from plan</b>					
Benefits paid		(4,591)	(745)	(18,876)	(24,212)
Taxes, premiums & expenses		(101)	1,644	(2,163)	(620)
		<b>(4,692)</b>	<b>899</b>	<b>(21,039)</b>	<b>(24,832)</b>
<b>Closing defined benefit obligation</b>		<b>32,254</b>	<b>4,123</b>	<b>422,852</b>	<b>459,229</b>
<b>Present value of plan assets - 2020</b>					
	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
Opening fair value of plan assets		20,696	867	16,584	38,147
Interest (income)		264	13	217	494
		<b>20,960</b>	<b>880</b>	<b>16,801</b>	<b>38,641</b>
<b>Remeasurements</b>					
Return on plan assets, excluding amounts included in net interest expense		50	(10)	(107)	(67)
<b>Contributions</b>					
Employers		-	807	19,979	20,786
Plan participants		316	-	77	393
		<b>316</b>	<b>807</b>	<b>20,056</b>	<b>21,179</b>
<b>Payments from plan</b>					
Benefits paid		(4,591)	(745)	(18,876)	(24,212)
Tax, premiums & expenses paid		(100)	1,644	(2,163)	(619)
		<b>(4,691)</b>	<b>899</b>	<b>(21,039)</b>	<b>(24,831)</b>
<b>Closing fair value of plans assets</b>		<b>16,635</b>	<b>2,576</b>	<b>15,711</b>	<b>34,922</b>

## Notes to the financial statements

31 December 2020

### 34 Defined Benefits Plan (continued)

#### (d) Statement of financial position amounts (continued)

Amounts recognised in the statement of financial position - 2019	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
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#### Liabilities

Provision for deferred government benefits for superannuation		13,230	3,942	424,144	441,316
<b>Total liabilities</b>		<b>13,230</b>	<b>3,942</b>	<b>424,144</b>	<b>441,316</b>

#### Assets

Receivable for deferred government benefit for superannuation		12,635	3,825	424,144	440,604
<b>Net liability recognised in the statement of financial position</b>		<b>595</b>	<b>117</b>	<b>-</b>	<b>712</b>

#### Net liability reconciliation - 2019

Defined benefit obligation		33,926	4,809	440,728	479,463
Fair value of plan assets		(20,696)	(867)	(16,584)	(38,147)
<b>Net liability</b>	<b>24</b>	<b>13,230</b>	<b>3,942</b>	<b>424,144</b>	<b>441,316</b>
Reimbursement right	16	(12,635)	(3,825)	(424,144)	(440,604)
<b>Total net liability/(asset)</b>		<b>595</b>	<b>117</b>	<b>-</b>	<b>712</b>

	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
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#### Reimbursement rights - 2019

Opening value of reimbursement right		10,870	4,772	397,055	412,697
Return of reimbursement rights		(329)	276	8,919	8,866
Remeasurements		2,094	(1,223)	18,170	19,041
<b>Closing value of reimbursement right</b>	<b>16</b>	<b>12,635</b>	<b>3,825</b>	<b>424,144</b>	<b>440,604</b>

#### Present value of obligation - 2019

Opening defined benefit obligation		35,280	5,299	413,143	453,722
Current service cost		659	168	-	827
Past service cost		-	-	-	-
Interest expense		784	114	9,492	10,390
		<b>36,723</b>	<b>5,581</b>	<b>422,635</b>	<b>464,939</b>

## Notes to the financial statements

31 December 2020

### 34 Defined Benefits Plan (continued)

#### (d) Statement of financial position amounts (continued)

	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Remeasurements</b>					
Actuarial losses/(gains) arising from changes in demographic assumptions		-	-	-	-
Actuarial losses/(gains) arising from changes in financial assumptions		1,597	233	38,573	40,403
Experience (gains)/losses		208	(520)	(1,732)	(2,044)
		<b>1,805</b>	<b>(287)</b>	<b>36,841</b>	<b>38,359</b>
Payments from plan					
Benefits paid		(4,935)	(524)	(18,095)	(23,554)
Taxes, premiums & expenses		(38)	40	(744)	(742)
		<b>(4,973)</b>	<b>(484)</b>	<b>(18,839)</b>	<b>(24,296)</b>
<b>Closing defined benefit obligation</b>		<b>33,555</b>	<b>4,810</b>	<b>440,637</b>	<b>479,002</b>
	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Present value of plan assets - 2019</b>					
Opening fair value of plan assets		23,471	414	16,088	39,973
Interest (income)		509	11	458	978
		<b>23,980</b>	<b>425</b>	<b>16,546</b>	<b>40,951</b>
<b>Remeasurements</b>					
Return on plan assets, excluding amounts included in net interest expense		1,263	(5)	115	1,373
<b>Contributions</b>					
Employers		55	930	18,672	19,657
Plan participants		371	-	90	461
		<b>426</b>	<b>930</b>	<b>18,762</b>	<b>20,118</b>
<b>Payments from plan</b>					
Benefits paid		(4,935)	(524)	(18,095)	(23,554)
Tax, premiums & expenses paid		(38)	41	(744)	(741)
		<b>(4,973)</b>	<b>(483)</b>	<b>(18,839)</b>	<b>(24,295)</b>
<b>Closing fair value of plans assets</b>		<b>20,696</b>	<b>867</b>	<b>16,584</b>	<b>38,147</b>

## Notes to the financial statements

31 December 2020

### 34 Defined Benefits Plan (continued)

#### (e) Amounts recognised in other statements

##### Amounts recognised in the Income Statement - 2020

The amounts recognised in the income statement are restricted to the SASS, SANCS and SSS schemes in accordance with note 24. The amounts are included in the Income Statement.

Amounts recognised in the Income Statement - 2020	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
Current service cost		531	153	-	684
Interest expense		181	48	5,674	5,903
<b>Total expense recognised in the Income Statement</b>	<b>9</b>	<b>712</b>	<b>201</b>	<b>5,674</b>	<b>6,587</b>

##### Amounts recognised in other comprehensive income - 2020

The amounts recognised in the Statement of Comprehensive Income are restricted to the SASS, SANCS and SSS schemes in accordance with note 24. The amounts are included in retained earnings (note 26).

	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Remeasurements</b>					
Actuarial losses (gains) on liabilities		1,729	(1,800)	(2,805)	(2,876)
Remeasurement of reimbursement right		(1,765)	1,746	2,671	2,652
Actual return on plan assets less interest income		(51)	10	107	66
<b>Total remeasurements in OCI</b>		<b>(87)</b>	<b>(44)</b>	<b>(27)</b>	<b>(158)</b>

##### Amounts recognised in the Income Statement - 2019

The amounts recognised in the income statement are restricted to the SASS, SANCS and SSS schemes in accordance with note 24. The amounts are included in the Income Statement.

Amounts recognised in the Income Statement - 2019	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
Current service cost		659	168	-	827
Interest expense		274	103	9,034	9,411
<b>Total expense recognised in the Income Statement</b>	<b>9</b>	<b>933</b>	<b>271</b>	<b>9,034</b>	<b>10,238</b>

##### Amounts recognised in other comprehensive income - 2019

The amounts recognised in the Statement of Comprehensive Income are restricted to the SASS, SANCS and SSS schemes in accordance with note 24. The amounts are included in retained earnings (note 26).

## Notes to the financial statements

31 December 2020

### 34 Defined Benefits Plan (continued)

(e) Amounts recognised in other statements (continued)

Amounts recognised in other comprehensive income - 2019 (continued)

	Notes	\$'000 SASS	\$'000 SANCS	\$'000 SSS	\$'000 Total
<b>Remeasurements</b>					
Actuarial losses (gains) on liabilities		1,805	(288)	36,840	38,357
Remeasurement of reimbursement right		(823)	229	(36,725)	(37,319)
Actual return on plan assets less interest income		(1,262)	5	(115)	(1,372)
<b>Total remeasurements in OCI</b>		<b>(280)</b>	<b>(54)</b>	<b>-</b>	<b>(334)</b>

## Notes to the financial statements

31 December 2020

### 35 Reconciliation of net result to net cash flows from operating activities

	Notes	Consolidated		Parent	
		2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
Profit for the period		<b>19,496</b>	10,965	<b>18,986</b>	5,904
Adjustments for:					
Depreciation and amortisation*	14	<b>44,679</b>	45,627	<b>44,639</b>	45,589
Gain on disposal of available-for-sale financial investments		<b>(2,939)</b>	(18,508)	<b>(2,129)</b>	(16,921)
(Gain)/loss on disposal of property, plant and equipment		<b>(187)</b>	(6,120)	<b>(1,174)</b>	(5,908)
Impairment of assets		<b>6,185</b>	3,562	<b>6,179</b>	3,562
Other non-cash movements*		<b>(162)</b>	(1,116)	<b>690</b>	(101)
Change in operating assets and liabilities:					
(Increase) / decrease in trade debtors		<b>532</b>	(2,084)	<b>1,009</b>	(1,992)
(Increase) / decrease in accrued revenue		<b>19,626</b>	(28,761)	<b>19,626</b>	(28,761)
(Increase) / decrease in other accrued income		<b>1,068</b>	8,432	<b>1,065</b>	8,484
(Increase) / decrease in prepaid salaries		<b>(6)</b>	-	<b>(6)</b>	-
(Increase) / decrease in other prepayments		<b>2,398</b>	(2,595)	<b>2,398</b>	(2,595)
(Increase) / decrease in inventories		<b>616</b>	(359)	<b>616</b>	(359)
Increase / (decrease) in fees received in advance		<b>(19,240)</b>	4,210	<b>(19,285)</b>	4,207
Increase / (decrease) in accrued salaries		<b>1,319</b>	1,127	<b>1,319</b>	1,127
Increase/ (decrease) in trade payables		<b>5,761</b>	1,085	<b>5,778</b>	1,117
Increase / (decrease) in accrued expenses		<b>3,563</b>	(1,738)	<b>3,564</b>	(1,741)
Increase / (decrease) in provision for leave and other employee entitlements		<b>(8,047)</b>	34,808	<b>(9,375)</b>	34,745
Net cash flow from operating activities		<b>74,660</b>	48,535	<b>73,900</b>	46,357

\*The prior year balances have been restated. Refer to Note 1h

# Charles Sturt University

ABN: 83 878 708 551

## Notes to the financial statements

31 December 2020

### 36 Subsidiaries

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in note 1(b).

Name of entity	Principal place of business	Controlling interest	
		2020 %	2019 %
Charles Sturt Campus Services Limited (CSCS)	Panorama Avenue Bathurst NSW	100	100
The Charles Sturt University Foundation Trust	Panorama Avenue Bathurst NSW	100	100

The University accounts for the above investments using the full consolidation method in the parent's separate financial statements. The investments are recognised at cost in the parent financial statements. There are no known significant restrictions on the Universities ability to access or use the assets and settle the liabilities of the University.

### 37 Joint Operations

The University has a joint operation, which is detailed below:

Name of entity	Place of business/ country of incorporation	% of ownership interest	
		2020 %	2019 %
Australian Graduate Management Consortium <b>Total equity-accounted investments</b>	NSW, Australia	50	50

Charles Sturt University's share of assets held jointly is \$463,523 (2019: \$463,523) and liabilities held jointly is \$Nil (2019: \$Nil). The amounts are included in the financial statements under their respective categories.

## Notes to the financial statements

31 December 2020

### 38 Acquittal of Australian Government financial assistance

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

	Notes	Commonwealth Grants Scheme #1		Indigenous Student Success Program		Partnership & Participation Program #2		Disability Support Program		Total	
		2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000

#### Parent Entity (University)

##### Only

Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)

		178,056	176,328	3,896	3,935	5,308	5,450	164	127	187,424	185,840
Net accrual adjustments		(2,375)	(1,636)	-	-	-	-	-	-	(2,375)	(1,636)
<b>Revenue for the period</b>	<b>2</b>	<b>175,681</b>	<b>174,692</b>	<b>3,896</b>	<b>3,935</b>	<b>5,308</b>	<b>5,450</b>	<b>164</b>	<b>127</b>	<b>185,049</b>	<b>184,204</b>

Surplus/(deficit) from the previous year

**Total revenue including accrued revenue**

Less expenses including accrued expenses

**Surplus/(deficit) for the reporting period**

		-	-	1,959	1,583	80	83	(552)	(237)	1,487	1,429
<b>Total revenue including accrued revenue</b>		<b>175,681</b>	<b>174,692</b>	<b>5,855</b>	<b>5,518</b>	<b>5,388</b>	<b>5,533</b>	<b>(388)</b>	<b>(110)</b>	<b>186,536</b>	<b>185,633</b>
Less expenses including accrued expenses		175,681	174,692	3,590	3,559	5,321	5,453	364	442	184,956	184,146
<b>Surplus/(deficit) for the reporting period</b>		<b>-</b>	<b>-</b>	<b>2,265</b>	<b>1,959</b>	<b>67</b>	<b>80</b>	<b>(752)</b>	<b>(552)</b>	<b>1,580</b>	<b>1,487</b>

#1 Includes the basic CGS grant amount, CGS - Regional Loading, CGS - Enabling Loading, Maths and Science Transition Loading and Full Fee Places Transition Loading. #2 Includes Equity Support Program.

# Notes to the financial statements

31 December 2020

## 38 Acquittal of Australian Government financial assistance (continued)

### (b) Higher Education Loan Programs (excl. OS-HELP)

Notes	HECS-HELP (Aust. Government payments only)		FEE-HELP <sup>#4</sup>		SA-HELP		Total	
	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000

#### Parent Entity (University) Only

(University) Only									
Cash									
Payable/(Receivable)									
at beginning of year		(6,531)	(7,043)	-	-	-	-	(6,531)	(7,043)
Financial assistance									
received in cash									
during the		86,265	94,178	40,577	41,388	1,942	1,946	128,784	137,512
Cash available for the									
period		79,734	87,135	40,577	41,388	1,942	1,946	122,253	130,469
Revenue earned	2	86,265	93,666	40,577	41,388	1,942	1,946	128,784	137,000
Cash									
Payable/(Receivable)									
at end of year		(6,531)	(6,531)	-	-	-	-	(6,531)	(6,531)

#4 Program is in respect of FEE-HELP for Higher Education only and excludes funds received in respect of VET FEE-HELP

### (c) Education Research

Notes	Research Training Program <sup>#6</sup>		Research Support Program		Total	
	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000

#### Parent Entity (University) Only

Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)	2	6,278	6,357	3,306	3,418	9,584	9,775
Revenue for the period	2	6,278	6,357	3,306	3,418	9,584	9,775
Surplus/(deficit) from the previous year		5,939	2,010	997	-	6,936	2,010
Total revenue including accrued revenue		12,217	8,367	4,303	3,418	16,520	11,785
Less expenses including accrued expenses		5,835	2,428	2,988	2,421	8,823	4,849
Surplus/(deficit) for the reporting period		6,382	5,939	1,315	997	7,697	6,936

## Notes to the financial statements

31 December 2020

### 38 Acquittal of Australian Government financial assistance (continued)

#### (d) Education Research Domestic/overseas break-up

	Notes	Total domestic students \$'000	Total overseas students \$'000
<b>Parent Entity (University) Only</b>			
Research Training Program fees offsets		2,028	169
Research Training Program stipends		3,368	274
Research Training Programs allowances		224	28
<b>Total for all types of support</b>		<b>5,620</b>	<b>471</b>

#### (e) Australian Research Council Grants

	Projects		Fellowships		Indigenous Researchers Development		DECRA		Total Discovery	
(i) Discovery	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019
Parent Entity (University) Only	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000

Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)

Surplus/(deficit) from the previous year	129	142	(8)	-	-	-	130	233	251	375
Total revenue including accrued revenue	416	466	93	93	-	-	60	60	569	619

Less expenses including accrued expenses

<b>Surplus/(deficit) for the reporting period</b>	154	192	-	-	-	-	143	233	297	425
	<b>391</b>	<b>416</b>	<b>85</b>	<b>93</b>	<b>-</b>	<b>-</b>	<b>47</b>	<b>60</b>	<b>523</b>	<b>569</b>

## Notes to the financial statements

31 December 2020

### 38 Acquittal of Australian Government financial assistance (continued)

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

	Projects		Industrial Transformation Research Program		Total	
(ii) Linkages	2020	2019	2020	2019	2020	2019
Parent Entity (University) Only	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000

Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)

- 59 - - - 59

Net adjustments

- - - - - -

**Revenue for the period**

- **59** - - - **59**

Surplus/(deficit) from the previous year

- 81 81 270 81 351

Total revenue including accrued revenue

- 140 81 270 81 410

Less expenses including accrued expenses

- 67 81 189 81 256

**Surplus/(deficit) for the reporting period**

- **73** - **81** - **154**

#### (f) OS-HELP

	OS-HELP	
	2020	2019
Notes	\$'000	\$'000

#### Parent Entity (University) Only

Cash received during the reporting period

2,773 1,505

Cash spent during the reporting period

(214) (1,950)

Net cash received

2,559 (445)

Cash surplus/(deficit) from the previous period

1,132 1,577

**Cash surplus/(deficit) for the reporting period**

**22 3,691 1,132**

## Notes to the financial statements

31 December 2020

### 38 Acquittal of Australian Government financial assistance (continued)

#### (g) Superannuation supplementation

	Notes	Superannuation Sup.	
		2020 \$'000	2019 \$'000
<b>Parent Entity (University) Only</b>			
Cash received during the reporting period	2	15,584	14,564
Cash available		15,584	14,564
Cash surplus / (deficit) from the previous period		-	-
Cash available for current period		15,584	14,564
Contributions to specified defined benefit funds	16, 34	(15,584)	(14,564)
<b>Cash surplus/(deficit) for this period</b>		<b>-</b>	<b>-</b>

#### (h) Student Services and Amenities Fee

	Notes	SA - HELP	
		2020 \$'000	2019 \$'000
<b>Parent Entity (University) Only</b>			
Unspent/(overspent) revenue from previous period		14,064	11,607
SA - HELP Revenue Earned	2	1,942	1,946
Student Services Fees direct from Students	4	4,055	4,147
Total revenue expendable in period		20,061	17,700
Student services expenses during period		3,210	3,636
<b>Unspent/(overspent) student services revenue</b>		<b>16,851</b>	<b>14,064</b>

# **Charles Sturt University**

ABN: 83 878 708 551

## **Notes to the financial statements**

**31 December 2020**

### **39 Events occurring after the reporting date**

The University has not identified any events after reporting date that would require adjustment to the amounts recognised or disclosures in the financial statements.

# **Charles Sturt University**

ABN: 83 878 708 551

## **Notes to the financial statements**

**31 December 2020**

### **39 Events occurring after the reporting date**

The University has not identified any events after reporting date that would require adjustment to the amounts recognised or disclosures in the financial statements.

# The Charles Sturt University Foundation Trust

ABN 31 158 135 157

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## Financial Statements for the year ending 31 December 2020



## INDEPENDENT AUDITOR'S REPORT

### The Charles Sturt University Foundation Trust

To Members of the New South Wales Parliament

#### Opinion

I have audited the accompanying financial statements of The Charles Sturt University Foundation Trust (the Trust), which comprise the Income Statement and the Statement of Comprehensive Income for the year ended 31 December 2020, the Statement of Financial Position as at 31 December 2020, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, and notes comprising a Summary of significant accounting policies and other explanatory information.

In my opinion, the financial statements:

- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2015, including
  - giving a true and fair view of the Trust's financial position as at 31 December 2020 and its performance for the year ended on that date
  - complying with Australian Accounting Standards
- has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012* and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

My opinion should be read in conjunction with the rest of this report.

#### Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the Trust in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

I have fulfilled my other ethical responsibilities in accordance with APES 110.

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

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

## Other Information

The Trust's annual report for the year ended 31 December 2020 includes other information in addition to the financial statements and my Independent Auditor's Report thereon. The Trustees are responsible for the other information. At the date of this Independent Auditor's Report, the other information I have received comprise the Trustees' Report and the Trustees' Declaration.

My opinion on the financial statements does not cover the other information. Accordingly, I do not express any form of assurance conclusion on the other information.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude there is a material misstatement of the other information, I must report that fact.

I have nothing to report in this regard.

## The Trustees' Responsibilities for the Financial Statements

The Trustees of the Trust are responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the PF&A Act, *the Australian Charities and Not-for-Profits Commission Act 2012* and for such internal control as the Trustees determine is necessary to enable the preparation and fair presentation of the financial statements that is free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting.

## Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole is free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: [www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf). The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that the Trust carried out its activities effectively, efficiently and economically
- about the security and controls over the electronic publication of the audited financial statements on any website where it may be presented
- about any other information which may have been hyperlinked to/from the financial statements.

A handwritten signature in dark ink, appearing to read 'Margaret Crawford', with a stylized, flowing script.

Margaret Crawford  
Auditor-General for NSW

23 April 2021  
SYDNEY

# The Charles Sturt University Foundation Trust

31 158 135 157

## Trustee's Report

31 December 2020

### Trustee

The Charles Sturt University Foundation Trust ('the Trust') was established by Deed dated 17th March 1994. Under that Deed, the Charles Sturt Foundation Limited was appointed as Trustee until 2010. Since 2010 Charles Sturt University ('the University') has been Trustee. Governance is administered through the University using delegations and procedures in place at the University, including a Foundation Governance Committee.

### Review of operations

The surplus of the Trust amounted to \$128,703 in 2020 (2019: \$4,646,713).

### Significant changes in the state of affairs

No significant changes in the Trust's state of affairs occurred during the financial year.

### Principal activities

The principal activities of the Trust during the financial year were:

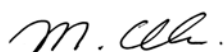
- to attract and encourage donations, gifts, bequests, endowments, trusts and other forms of financial assistance to, or for the benefit of, the University through fundraising activities;
- to invest and deal with money of the Trust; and
- to make contributions for tertiary scholarships, academic staff positions and infrastructure to the University.

There were no significant changes in the nature of the Trust's principal activities during the financial year.

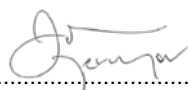
### Events after the reporting date

The Trust has not identified any events after reporting date that would require adjustment to the amounts recognised in the financial statements for 2020.

By resolution of the Charles Sturt University, as Trustee of The Charles Sturt University Foundation Trust.



.....  
Dr Michele Allan  
Chancellor



.....  
Professor John Germov  
Interim Vice-Chancellor

Date: 19th April 2021

# The Charles Sturt University Foundation Trust

31 158 135 157

## Trustee's Declaration

31 December 2020

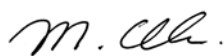
For the financial year ended 31 December 2020.

In the opinion of the Trustee of The Charles Sturt University Foundation Trust ('the Trust'):

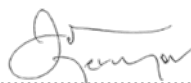
- (1) The financial statements and notes present a true and fair view of the financial position of the Trust at 31 December 2020 and the results of its operations for the year then ended;
- (2) The financial statements and notes have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983* and the *Public Finance and Audit Regulation 2015*;
- (3) The financial statements and notes have been prepared in accordance with Australian Accounting Standards and Interpretations;
- (4) The financial statements and notes have been prepared in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*;
- (5) We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate; and
- (6) There are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

This statement is in accordance with a resolution of the Trustee made on 19th April 2021.

By resolution of Charles Sturt University, as Trustee of The Charles Sturt University Foundation Trust.



Dr Michele Allan  
Chancellor



Professor John Germov  
Interim Vice-Chancellor

Date: 19th April 2021

# The Charles Sturt University Foundation Trust

31 158 135 157

## Income Statement

For the year ended 31 December 2020

	Notes	2020 \$	2019 \$
<b>Revenue</b>			
Fundraising revenue	2	1,542,212	3,353,286
Investment Income	3	679,144	2,813,235
<b>Total revenue</b>		<b>2,221,356</b>	<b>6,166,521</b>
<b>Expenses</b>			
Administrative expenses		100,353	194,962
Contributions	4	1,992,300	1,324,846
<b>Total expenses</b>		<b>2,092,653</b>	<b>1,519,808</b>
<b>Surplus for the Year</b>		<b>128,703</b>	<b>4,646,713</b>

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

# The Charles Sturt University Foundation Trust

31 158 135 157

## Statement of Comprehensive Income

For the year ended 31 December 2020

	Notes	2020 \$	2019 \$
Surplus for the Year		<u>128,703</u>	<u>4,646,713</u>
Items that may be reclassified to profit or loss			
Total comprehensive income for the year		<u><u>128,703</u></u>	<u><u>4,646,713</u></u>

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

# The Charles Sturt University Foundation Trust

31 158 135 157

## Statement of Financial Position

As at 31 December 2020

	Notes	2020 \$	2019 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	5	921,063	959,013
Trade and other receivables		228,107	147,881
Non-current assets held for sale		-	2,079,647
<b>Total current assets</b>		<b>1,149,170</b>	<b>3,186,541</b>
<b>NON-CURRENT ASSETS</b>			
Other financial assets	6	21,194,559	18,975,941
<b>Total non-current assets</b>		<b>21,194,559</b>	<b>18,975,941</b>
<b>Total assets</b>		<b>22,343,729</b>	<b>22,162,482</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables		27,721	20,177
Other liabilities		135,000	90,000
<b>Total current liabilities</b>		<b>162,721</b>	<b>110,177</b>
<b>Total liabilities</b>		<b>162,721</b>	<b>110,177</b>
<b>Net assets</b>		<b>22,181,008</b>	<b>22,052,305</b>
<b>EQUITY</b>			
Retained earnings		22,181,008	22,052,305
<b>Total equity</b>		<b>22,181,008</b>	<b>22,052,305</b>

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

# The Charles Sturt University Foundation Trust

31 158 135 157

## Statement of Changes in Equity For the year ended 31 December 2020

2020

	Accumulated Funds \$	Financial assets revaluation reserve \$	Total \$
Balance at 1 January 2020	22,052,305	-	22,052,305
Surplus for the year	128,703	-	128,703
<b>Balance at 31 December 2020</b>	<b>22,181,008</b>	<b>-</b>	<b>22,181,008</b>

2019

	Notes	Accumulated Funds \$	Financial assets revaluation reserve \$	Total \$
Balance at 1 January 2019		17,415,592	-	17,415,592
Retrospective changes		(10,000)	-	(10,000)
<b>Balance as restated</b>		<b>17,405,592</b>	<b>-</b>	<b>17,405,592</b>
Surplus for the year		4,646,713	-	4,646,713
<b>Balance at 31 December 2019</b>		<b>22,052,305</b>	<b>-</b>	<b>22,052,305</b>

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

# The Charles Sturt University Foundation Trust

31 158 135 157

## Statement of Cash Flows

For the year ended 31 December 2020

	Notes	2020 \$	2019 \$
<b>Cash flows from operating activities</b>			
Fundraising receipts		3,666,859	1,353,640
Interest received		8,525	12,197
Dividends and distributions received		768,879	963,881
Contribution payments		(1,992,299)	(1,324,846)
Payments to suppliers		(102,478)	(211,564)
GST recovered		9,666	10,378
Net cash provided by/(used in) operating activities		<u>2,359,152</u>	<u>803,686</u>
<b>Cash flows from investing activities</b>			
Proceeds from sale of financial assets		9,534,823	4,073,527
Purchase of financial assets		(11,931,925)	(4,405,486)
Net cash (outflow) from investing activities		<u>(2,397,102)</u>	<u>(331,959)</u>
Net increase/(decrease) in cash and cash equivalents		(37,950)	471,727
Cash and cash equivalents at the beginning of the financial year		959,013	487,286
<b>Cash and cash equivalents at end of financial year</b>	5	<u><u>921,063</u></u>	<u><u>959,013</u></u>

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

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2020

### 1 Summary of significant accounting policies

#### (a) Reporting Entity

The Charles Sturt University Foundation Trust ('Trust') is a reporting entity and was established by a Deed of Settlement on 17th March 1994 and is recognised as a not-for-profit organisation. Charles Sturt University ('the University') acts as Trustee of the Trust which operates for the benefit of the University. The University is the ultimate controlling entity of the Trust.

The financial statements have been authorised for release by the Trustee on the 19th April 2021.

#### (b) Basis of preparation

The annual financial statements represent the audited general purpose financial statements of the Trust. They have been prepared on an accrual basis and comply with the AAS's and other authoritative pronouncements of the AAS Board.

Additionally the statements have been prepared in accordance with following statutory requirements:

- *Public Finance and Audit Act 1983, and Public Finance and Audit Regulation 2015; and*
- Section 60-40 of the *Australian Charities and Not-for-profit Commission Regulation 2013* (ACNC Regulation).

The Trust is a not-for-profit entity and these statements have been prepared on that basis. Some of the AAS requirements for not-for-profit entities are inconsistent with the IFRS requirements.

Judgements, key assumptions and estimates made by management are disclosed in the relevant notes to the financial statements. The financial statements have been prepared under the historical cost convention, except for certain financial assets that have been measured at fair value through profit or loss.

The accounting policies are consistent with those of the previous year unless otherwise specified.

#### (c) Income tax

Designated as a registered charity, the Trust is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

#### (d) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In this case, the applicable GST amount is recognised as part of the cost acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST. The Trust is grouped for GST with the University. The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the University's Statement of Financial Position. Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the ATO, are presented as operating cash flows.

#### (e) Trade receivables

Trade receivables are recognised on an accrual basis initially at fair value and they are subsequently measured at amortised cost using the effective interest method, less any applicable provision for impairment.

#### (f) Trade and other payables

These amounts represent unpaid liabilities for goods and services provided to the Trust prior to the end of the financial year. The amounts are unsecured and are usually paid within 30 days of recognition. Payables are carried at amortised cost and due to their short-term nature are not discounted.

#### (g) New Accounting Standards and Interpretations

The following standards have been issued but are not mandatory for 31 December 2020 reporting periods. The Trust has elected not to early adopt any of these standards. The Trust's assessment of the impact of these new Standards and Interpretations is set out below:

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2020

### 1 Summary of significant accounting policies (continued)

#### (g) New Accounting Standards and Interpretations (continued)

Standard	Application date	Impact
AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities	1 Jul 2021	No impact
2020-1 Amendments to AAS – Classification of Liabilities as Current or Non-current	1 Jan 2023	Minimal or no impact
2020-3 Amendments to AAS – Annual Improvements 2018-20 and Other Amendments	1 Jan 2022	Minimal or no impact
2020-5 Amendments to AAS – Insurance Contracts	1 Jan 2021	No Impact
2020-8 Amendments to AAS – Interest Rate Benchmark Reform – Phase 2	1 Jan 2021	Minimal or no impact

#### (h) Covid-19

Covid-19 was declared a world-wide pandemic by the World Health Organisation (WHO) on 11 March 2020. The measures to slow the spread of Covid-19 have had a significant impact on the global economy and the university sector including Charles Sturt University and its controlled entities. The impact of these measures is expected to continue into 2021.

The Trust has responded to the changing needs of students throughout the pandemic, increasing scholarship access and support where possible. The Trust experienced volatility in its investment portfolio throughout the year, returning lower than anticipated investment income. Covid-19 and the subsequent economic responses continue to have an impact on financial markets, and therefore on the Trust's financial assets.

### 2 Revenue

	2020 \$	2019 \$
<b>Fundraising revenue</b>		
Contributions to corpus	927,722	2,801,527
Annually funded scholarships	614,490	551,759
<b>Total fundraising revenue</b>	<b>1,542,212</b>	<b>3,353,286</b>

Revenue is measured at the fair value of the consideration received or receivable.

The Trust recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Trust and specific criteria have been met for each of the Trust's activities. The amount of revenue is not considered to be reliably measurable until all contingencies relating to the sale have been resolved. The Trust bases its estimates on historical results, taking into consideration the nature and circumstances of the transaction.

The Trust receives a principal part of its income from donations by way of cheques, direct deposits and electronic funds transfers. Amounts donated are recognised as revenue when the Trust gains control of the donated amount, the economic benefits are probable and the amounts can be measured reliably; generally the recognition of revenue occurs when the donation is received.

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Trust expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

- (1) Identify the contract with the customer
- (2) Identify the performance obligations
- (3) Determine the transaction price
- (4) Allocate the transaction price to the performance obligations

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2020

### 2 Revenue (continued)

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

### 3 Investment Income

	2020 \$	2019 \$
<b>Investment Revenue</b>		
Interest income	8,525	12,197
Dividends	217,772	419,915
Distributions	631,333	581,915
Total investment revenue	857,630	1,014,027
<b>Other Investment gains/(losses)</b>		
Net gains/(losses) on sale of investments	(987,994)	212,880
Change in fair value of financial assets designated as at fair value through profit & loss	809,508	1,586,328
Total other investment gains/(losses)	(178,486)	1,799,208
<b>Total investment income</b>	679,144	2,813,235

Interest revenue is recognised on an accrual basis. Dividends and distributions are recognised as revenue when the Trust's right to receive payment is established. Refunds of imputation credits, arising from investment income received, are recognised as revenue when the dividend or distribution is declared.

Gains and losses realised on sale of investments are taken to the income statement. The gain or loss is the difference between the net proceeds of the disposal and the carrying value of the investment at the time of its disposal.

### 4 Contributions

	2020 \$	2019 \$
Scholarships - annually funded	587,989	431,675
Scholarships - corpus	1,367,197	890,771
Grants	37,114	2,400
<b>Total contributions</b>	1,992,300	1,324,846

### 5 Cash and cash equivalents

	2020 \$	2019 \$
Cash at bank and in hand	45,619	959,013
Deposits at call	875,444	-
<b>Total cash and cash equivalents</b>	921,063	959,013

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments with original maturities of three months or less which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2020

### 6 Other financial assets

	2020 \$	2019 \$
<b>Non-current</b>		
Financial assets at fair value through profit or loss	<b>21,194,559</b>	18,975,941
<b>Total non-current other financial assets</b>	<b>21,194,559</b>	18,975,941

*Investments and other financial assets of the Trust are classified into two categories:*

#### *Financial assets at amortised cost*

Where the main objective of the Trust holding an asset or portfolio of assets is to collect contractual cash flows on specific dates and those cash flows are generally in the form of principal and/or interest, they are measured at amortised cost using the effective interest method and net of any impairment loss.

When a financial asset at amortised cost is reclassified, its fair value at the reclassification date becomes its new gross carrying amount. Financial assets at amortised cost are assessed for evidence of impairment at the end of each reporting period.

#### *Financial assets at fair value through profit or loss*

Financial assets which do not meet the criteria of contractual cash flows, are measured at fair value through profit or loss.

The fair values of quoted investments are based on current bid prices. If the market for a financial asset is not active (and for unlisted securities), the Trust establishes fair value by using valuation techniques. These include reference to the fair values of recent arm's length transactions, involving the same instruments or other instruments that are substantially the same, discounted cash flow analysis, and option pricing models refined to reflect the issuers specific circumstances.

If the Trust reclassifies these assets, their fair value is determined at reclassification date. Any gain or loss arising from a difference between the previous carrying amount and fair value is recognised in profit or loss.

### 7 Remuneration of Auditors

Fees payable to the Audit Office of New South Wales for the audit of the financial statements for the Trust for the financial year ended 31 December 2020 was \$27,720 including GST (2019: \$27,060). The auditors did not receive any other benefits.

### 8 Key Management Personnel Disclosures

The following persons were responsible persons and executive officers of the Trust during the financial year.

Charles Sturt University is the Trustee. The University Council has delegated responsibility to the Vice-Chancellor to act as Trustee on behalf of the University. The University paid the remuneration of all Charles Sturt University management staff in their roles as employees and there is no reasonable basis to apportion the remuneration between the Trust and the University.

(i) *Council members who held office at the University during the year were:*

Dr Michele Allan	Professor John Germov	Dr Saranne Cooke
Mr Graeme Bailey	Mr Jamie Newman	Ms Lisa Schofield
Dr Kate Cornick	Dr Peter Woodgate	Ms Julie Cleary
Emeritus Professor Joyce Kirk	Mr Philip Marcus Clark AO	Mr John Lloyd
Emeritus Professor Christina Slade	Dr Lyndal Thorburn	Mr Benjamin Fry
Dr Ruth Townsend	Professor Andrew Vann	Associate Professor Shokoofeh Shamsi

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2020

### 8 Key Management Personnel Disclosures (continued)

(ii) *Names of Executive Officers:*

Professor John Germov  
Mrs Jenny Roberts

Professor Heather Urwin  
Mr Rick Willmott

Professor Janelle Wheat

The responsible persons and executive officers of the Trustee of the Trust did not receive any income from the Trust in connection with the management of the affairs of the Trust during the financial period. During the year ended 31 December 2020, the Trust received \$209,089 in donations from Key Management Personnel (2019: \$52,030).

### 9 Related Parties

#### (a) Controlling entity

The ultimate Australian parent entity of the Trust is Charles Sturt University, which at 31 December 2020 controls 100.00% (2019: 100.00%) of the Trust. The University is the Trustee of the Trust.

#### (b) Key management personnel

Disclosures relating to council members and specified executives are set out in note 8.

#### (c) Transactions with related parties

The following transactions occurred with related parties:

	2020 \$	2019 \$
<b>Charles Sturt University</b>		
Administrative expense contribution to Trustee	-	50,000

The University provided the Trust with a range of administrative support services. The value of the following services cannot be measured reliably and have not been recognised in the financial statements:

- office administration facilities
- accounting, fundraising support and administration services
- electricity and other utility services
- personnel services

### 10 Financial risk management

The Trust's principal financial instruments and the main risks arising are outlined below. These financial instruments arise directly from the Trust's operations.

The Trust's activities expose it to a variety of financial risks: market risk (including price, cash flow, and fair value interest rate risk); credit risk, and; liquidity risk. The Trust's overall risk management strategy focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Trust.

Risk management is carried out by the University's Investment Committee. The Trust's Investment Policy provides written principles for overall risk management. Specific areas such as foreign exchange risk and the use of derivative and non-derivative financial instruments are not covered as the nature of the Trust's investment activities does not expose the Trust to such risks. The Trust does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

#### (a) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices.

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2020

### 10 Financial risk management (continued)

#### (a) Market risk (continued)

##### (i) Price risk

The Trust is exposed to the price risks of equity securities for the majority of investments classified as financial assets.

To manage its price risk arising from investments in equity securities, the Trust actively engages with its investment advisor. The portfolio is diversified across a variety of investment asset classes consistent with the risk/return/timeframe objectives of the portfolio and the broader investment management objectives of the Trust.

##### (ii) Cash flow and fair value interest rate risk

Interest rate risk is the risk that the value of the financial instrument will fluctuate due to changes in market interest rates. The Trust's interest rate risk arises primarily from investments in long term interest bearing financial instruments. In order to minimise exposure to this risk, the Trust invests in a diverse range of financial instruments with varying degrees of potential return. The purpose of this approach is to ensure that any potential interest losses are counteracted by guaranteed interest rate payments.

##### (iii) Summarised sensitivity analysis

The following tables summarise the sensitivity of Trust's financial assets and financial liabilities to interest rate risk and other price risk. There is no interest rate risk or price risk associated with the Trust's trade and other payables, and trade and other receivables.

31 December 2020		Interest rate risk				Other price risk			
		-1%		+1%		-10%		+10%	
	Carrying amount	Result	Equity	Result	Equity	Result	Equity	Result	Equity
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Financial assets</b>									
Cash and Cash Equivalents - at bank	921,063	(9,211)	(9,211)	9,211	9,211	-	-	-	-
Trade and other receivables	228,107	-	-	-	-	-	-	-	-
Financial assets - Fair value through profit or loss	21,194,559	(211,946)	(211,946)	211,946	211,946	(2,119,456)	(2,119,456)	2,119,456	2,119,456
<b>Total increase/ (decrease)</b>	<b>22,343,729</b>	<b>(221,157)</b>	<b>(221,157)</b>	<b>221,157</b>	<b>221,157</b>	<b>(2,119,456)</b>	<b>(2,119,456)</b>	<b>2,119,456</b>	<b>2,119,456</b>

31 December 2019		Interest rate risk				Other price risk			
		-1%		+1%		-10%		+10%	
	Carrying amount	Result	Equity	Result	Equity	Result	Equity	Result	Equity
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Financial assets</b>									
Cash and Cash Equivalents - at bank	959,013	(9,590)	(9,590)	9,590	9,590	-	-	-	-
Trade and other receivables	147,881	-	-	-	-	-	-	-	-
Financial assets - Fair value through profit or loss	18,975,941	(189,759)	(189,759)	189,759	189,759	(1,897,594)	(1,897,594)	1,897,594	1,897,594
<b>Total increase/ (decrease)</b>	<b>20,082,835</b>	<b>(199,349)</b>	<b>(199,349)</b>	<b>199,349</b>	<b>199,349</b>	<b>(1,897,594)</b>	<b>(1,897,594)</b>	<b>1,897,594</b>	<b>1,897,594</b>

# The Charles Sturt University Foundation Trust

31 158 135 157

## Notes to the financial statements

For the year ended 31 December 2020

### 10 Financial risk management (continued)

#### (b) Credit risk

Credit risk is the risk of financial loss arising from another party failing to comply with the terms of a contract. The Trust's maximum exposure to credit risk is represented by the carrying amount of the financial assets and liabilities included in the Statement of Financial Position.

### 11 Fair Value Measurement

#### (a) Recognised fair value measurements

The Trust categorises assets and liabilities measured at fair value into a hierarchy based on the level of inputs used in measurement.

- Level 1 quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2 inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.
- Level 3 inputs for the asset or liability that are not based on observable market data (unobservable inputs)

Fair value measurements recognised in the Statement of Financial Position are categorised into the following levels at 31 December 2020.

<b>Fair value measurements At 31 December 2020</b>	<b>Notes</b>	<b>Total \$</b>	<b>Level 1 \$</b>	<b>Level 2 \$</b>	<b>Level 3 \$</b>
<b>Financial assets</b>					
Financial assets at fair value through profit or loss					
Listed investments	6	7,946,415	7,946,415	-	-
Unlisted investments	6	13,248,143	-	13,248,143	-
<b>Total financial assets</b>		<b>21,194,558</b>	<b>7,946,415</b>	<b>13,248,143</b>	<b>-</b>

<b>Fair value measurements At 31 December 2019</b>	<b>Notes</b>	<b>Total \$</b>	<b>Level 1 \$</b>	<b>Level 2 \$</b>	<b>Level 3 \$</b>
<b>Financial assets</b>					
Financial assets at fair value through profit or loss					
Listed investments	6	9,028,971	9,028,971	-	-
Unlisted investments	6	9,946,969	-	9,946,969	-
<b>Total financial assets</b>		<b>18,975,940</b>	<b>9,028,971</b>	<b>9,946,969</b>	<b>-</b>

There were no transfers between levels 1 and 2 for recurring fair value measurements during the year.

Quoted market price represents the fair value determined based on active markets as at the reporting date without any deductions for transaction costs. The fair value of the listed equity investments and unlisted managed funds is based on quoted market prices.

#### Recurring fair value measurements

If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3.

The Trust uses a variety of methods and makes assumptions that are based on market conditions existing at each balance date. Specific valuation techniques used to value financial instruments include the use of quoted market prices or dealer quotes for similar instruments.

# The Charles Sturt University Foundation Trust

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## Notes to the financial statements

For the year ended 31 December 2020

### 12 Reconciliation of net result for the year to net cash provided by / (used in) operating activities

	2020 \$	2019 \$
Net result for the period	128,703	4,646,713
Unrealised (gain)/loss in fair value of financial instruments at fair value through profit or loss	(809,508)	(1,586,328)
Realised (gain)/loss in fair value of financial assets transferred to profit or loss	987,994	(212,880)
Fundraising acquisition non-current asset held for sale	2,079,647	(2,079,647)
Change in operating assets and liabilities:		
(Increase)/decrease in debtors	(80,227)	(37,948)
Increase/(decrease) in creditors	7,543	(6,224)
Increase/(decrease) in other liabilities	45,000	80,000
<b>Net cash provided by / (used in) operating activities</b>	<b>2,359,152</b>	<b>803,686</b>

### 13 Commitments

The Trust did not have any outstanding commitments as at 31 December 2020 (2019: \$Nil).

### 14 Contingent Assets and Liabilities

There were no contingent assets or liabilities as at 31 December 2020 (2019: \$Nil).

### 15 Events Occurring After the Reporting Date

The Trustee of the Trust has not identified any events after the reporting date that would require adjustment to the amounts recognised or disclosed in the financial statements.

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End of audited financial statements

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# Charles Sturt Campus Services Limited

ABN 37 063 446 864 (a company limited by guarantee)

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## Financial Statements for the year ending 31 December 2020



## INDEPENDENT AUDITOR'S REPORT

### Charles Sturt Campus Services Limited

To Members of the New South Wales Parliament and Directors of Charles Sturt Campus Services Limited

### Opinion

I have audited the accompanying financial statements of Charles Sturt Campus Services Limited (the Company), which comprises the Statement of Comprehensive Income for the year ended 31 December 2020, the Statement of Financial Position as at 31 December 2020, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, and notes comprising a Summary of significant accounting policies and other explanatory information.

In my opinion, the financial statements:

- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2015, including
  - giving a true and fair view of the Company's financial position as at 31 December 2020 and its performance for the year ended on that date
  - complying with Australian Accounting Standards
- has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012* and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

My opinion should be read in conjunction with the rest of this report.

### Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the Company in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

I have fulfilled my other ethical responsibilities in accordance with APES 110.

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

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

## Other Information

The Company's annual report for the year ended 31 December 2020 includes other information in addition to the financial statements and my Independent Auditor's Report thereon. The directors of the Company are responsible for the other information. At the date of this Independent Auditor's Report, the other information I have received comprise the Directors' report and Directors' declaration.

My opinion on the financial statements does not cover the other information. Accordingly, I do not express any form of assurance conclusion on the other information.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude there is a material misstatement of the other information, I must report that fact.

I have nothing to report in this regard.

## Directors' Responsibilities for the Financial Statements

The directors of the Company are responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the PF&A Act, the *Australian Charities and Not-for-Profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation and fair presentation of the financial statements that is free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting.

## Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole is free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: [www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf). The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that the Company carried out its activities effectively, efficiently and economically
- about the security and controls over the electronic publication of the audited financial statements on any website where it may be presented
- about any other information which may have been hyperlinked to/from the financial statements.



Margaret Crawford  
Auditor-General for NSW

23 April 2021  
SYDNEY

# Charles Sturt Campus Services Limited

37 063 446 864

## Directors' report

For the year ended 31 December 2020

The directors present their report on Charles Sturt Campus Services Limited (the Company) for the Financial Year Ended 31 December 2020.

### 1 General information

#### Information on directors

The names of each person who has been a director during the year and to the date of this report are:

Director	Qualifications
Mr G Jones	BBus(Acc), CPA, Charles Sturt University, Acting Chief Financial Officer, appointed to the Board on 24 August 2020.
Mr J Hamilton	BBus(Acc) Charles Sturt University, CPA, Accountant, appointed to the Board on 12 March 2013.
Mr A Crowl	BBus (HR/Economics), Charles Sturt University, Manager Employee Relations and Policy, appointed to the Board on 30 October 2014.
Mr D Pyke	ACA, Accountant, appointed to the Board on 15 July 2015.
Mr C Richardson	BBus (Acc), FCPA, Grad Dip Local Government Management, Charles Sturt University - Director Corporate Finance, appointed to the Board on 4 August 2017.
Mrs N Harris	MProfAcc Charles Sturt University, Accountant, appointed to the Board on 13 September 2018.
Mr P Dowler	BBus Mitchell CAE, FCPA, MBA Charles Sturt University, former Chief Financial Officer, appointed to the Board 18 May 2011, resigned as a Director on 21 August 2020.

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

#### Company secretary

Ms Simone Brown, Administration Assistant, appointed to the position on 20 August 2020. Ms Kathrine Watt, Executive Assistant, resigned from the position on 30 July 2020.

#### Company details

Charles Sturt Campus Services Limited, a not-for-profit entity, was incorporated in Australia as a company limited by guarantee on 11 February 1994 (ABN: 37 063 446 864). In accordance with the Constitution, the liability for each member, in the event of the Company winding up, is limited to \$20.00. There are six members/directors of the Company.

#### Principal activities

During the financial year, the principal activities of Charles Sturt Campus Services Limited were the provision of cleaning, courier and laundry services to Charles Sturt University (the University). No significant changes in the nature of the Company's activities occurred during the financial year.

#### Long term and short term objectives

The Company's objectives are to provide quality cleaning, courier and laundry services to Charles Sturt University in a cost-effective manner. In order to achieve this objective, the Company has implemented controls to monitor its services provided to the University through monthly reporting to the Board of Directors of its financial and operational performances. The financial and operating performances are assessed against an approved budget and the quality and timeliness of services provided are assessed against the requirements and expectations of a service level agreement as well as the nature of complaints and feedback received from the University and users of the Company's services. The Board of the Company is accountable to the University which is the parent of the Company.

#### Review of operations

The net surplus of the Company was \$380,130 in 2020 (2019: \$412,551). Any profits earned are available to help provide for liabilities to creditors and employees, and they are derived only in the process of achieving the purpose of the Company.

#### Significant changes in the state of affairs

No significant operating or other changes in the Company's state of affairs occurred during the financial year.

# Charles Sturt Campus Services Limited

37 063 446 864

## Directors' report

For the year ended 31 December 2020

### 1 General information (continued)

#### Likely developments

There are no likely developments or changes in the Company's operations which have been proposed for the immediate future.

#### Legal proceedings

The Company has not been involved in legal proceedings of any type during the year.

### 2 Other items

#### Dividends paid or recommended

As a company limited by guarantee, the Company is prohibited from paying dividends.

#### Events after the reporting date

The Company has not identified any events after reporting date that would require adjustment to the amounts recognised in the financial statements for 2020.

#### Environmental issues

There are no known environmental issues affecting the Company.

#### Benefits received directly or indirectly by officers

From 1 January 2016, the external directors of Charles Sturt Campus Services Limited are entitled to an agreed salary in respect to their contribution to the governance of the Company. The directors and officeholders are covered by the following insurance policy:

Management Liability Policy  
Chubb Policy No: 93315347  
Expiry Date: 1 November 2021

#### Meetings of Directors

During the financial year, five (5) meetings of directors were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Mr G Jones	1	1
Mr J Hamilton	5	4
Mr A Crowl	5	5
Mr D Pyke	5	5
Mr C Richardson	5	5
Mrs N Harris	5	5
Mr P Dowler	4	3

#### Indemnification and insurance of officers and auditors

An insurance policy is held by Charles Sturt University which provides the Board with insurance coverage as described under 'Benefits received directly or indirectly by officers' above.

#### Auditor's independence declaration

The Auditor's Independence Declaration as required under section 60-40 of the *Australian Charities and Not-for-profits Commission Regulation 2013 (ACNC Regulation)* is attached.

# Charles Sturt Campus Services Limited

37 063 446 864

## Directors' report

For the year ended 31 December 2020

Signed in accordance with a resolution of the Board of Directors:



.....  
Mr G Jones  
Director



.....  
Mr C Richardson  
Director

Dated: 23rd March 2021

# Charles Sturt Campus Services Limited

37 063 446 864

## Directors' declaration

For the year ended 31 December 2020

The directors of the entity declare that:

1. The financial statements and notes, as set out on pages 8 to 21 are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, and Section 41 C (1b) and (1c) of the *Public Finance and Audit Act 1983* and:
  - (a) comply with Australian Accounting Standards, the *Public Finance and Audit Act 1983 and Regulation 2015*, the *Australian Charities and Not-for-profit Commission Act 2012* and other mandatory professional reporting requirements
  - (b) give a true and fair view of the financial position as at 31 December 2020 and of the performance for the year ended on that date of the entity, and
2. In the directors' opinion, there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

Further, we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.

This declaration is made in accordance with a resolution of the Board of Directors.



.....  
Mr G Jones  
Director



.....  
Mr C Richardson  
Director

Dated: 23rd March 2021

# Charles Sturt Campus Services Limited

37 063 446 864

## Statement of Comprehensive Income For the Year Ended 31 December 2020

	Notes	2020 \$	2019 \$
Revenue	2	8,590,055	8,210,493
Other income		12,592	34,793
<b>Total revenue</b>		<b>8,602,647</b>	<b>8,245,286</b>
Employee related expenses	3	7,464,098	6,998,653
Depreciation expense		40,755	38,028
Other expenses	4	717,664	796,054
<b>Total expenses</b>		<b>8,222,517</b>	<b>7,832,735</b>
<b>Profit from continuing operations</b>		<b>380,130</b>	<b>412,551</b>
<b>Profit for the year</b>		<b>380,130</b>	<b>412,551</b>
<b>Total comprehensive income for the year</b>		<b>380,130</b>	<b>412,551</b>

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

# Charles Sturt Campus Services Limited

37 063 446 864

## Statement of Financial Position

As at 31 December 2020

	Notes	2020 \$	2019 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		1,768,340	1,684,504
Trade and other receivables		512,621	119,946
<b>Total current assets</b>		<b>2,280,961</b>	<b>1,804,450</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	5	104,540	133,074
Intangible assets	6	2,548	2,972
<b>Total non-current assets</b>		<b>107,088</b>	<b>136,046</b>
<b>Total assets</b>		<b>2,388,049</b>	<b>1,940,496</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	7	20,960	48,237
Employee provisions	8	921,131	799,756
<b>Total current liabilities</b>		<b>942,091</b>	<b>847,993</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee provisions	8	78,324	104,999
<b>Total non-current liabilities</b>		<b>78,324</b>	<b>104,999</b>
<b>Total liabilities</b>		<b>1,020,415</b>	<b>952,992</b>
<b>Net assets</b>		<b>1,367,634</b>	<b>987,504</b>
<b>EQUITY</b>			
Retained earnings		1,367,634	987,504
<b>Total equity</b>		<b>1,367,634</b>	<b>987,504</b>

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

# Charles Sturt Campus Services Limited

37 063 446 864

## Statement of Changes in Equity For the Year Ended 31 December 2020

	Retained earnings \$
<b>2020</b>	
<b>Balance at 1 January 2020</b>	987,504
Total comprehensive income for the year	380,130
<b>Balance at 31 December 2020</b>	<u>1,367,634</u>
	Retained earnings \$
<b>2019</b>	
<b>Balance at 1 January 2019</b>	574,953
Total comprehensive income for the year	412,551
<b>Balance at 31 December 2019</b>	<u>987,504</u>

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

# Charles Sturt Campus Services Limited

37 063 446 864

## Statement of Cash Flows For the Year Ended 31 December 2020

	Notes	2020 \$	2019 \$
<b>Cash flows from operating activities</b>			
Receipts from customers		8,282,919	8,218,461
Payments to employees		(7,369,399)	(6,931,858)
Payments to suppliers		(816,707)	(893,009)
Net cash provided by operating activities		<u>96,813</u>	<u>393,594</u>
<b>Cash flows from investing activities</b>			
Purchase of property, plant and equipment	5	<u>(12,977)</u>	<u>(19,150)</u>
Net cash (used by) investing activities		<u>(12,977)</u>	<u>(19,150)</u>
<b>Cash flows from financing activities</b>			
Net cash (used by) financing activities		<u>-</u>	<u>-</u>
Net increase in cash and cash equivalents		<u>83,836</u>	<u>374,444</u>
Cash and cash equivalents at the beginning of the financial year		<u>1,684,504</u>	<u>1,310,060</u>
Cash and cash equivalents at end of year		<u>1,768,340</u>	<u>1,684,504</u>

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

# Charles Sturt Campus Services Limited

37 063 446 864

## Notes to the financial statements For the Year Ended 31 December 2020

The financial statements are presented for Charles Sturt Campus Services Limited as an individual entity, which is incorporated and domiciled in Australia. Charles Sturt Campus Services Limited is a not-for-profit Company limited by guarantee.

### 1 Summary of significant accounting policies

#### (a) Reporting Entity

Charles Sturt Campus Services Limited is a not-for-profit entity, incorporated in Australia as a company limited by guarantee on 11 February 1994 (ABN: 37 063 446 864).

The registered office for Charles Sturt Campus Services Limited is The Grange Chancellery, Charles Sturt University, Panorama Avenue, Bathurst. The principal activities of Charles Sturt Campus Services Limited in the course of the financial reporting period were cleaning, courier and laundry services to Charles Sturt University campuses at Bathurst, Albury-Wodonga, Orange, Wagga Wagga, Dubbo, Canberra, and Port Macquarie.

There are six directors of Charles Sturt Campus Services Limited (2019: six directors). If upon the winding up or dissolution of the Company, and after satisfaction of all its debts and liabilities, any remaining property whatsoever shall be paid or transferred to the University.

#### (b) Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with:

- (i) Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board
- (ii) *Public Finance and Audit Act 1983*
- (iii) *Public Finance and Audit Regulation 2015*
- (iv) Section 60-40 of the *Australian Charities and Not-for-profit Commission Regulation 2013* (ACNC Regulation)

These financial statements and notes comply with the Australian Accounting Standards as issued by the Australian Accounting Standards Board.

The significant accounting policies used in the preparation and presentation of these financial statements are provided below and are consistent with the policies used in prior reporting periods unless otherwise stated. The financial statements are based on historical costs, except for the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

#### *Date of authorisation for issue*

The financial statements were authorised for issue by the member of Charles Sturt Campus Services Limited on 23rd March 2021.

#### *Functional and presentation currency*

The functional and presentation currency of Charles Sturt Campus Services Limited is Australian dollars.

#### (c) Statement of Compliance

##### *Critical accounting estimates*

The preparation of financial statements in accordance with Australian Accounting Standards requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgement and complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed where applicable in the relevant note to the financial statements, specifically, provision for long service leave.

##### Note 8: Provisions

The Company's provision for long service was assessed by KPMG for the year ended 31 December 2020. Key assumptions used in the calculation are detailed in note 8.

# Charles Sturt Campus Services Limited

37 063 446 864

## Notes to the financial statements

For the Year Ended 31 December 2020

### 1 Summary of significant accounting policies (continued)

#### (d) Going concern

The financial statements have been prepared on the going concern basis. This basis has been adopted as the Company has received a guarantee of continuing financial support from Charles Sturt University (the University) to allow the Company to meet its liabilities. The Company believes that such financial support will continue to be made available. The Company fully recovers all expenses on a monthly basis from the University through a Service Level Agreement with the University that expires on 30 April 2022.

#### (e) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and demand deposits with financial institutions, 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.

#### (f) Trade receivables

Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are recognised on an accrual basis and measured at fair values which are not discounted due to their short term nature. The Company assesses whether objective evidence of impairment exists on an ongoing basis.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for impairment of receivables is established when there is objective evidence that the Company will not be able to collect all amounts due according to the original terms of receivables. Significant financial difficulties of the debtor, the probability that the debtor will enter bankruptcy or financial reorganisation, and the default or delinquency in payments (more than 30 days overdue) are considered indicators that the trade receivable is impaired. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate.

Cash flows relating to short-term receivables are not discounted if the effect of discounting is immaterial. The amount of the adjustment provision, if any, is recognised in the statement of profit or loss and other comprehensive income.

#### (g) Income tax

No provision for income tax has been raised as the Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

#### (h) Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST. The Company is grouped for GST with the University. The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the University's Statement of Financial Position.

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

#### (i) New accounting standards and interpretations

Certain new Accounting Standards and Interpretations have been published that are not mandatory for 31 December 2020 reporting periods. Charles Sturt Campus Services Limited's assessment of the impact of relevant new Standards and Interpretations is set out below:

# Charles Sturt Campus Services Limited

37 063 446 864

## Notes to the financial statements For the Year Ended 31 December 2020

### 1 Summary of significant accounting policies (continued)

#### (i) New accounting standards and interpretations (continued)

Standard	Application date	Impact
AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities	1 Jul 2021	No impact
2020-1 Amendments to AAS – Classification of Liabilities as Current or Non-current	1 Jan 2023	Minimal or no impact
2020-3 Amendments to AAS – Annual Improvements 2018-20 and Other Amendments	1 Jan 2022	Minimal or no impact
2020-5 Amendments to AAS – Insurance Contracts	1 Jan 2021	No Impact
2020-8 Amendments to AAS – Interest Rate Benchmark Reform – Phase 2	1 Jan 2021	Minimal or no impact

#### (j) Covid-19

Covid-19 was declared a world-wide pandemic by the World Health Organisation (WHO) on 11 March 2020. The measures to slow the spread of Covid-19 have had a significant impact on the global economy and the university sector including Charles Sturt University and its controlled entities. The impact of these measures is expected to continue into 2021.

The University has undertaken a number of measures in line with the recommendations of the national and state health ministries, to preserve the health of students and employees as well as prevent contagion in administrative and operational areas. These measures included switching to online delivery of courses, closing residential student accommodation, staff working from home, restrictions on travel, distribution of personal protective equipment and rigorous cleaning of workplaces.

These measures have had a direct impact on the level of standard cleaning services required by the University due to the reduced occupancy rates on campuses. The Company was able to rapidly implement new touch point cleaning services for both University and external client facilities to mitigate any possible spread of infection. The Company qualified for the JobKeeper program which had a significant impact on the viability of the Company's operations throughout 2020, with \$3.5M income recognised from the program up to 31 December 2020.

### 2 Revenue

	2020 \$	2019 \$
<b>Revenue</b>		
Fees	5,005,105	8,208,993
Government Grants	3,584,950	1,500
<b>Total revenue</b>	<b>8,590,055</b>	<b>8,210,493</b>
<b>Other income</b>		
Reimbursements	12,592	34,793
<b>Total other income</b>	<b>12,592</b>	<b>34,793</b>

#### Fee revenue

Fees for services rendered are largely derived from services provided to Charles Sturt University in respect to cleaning, maintenance and courier services.

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

The Company recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Company and specific criteria have been met for each of the Company's activities as described below. The amount of revenue is not considered to be reliably measurable until all contingencies relating to the sale have been resolved. The Company bases its estimates on historical results, taking into consideration the type of customer, the terms of transaction and the specifics of each arrangement. Revenue is recognised for the main business

**Notes to the financial statements**  
**For the Year Ended 31 December 2020****2 Revenue (continued)****Fee revenue (continued)***(i) Rendering of Services*

Revenue from employment services is recognised by reference to the stage of completion. Stage of completion is measured by reference to labour hours incurred to date as a percentage of total estimated labour hours for each contract. When the contract outcome cannot be measured reliably, revenue is recognised only to the extent that the expenses incurred are eligible to be recovered.

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

- (1) Identify the contract with the customer
- (2) Identify the performance obligations
- (3) Determine the transaction price
- (4) Allocate the transaction price to the performance obligations
- (5) Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

**Government Grants**

The Company recognises an asset on the receipt of cash from the government or when the eligibility criteria for the relevant subsidy are met. The Company also recognises any related amounts arising under other Australian Accounting Standards in accordance with AASB 1058. In cases where the Company did not identify any related amounts, the entire amount of the subsidy for the latest fortnightly period is recognised as income upon the recognition of the asset.

The Company qualified for the JobKeeper Scheme from April 2020, recognising \$3,484,950 from the program during 2020. The Company also received \$100,000 in cash flow boost payments through the Government's economic support package.

**3 Employee related expenses**

	2020 \$	2019 \$
Salaries	5,798,466	5,141,692
Superannuation - Defined Contribution	606,958	586,724
Payroll tax	367,986	333,823
Workers' compensation	290,657	514,886
Long service leave expense	22,576	105,387
Annual leave	377,455	316,141
<b>Total Employee related expenses</b>	<b>7,464,098</b>	<b>6,998,653</b>

# Charles Sturt Campus Services Limited

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## Notes to the financial statements For the Year Ended 31 December 2020

### 4 Other expenses

	2020 \$	2019 \$
Auditors fees	10,378	11,275
Buildings, grounds and services	-	1,970
Communications	6,612	7,505
Fees for services rendered	210,558	322,720
Maintenance of equipment	35,836	34,295
Motor vehicle expenses	35,145	29,103
Scholarships	30,000	6,500
Stores and provisions	373,551	347,795
Travel	15,584	34,877
Other expenses	-	14
<b>Total other expenses</b>	<b>717,664</b>	<b>796,054</b>

### 5 Property, plant and equipment

	Plant and equipment \$	Motor Vehicles \$	Total \$
<b>At 1 January 2020</b>			
Cost or fair value	152,283	60,000	212,283
Accumulated depreciation	(43,209)	(36,000)	(79,209)
<b>Net book amount</b>	<b>109,074</b>	<b>24,000</b>	<b>133,074</b>
<b>Year ended 31 December 2020</b>			
Opening net book amount	109,074	24,000	133,074
Additions	11,797	-	11,797
Depreciation charge	(28,331)	(12,000)	(40,331)
<b>Closing net book amount</b>	<b>92,540</b>	<b>12,000</b>	<b>104,540</b>
<b>At 31 December 2020</b>			
Cost	164,079	60,000	224,079
Accumulated depreciation	(71,539)	(48,000)	(119,539)
<b>Net book amount</b>	<b>92,540</b>	<b>12,000</b>	<b>104,540</b>
	<b>Plant and equipment \$</b>	<b>Motor Vehicles \$</b>	<b>Total \$</b>
<b>Year ended 31 December 2019</b>			
Opening net book amount	117,269	36,000	153,269
Additions	17,409	-	17,409
Depreciation charge	(25,604)	(12,000)	(37,604)
<b>Closing net book amount</b>	<b>109,074</b>	<b>24,000</b>	<b>133,074</b>
<b>At 31 December 2019</b>			
Cost or fair value	152,283	60,000	212,283
Accumulated depreciation	(43,209)	(36,000)	(79,209)
<b>Net book amount</b>	<b>109,074</b>	<b>24,000</b>	<b>133,074</b>

Property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

# Charles Sturt Campus Services Limited

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## Notes to the financial statements For the Year Ended 31 December 2020

### 5 Property, plant and equipment (continued)

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

Depreciation is calculated using the straight line method to allocate their cost over their estimated useful lives, as follows:

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

<b>Depreciable assets</b>	<b>2020</b>
Plant and equipment	<b>5 years</b>
Motor Vehicles	<b>5 years</b>

### 6 Intangible assets

	<b>2020</b>	2019
	<b>\$</b>	<b>\$</b>
<b>Computer software</b>		
Cost	<b>3,397</b>	3,397
Accumulated amortisation and impairment	<b>(849)</b>	(425)
<b>Net carrying value</b>	<b>2,548</b>	2,972
<b>Total Intangibles</b>	<b>2,548</b>	2,972

#### (a) Details of Intangible Assets

	<b>Computer software</b>	<b>Total</b>
	<b>\$</b>	<b>\$</b>
<b>Year Ended 31 December 2020</b>		
Balance at the beginning of the year	<b>2,972</b>	<b>2,972</b>
Amortisation	<b>(424)</b>	(424)
<b>Closing value at 31 December 2020</b>	<b>2,548</b>	<b>2,548</b>
<b>Year Ended 31 December 2019</b>		
Balance at the beginning of the year	3,397	3,397
Amortisation	(425)	(425)
<b>Closing value at 31 December 2019</b>	<b>2,972</b>	<b>2,972</b>

Amortisation is calculated using the straight line method to allocate cost over the estimated useful life of five (5) years.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

# Charles Sturt Campus Services Limited

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## Notes to the financial statements

For the Year Ended 31 December 2020

### 7 Trade and other payables

	2020 \$	2019 \$
<b>Current</b>		
Other payables	20,960	48,237
<b>Total current trade and other payables</b>	<b>20,960</b>	<b>48,237</b>

Payables represent unpaid liabilities for goods and services provided to the Company prior to the end of the financial year. These amounts are unsecured and are usually paid on creditor payment terms. After initial measurement at fair value, they are subsequently measured at amortised cost. Due to their short term nature they are not discounted.

### 8 Provisions

	2020 \$	2019 \$
<b>Current provisions expected to be settled wholly within 12 months</b>		
<b>Employee Benefits</b>		
Annual leave	372,154	316,745
Long service leave	116,053	77,681
	<b>488,207</b>	<b>394,426</b>
<b>Current provisions expected to be settled wholly after more than 12 months</b>		
<b>Employee Benefits</b>		
Annual leave	145,334	89,649
Long service leave	287,590	315,681
	<b>432,924</b>	<b>405,330</b>
<b>Total current provisions</b>	<b>921,131</b>	<b>799,756</b>
<b>Non-current provisions</b>		
<b>Employee Benefits</b>		
Long service leave	78,324	104,999
<b>Total non-current provisions</b>	<b>78,324</b>	<b>104,999</b>
<b>Total provisions</b>	<b>999,455</b>	<b>904,755</b>

#### Annual leave

The liability for annual leave is recognised in current provisions for employee benefits as it is due to be settled within 12 months after the end of the report period. It is measured at the amount expected to be paid when the liability is settled. Regardless of the expected timing of settlements, provisions made in respect to annual leave are classified as a current liability.

#### Long service leave

The liability for long service leave (LSL) is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to predicted future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

The provision for LSL was assessed by KPMG for the year ended 31 December 2020.

**Notes to the financial statements**  
**For the Year Ended 31 December 2020**

**8 Provisions (continued)**

**Long service leave (continued)**

*(i) Short-term obligations*

Liabilities for short-term employee benefits (including wages and salaries, non-monetary benefits and profit-sharing bonuses) are measured at the amount expected to be paid when the liability is settled, if it is expected to be settled wholly before twelve months after the end of the reporting period, and is recognised in other payables. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates payable at that time.

*(ii) Other long-term obligations*

The liability for other long-term benefits are those that are not expected to be settled wholly before twelve months after the end of the annual reporting period. Other long-term employee benefits include annual leave, accumulating sick leave and long service leave liabilities.

The liability is measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to predicted future wage and salary levels, experiences of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Regardless of the expected timing of settlements, provisions made in respect of employee benefits are classified as a current liability, unless there is an unconditional right to defer the settlement of the liability for at least twelve months after the reporting date, in which case it would be classified as a non-current liability.

*(iii) Termination benefits*

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. The Company recognises the expense and liability for termination benefits either when it can no longer withdraw the offer of those benefits or when it has recognised costs for restructuring within the scope of AASB137 that involves the payment of termination benefits. The expense and liability are recognised when the Company is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy.

Termination benefits are measured on initial recognition and subsequent changes are measured and recognised in accordance with the nature of the employee benefit. Benefits expected to be settled wholly within twelve months are measured at the undiscounted amount expected to be paid. Benefits not expected to be settled before twelve months after the end of the reporting period are discounted to present value.

**9 Key Management Personnel**

The Company determined that all external Directors would be entitled to receive a set rate remuneration in connection with the management of the affairs of the Company to improve the professionalism and quality of the Board of Directors membership. All other key management personnel were employed by Charles Sturt University except the Company executive officer who was employed by the Company.

**(a) Remuneration of board members and executive officers**

	<b>2020</b>	2019
	<b>Number</b>	Number
<b>Remuneration of board members</b>		
Nil to \$9,999	<u>2</u>	<u>2</u>
	<b>2020</b>	2019
	<b>Number</b>	Number
<b>Remuneration of executive officers</b>		
\$130,000 to \$139,999	<u>1</u>	<u>1</u>

# Charles Sturt Campus Services Limited

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## Notes to the financial statements For the Year Ended 31 December 2020

### 9 Key Management Personnel (continued)

#### (b) Totals of remuneration paid

The totals of remuneration paid to the key management personnel of Charles Sturt Campus Services Limited during the year are as follows:

	2020 \$	2019 \$
Short-term employee benefits	142,895	129,714
<b>Total remuneration</b>	<b>142,895</b>	<b>129,714</b>

### 10 Remuneration of auditors

It is the entity's policy to engage the Audit Office of NSW to perform the statutory audit duties pursuant to the *Public Finance and Audit Act 1983*. Fees payable for the audit of the financial statements for the Company for the financial year ended 31 December 2020 were \$12,650 including GST (2019: \$12,403). The auditors did not receive any other benefits.

In 2020 there were no fees paid to other firms for consulting and assurance services (2019: Nil).

### 11 Contingencies

The Company did not have any contingent assets and liabilities as at 31 December 2020 (31 December 2019: Nil).

### 12 Commitments

The Company has agreed to fund scholarships with a combined value of \$30,000 for eligible Charles Sturt University students in 2021 (2020: \$30,000).

### 13 Related Parties

#### (a) Parent entities

The ultimate parent entity, which exercises control over the Company, is Charles Sturt University.

#### (b) Key management personnel

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity is considered key management personnel.

For details of disclosures relating to key management personnel, refer to Note 9: Key Management Personnel.

#### (c) Transactions with related parties

The University meets the expenses of the Company principally in return for services provided to the University under the service level agreement (expiration: 6 February 2022). All transactions are processed through inter-entity accounts with the University in a manner similar to a bank account. These are treated as payments and receipts for the purposes of the Statement of Cash Flows.

The following transactions occurred with related parties:

	2020 \$	2019 \$
Sales of goods and services Charles Sturt University	4,369,884	7,698,731

# Charles Sturt Campus Services Limited

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## Notes to the financial statements For the Year Ended 31 December 2020

### 13 Related Parties (continued)

#### (d) Related party services not recognised

Charles Sturt University provides Charles Sturt Campus Services Limited with a range of administrative support services. The value of the services which have not been recognised in the financial statements include:

- provision of advisory services
- office accommodation facilities
- accounting and administrative services
- electricity and other utility services

### 14 Cash Flow Information

#### (a) Reconciliation of result for the year to cash flows from operating activities

Reconciliation of net income to net cash provided by operating activities:

	Notes	2020 \$	2019 \$
Operating result for the period		<b>380,130</b>	412,551
Add back depreciation		<b>40,755</b>	38,028
(Increase)/decrease in trade and other receivables		<b>(391,495)</b>	(106,430)
Increase/(decrease) in other payables		<b>(27,278)</b>	(17,350)
Increase/(decrease) in provision for annual leave		<b>111,094</b>	11,006
Increase/(decrease) in provision for long service leave		<b>(16,393)</b>	55,789
Cash flow from operating activities		<b>96,813</b>	393,594

### 15 Events occurring after the reporting period

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

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End of audited financial statements

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Students at our Brisbane study centre

# Contact details

## Charles Sturt University in Australia

### Head office

Charles Sturt University  
The Grange Chancellery  
Panorama Avenue  
Bathurst NSW 2795

Telephone (Australia):  
1800 275 278  
(International): +61 1800 275 278  
[csu.edu.au/contacts](http://csu.edu.au/contacts)

### Campuses

**Albury-Wodonga**  
Elizabeth Mitchell Drive  
Thurgoona NSW 2640

**Bathurst**  
Panorama Avenue  
Bathurst NSW 2795

**Dubbo**  
Tony McGrane Place  
Dubbo NSW 2830

**Orange**  
Leeds Parade  
Orange NSW 2800

**Port Macquarie**  
Major Innes Road  
Port Macquarie NSW 2444

**Wagga Wagga**  
Boorooma Street  
North Wagga Wagga NSW 2650

### Specialist campuses

**Canberra**  
15 Blackall Street  
Barton ACT 2600

10–12 Brisbane Avenue  
Barton ACT 2600

**Goulburn**  
NSW Police College  
McDermott Drive  
Goulburn NSW 2580

**Manly**  
Collins Beach Road  
Manly NSW 2095

**Parramatta**  
16 Masons Drive  
North Parramatta NSW 2151


### Study centres

**Brisbane**  
119 Charlotte Street  
Brisbane QLD 4000

**Melbourne**  
30 Church Lane  
Melbourne VIC 3000

**Sydney**  
63 Oxford Street  
Sydney NSW 2010

**Wangaratta**  
Wangaratta Regional Study Centre  
218 Tone Road  
Wangaratta VIC 3677

 1800 275 278 (free call within Australia)  
+61 1800 275 278 (callers outside Australia)

 [csu.edu.au](https://csu.edu.au)  [/charlessturtuni](https://twitter.com/charlessturtuni)

 [ask@csu.edu.au](mailto:ask@csu.edu.au)  [/charlessturtuni](https://www.youtube.com/charlessturtuni)

 [insight.csu.edu.au](https://insight.csu.edu.au)  [charlessturtuni](https://www.instagram.com/charlessturtuni)

 [charlessturtuni](https://www.facebook.com/charlessturtuni)  [charlessturtuni](https://www.snapchat.com/add/charlessturtuni)

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